



NICOLE CUMMINGS
Chief People Officer



As our chief people officer, Nicole Cummings applies more than a quarter-century of HR experience, including over a decade in the wine industry, to her role guiding The Duckhorn Portfolio’s in-house People Team. A seasoned executive with a passion for identifying, acquiring, retaining, and developing high-performing industry talent, Nicole oversees an industry-leading People Department with a focus on fostering a culture of creative autonomy that empowers employees to grow and thrive. Building on her strengths in coaching, team building, leadership and employee training, Nicole guides the employee experience for more than 500 full-time employees at The

Duckhorn Portfolio. Nicole also oversees compensation and benefits, organizational development, talent acquisition, onboarding, talent development, employee relations and strategic planning.

Nicole was born and raised in California and holds a Bachelor of Arts in business administration from California State University, Chico, and a Master of Business Administration from the University of Nebraska, Omaha. After beginning her career in HR at EAH Housing, Nicole joined Cakebread Cellars where she spent five years as HR Manager. In 2006, eager to gain expertise outside the wine industry, Nicole joined Brecek and Young Advisors as HR manager. When the company was acquired by Securities America two years later, Nicole led the company-wide merger and integration of the two companies, with a client retention success rate of 95%. In recognition of her accomplishments, Nicole was named the director of training at Securities America and later director of human resources and training—a role she held until 2014, when she returned to Cakebread Cellars as vice president of culture and talent development.

In 2022, after an extensive executive search, Nicole was named vice president of people and organizational development for The Duckhorn Portfolio and was promoted to chief people officer the following year. “As the most dynamic luxury-focused wine company in North America, my goal is to continually strengthen the people infrastructure at The Duckhorn Portfolio to prepare for the continued growth of our company.”

Nicole holds the Professional in Human Resources certification, was a recipient of the 40 Under 40 award from the Midlands Business Journal, is a former president of Wine Women, a member of Society of Human Resource Management, Forbes HR Leadership Council, and helped to establish the networking organization, Wines, Vines and HR. She resides in Napa with her husband, Grady, and their two children, Landon and Mallory.