



NEWS RELEASE

Jacobs appoints Cheryl Lim as chief human resources officer

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Seasoned global HR executive brings more than two decades of transformative leadership experience to Jacobs

DALLAS--(BUSINESS WIRE)-- **Jacobs** (NYSE: J) has appointed Cheryl Lim as chief human resources officer (CHRO), effective May 18, 2026. Lim will be based in Dallas, Texas, and will report directly to Chair and Chief Executive Officer Bob Pragada.

This press release features multimedia. View the full release here:

<https://www.businesswire.com/news/home/20260518556235/en/>

Lim joins Jacobs with a distinguished career spanning more than two decades as a senior HR executive at some of the world's leading global organizations. Most recently, she served as CHRO and Section 16 Officer at Vertiv Holdings, a \$10.2 billion business with approximately 34,000 employees worldwide.

At Vertiv, Lim played a pivotal role during a period of strong company performance. With a focus on linking human resources initiatives to shareholder value and long-term business success, she transformed the global HR and talent function and helped build a high-performance culture by introducing new company behaviors and aligning total rewards with performance outcomes.

Prior to Vertiv, Lim held the position of vice president of human resources at ITT Inc., supporting the Connect & Control Technologies business. She previously spent twenty years at Honeywell International, where she held a series of progressively senior HR leadership roles. Her Honeywell experience included serving as vice president of HR for Europe, the Middle East and Africa and high growth regions, overseeing 45 countries and supporting 35,000

employees. She also led human resources for Honeywell Corporate globally and drove large-scale, enterprise-wide transformation programs. In addition, she served as president of the Honeywell European Works Council.

Throughout her career, Lim has built a strong reputation for delivering results through data-driven people strategies and strong teams. Her areas of expertise include global HR operations, mergers and acquisitions integration, talent development, executive compensation, succession planning, and labor and employee relations.

Jacobs Chair and Chief Executive Officer Bob Pragada said: “Cheryl brings exceptional depth and breadth of global HR leadership to Jacobs at a pivotal moment in our growth journey. Her track record of building world-class people organizations, driving cultural transformation and delivering measurable business impact speaks for itself. We are delighted to welcome her to Jacobs and look forward to her contributions as we continue building a company where talented people can do their best work.”

Lim said: “Jacobs has an outstanding reputation, deeply talented people and a clear sense of purpose. I am thrilled to be joining at this exciting stage and look forward to partnering with Bob and the leadership team to continue investing in our people and culture as a true driver of business success.”

Lim holds a Master of Business Administration from Pepperdine University and a Bachelor of Arts (Joint Honours) in German and management studies from the University of Leeds in the U.K. She is a dual citizen of the United States and the United Kingdom and is fluent in English and German.

At Jacobs, we're challenging today to reinvent tomorrow – delivering outcomes and solutions for the world's most complex challenges. With approximately \$12 billion in annual revenue and a talent force of approximately 47,000, we provide end-to-end services in advanced manufacturing, cities & places, energy, environmental, life sciences, transportation and water. From advisory and consulting, feasibility, planning, design, program and lifecycle management, we're creating a more connected and sustainable world. See how at [jacobs.com](https://www.jacobs.com) and connect with us on [LinkedIn](#), [Instagram](#), [X](#) and [Facebook](#).

Certain statements contained in this press release constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are statements that do not directly relate to any historical or current fact. When used herein, words such as "expects," "anticipates," "believes," "seeks," "estimates," "plans," "intends," "future," "will," "would," "could," "can," "may," and similar words are intended to identify forward-looking statements. We base these forward-looking statements on management's current estimates and expectations, as well as currently available competitive, financial and economic data. Forward-looking statements, however, are inherently uncertain. There are a variety of factors that could cause business results to differ materially from our forward-looking statements including, but not limited to, uncertainties as to, the timing of the award of projects and funding and potential changes to the amounts provided for under the

Infrastructure Investment and Jobs Act and other legislation and executive orders related to governmental spending, including any directive to federal agencies to reduce federal spending or the size of the federal workforce, and changes in U.S. or foreign tax laws, including the tax legislation enacted in the U.S. in July 2025, statutes, rules, regulations or ordinances, including the impact of, and changes to tariffs and retaliatory tariffs or trade policies, that may adversely impact our future financial positions or results of operations, as well as general economic conditions, including inflation and the actions taken by monetary authorities in response to inflation, changes in interest rates and foreign currency exchange rates, changes in capital markets, the possibility of a recession or economic downturn, and increased uncertainty and risks, including policy risks and potential civil unrest, relating to the outcome of elections across our key markets and elevated geopolitical tension and conflicts, among others. For a description of these and additional factors that may occur that could cause actual results to differ from our forward-looking statements, see our filings with the U.S. Securities and Exchange Commission. The company is not under any duty to update any of the forward-looking statements after the date of this press release to conform to actual results, except as required by applicable law.

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