



PROFILE

- Former Strategic Advisor, Executive Vice President and Chief Legal Officer of Hasbro, Inc. a publicly-traded \$5 billion transforming consumer goods company with global operations in over 170 markets.
- Current Strategic Advisor to Landsdowne Labs, LLC, a startup company commercializing two intellectual property innovations with significant consumer safety implications.
- Current Director of Norfolk and Dedham Group, a mutual insurance company.
- Collaborative executive experienced in wide range of business, ethics and organizational issues, including:
 - Corporate Governance
 - Mergers and Acquisitions
 - Executive Compensation
 - Digital Marketing
 - Cyber Security and Privacy
 - E-Commerce
 - Supply Chain
 - Regulatory
 - Ethics and Compliance
 - Diversity and Inclusion

CAREER OVERVIEW

Hasbro, Inc.

Strategic Advisor

May, 2018-March, 2019

Advisor on strategic issues including succession planning and regulatory affairs.

Executive Vice President and Chief Legal Officer

December, 2010-May, 2018

- Advised Board of Directors on corporate strategy and risk in era of company transformation. Counseled Board and Committees on best practices and emerging governance trends. Assessed risk in global brand building, mergers and acquisitions, product innovation, sales and marketing. Satisfactorily analyzed and resolved multi-million dollar commercial and regulatory disputes.
- Opined on key business initiatives including e-commerce and digital expansion, direct to consumer campaigns and marketing to children.
- Advised on corporate compliance and ethical business practices across consumer product and entertainment businesses.
- Drove global government affairs strategies on critical business issues at all levels of government.
- Lead global Legal and Corporate Social Responsibility functions of over one hundred and thirty professionals and manage annual, global budget of \$25 million.

Hasbro, Inc.

Vice President-Litigation, Employment and Compliance

June, 2001-December, 2010

- Key advisor to Audit Committee of Board of Directors on compliance, regulatory and litigation risk.
- Led innovative multi-year development and roll out of global ethics strategy and programs.
- Successfully strategized on plans to implement workforce reductions of thousands without legal claims.
- Led initiatives to change industry standards resulting from serious product safety issues.

Managing Attorney

June, 1995-June, 2001

- Developed expertise with the United States Consumer Product Safety Commission, the company's primary regulator.
- Drove innovative change in critical internal product safety reporting systems.
- Managed legal affairs for global manufacturing division operating in seven countries with a workforce of up to 2000 employees.

Senior Attorney

May, 1993-June, 1995

- As company's first in-house labor and employment counsel, developed and led employment law practice in collaboration with Human Resources executives.
- Drafted strategic licenses and represented Mr. Potato Head in his movie debut in Disney's *A Toy Story*.

Attorney

August, 1991-May, 1993

- Negotiated intellectual property licenses with toy inventors for the Milton Bradley, Parker Brothers and Hasbro Toy Divisions.
- Managed intellectual property out-licensing program with annual revenues of approximately \$35 million.

Brown Rudnick, Freed and Gesmer Associate

August, 1988-July, 1991

- Corporate Associate advising companies on general commercial transactions, securities laws and governance.

BOARD EXPERIENCE

Director, *The Norfolk and Dedham Group*, Dedham, MA (March, 2019-Present)

- Governance and Audit Committees Member

Director, *Toy Association, Inc.*, New York, NY (2015-2019)

- Executive Committee Member and Audit Committee Chair

Director, *Catholic Memorial High School*, West Roxbury, MA (2016-Present)

- Executive and Long Term Strategic Committees Member and Development Committee Chair

Director, *3Point Foundation*, Chestnut Hill, MA (2014-Present)

Director, *The UnCommon Children's Theatre*, Mansfield, MA (2012-Present)

HONORS

- International General Counsel Award for Best USA Legal Department in Consumer Goods by Leaders League.
- Recognized a Leader in the Law by New England Lawyers Weekly.
- 7 years on 100 Most Ethical Company list.

EDUCATION

Juris Doctor, *Marquette University Law School*

- Editor-in-Chief, *Marquette Law Review*

Bachelor of Arts, *College of the Holy Cross*

- Double Major in Economics and Political Science

Executive Leadership Training, *Tuck Business School at Dartmouth College*

- Selected for Hasbro's inaugural executive leadership program