



P R O F I L E

Karen Phillips

As senior vice president of human resources for SJI, Karen Phillips builds and strengthens the company's human resources foundations, leading to increased employee engagement, greater individual and organizational performance, and a more diverse and effective workforce for SJI and its subsidiaries.

Ms. Phillips joined SJI in 2015 as senior director of organizational design and leadership development. In 2018, Ms. Phillips was appointed vice president of human resources. In this role, she was responsible for providing strategic leadership across all business partner operations and core human resources activities, including talent acquisition, learning and development, labor relations and diversity and inclusion.

Ms. Phillips assumed her current role as senior vice president of human resources in 2022, where she continues to lead and direct all human resources functions for SJI's +1,100 non-union and union employees. As part of The Senior Leadership Team, she also works alongside SJI's other senior executives to help drive corporate strategy and ensure the company's continued growth.

Prior to joining SJI, Ms. Phillips held several leadership roles in human resources and organizational development across various industries, including retail, finance and healthcare. An alumna of West Chester University, she earned her undergraduate degree in accounting.

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