



TO REQUEST CONTACT INFORMATION FOR THIS INDIVIDUAL, PLEASE
EMAIL SHAWN TAYLOR KAMINSKI: SKAMINSKI@DIRECTWOMEN.ORG

JANET DHILLON

Seasoned public company General Counsel. Trusted advisor to boards of directors and senior management teams. Extensive experience handling a wide range of corporate governance and international compliance issues. Proven leader of large, multi-functional teams in fast-paced environments. Led the government agency responsible for enforcing federal civil rights laws in the workplace.

PROFESSIONAL EXPERIENCE

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

The EEOC was created by Title VII of the Civil Rights Act of 1964. It is responsible for enforcing the federal laws that prohibit discrimination in the workplace. The EEOC has 2000 employees in 53 offices across the country.

Commissioner

January 2021-present

One of five members of the Commission. The Commissioners set policy for the EEOC and authorize litigation brought in federal courts on behalf of victims of workplace discrimination.

Chairperson

May 2019-January 2021

Responsible for all aspects of the Commission's operations, including administration, implementation of policy and oversight of enforcement activity. Represented the EEOC's interests before Congress.

Accomplishments During Tenure as Chairperson

- Increased recoveries for victims of workplace discrimination to \$535 million in fiscal year 2020 – the highest in the Agency's history.
- Improved the operations of the EEOC by reducing the backlog of pending charges to the lowest level in 14 years.
- Issued timely guidance during the COVID-19 pandemic addressing a range of questions arising under statutes enforced by the EEOC.

Nominated to serve as Chairperson in June 2017. Confirmed by the United States Senate in May 2019.

BURLINGTON STORES, INC.

Burlington Stores is a leading off-price retailer operating stores in the United States and Puerto Rico.

Executive Vice President, General Counsel and Corporate Secretary July 2015-July 2017

Leadership and Corporate Governance

- Responsible for all facets of the Company's legal function, including corporate securities, transactions, litigation, real estate, ethics, labor and employment, Sarbanes-Oxley and Dodd-Frank compliance and regulatory issues.
- Managed all board of directors and committee meetings; advised the board, committees, individual directors and the executive team on corporate governance and securities matters.
- Established processes and procedures to facilitate the Company's public reporting obligations (the Company went public in late 2013).
- Member of the Executive Leadership Team reporting to the Chief Executive Officer.

Risk Management and Workers' Compensation

- Responsible for the Company's risk management and Workers' Compensation functions.

J. C. PENNEY COMPANY, INC.

JCPenney operates department stores throughout the United States and Puerto Rico.

Executive Vice President, General Counsel and Corporate Secretary February 2009-March 2015

Leadership and Corporate Governance

- Responsible for all facets of the Company's legal affairs function, including corporate securities, transactions, litigation, tax, real estate, ethics, labor and employment, Sarbanes-Oxley and Dodd-Frank compliance and regulatory issues.
- Directed an in-house team of 80 legal professionals located in Texas, Hong Kong and India.
- Oversaw compliance program for over 20 international sourcing offices.
- Restructured the legal department to create an ethics and compliance team function that delivered innovative and impactful training throughout the organization via in-person meetings and unique web-based tools.
- Managed all board of director and committee meetings; advised the board, committees, individual directors and the executive team on corporate governance and securities matters.
- As a member of the Company's senior management team, sat on the Company's internal Capital Appropriations Committee, Business Ethics Committee, Leadership Council, and Disclosure and Controls Review Committee.
- Co-chaired the Company's annual United Way Campaigns in 2010 and 2011.

Government Affairs

- Responsible for all aspects of the Company's government relations strategies.
- Oversaw the Company's lobbying efforts at the federal level and in the 49 states where the Company does business.

US AIRWAYS GROUP, INC.

US Airways Group, Inc. was comprised of three certificated air carriers that together operated over 3,100 flights per day, to more than 200 destinations in the United States, Canada, Mexico, Europe, the Middle East, the Caribbean, and Central and South America.

Senior Vice President, General Counsel and Chief Compliance Officer
September 2006-February 2009

Vice President, Deputy General Counsel and Chief Compliance Officer
January 2005-August 2006

Managing Director-Legal
August 2004-January 2005

Mergers & Acquisitions

- Played a key role in the negotiation and consummation of the merger of US Airways, Inc. and America West Airlines, Inc.
- Post-merger, led the integration of the legal departments of US Airways and America West.
- Had primary responsibility for integrating and re-negotiating the two airlines' third-party contracts to achieve over \$500 million in annual savings.

Bankruptcy and Restructurings

- Prior to the September 2005 merger of US Airways, Inc. and America West Airlines, Inc., had primary responsibility for all legal matters related to the bankruptcy proceedings of US Airways Group, Inc., and its subsidiaries.
- Played a critical role in guiding US Airways through its second Chapter 11 reorganization in 2004-2005. US Airways entered bankruptcy with no debtor-in-possession financing. During the course of the Company's restructuring, it negotiated work rule concessions and pay reductions with all of its work groups (pilots, flight attendants, mechanics and ground workers), terminated defined benefit pension plans, and attracted financing that allowed the Company to exit bankruptcy thirteen months after its second Chapter 11 filing.

Crisis Management

- Key member of the team that responded to the crash of US Airways flight 1549 into the Hudson River in January 2009. Coordinated the Company's public response and led the legal response to the NTSB investigation in the immediate aftermath of the crash.

Corporate Security

- Responsible for all aspects of the Company's corporate security function, including security at its physical facilities and compliance with federal aviation security regulations. Also responsible for compliance with aviation security regulations in all of the countries where US Airways operated.

SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP

Skadden, Arps is a full-service, international law firm.

Litigation Associate and Litigation Counsel September 1991-August 2004

- Emphasis on complex business and bankruptcy litigation for a variety of sophisticated clients including US Airways Group, Inc., Deloitte & Touche LLP, Farmers Group, Inc. and Citibank.
- Defended a major financial institution in high-stakes arbitration over the sale of a credit card portfolio that resulted in a defense verdict in favor of the client.
- Represented a major entertainment company in a dispute over royalty rights stemming from two hit television series that resulted in the dismissal on summary judgment of all claims against the client.
- Represented US Airways in a bankruptcy court trial over the valuation of a multi-million-dollar claim brought by the Pension Benefit Guarantee Corporation.

OTHER LEADERSHIP AND COMMUNITY EXPERIENCE

CASA (Dallas Chapter)

2014 to 2015

Member of the Board of Directors. Dallas CASA (Court Appointed Special Advocates) is a non-profit organization of volunteers who are voices for abused children in court. CASA volunteers are appointed by judges to advocate for the best interests of abused and neglected children in protective care.

Retail Litigation Center 2009 to 2015

Past Chairman of the Board of Directors of the Retail Litigation Center. The RLC's mission is to provide the retail industry with an opportunity to weigh in at the appellate level on legal issues of significance to the industry.

Federal Judicial Evaluation Committee 2013 to 2015

Member of a committee of Texas attorneys who screen and recommend to Senators Cornyn and Cruz nominees for vacancies on the federal bench and U.S. Attorney offices in Texas.

**Advisory Board for the SMU Corporate Counsel Symposium
2013 to 2015**

The Symposium is a student-run event comprised of presentations by nationally recognized attorneys and experts on various issues. The purpose of the Symposium is to provide corporate counsel with an overview of timely corporate legal issues.

**Leadership Council on Legal Diversity
2010 to 2015**

Member of the Leadership Council on Legal Diversity and the LCLD Pipeline Committee. The LCLD is a national organization comprised of General Counsel and law firm Managing Partners who work together to increase diversity in the legal profession.

**Texas Minority Counsel Conference
2010 and 2013**

Co-chaired the General Counsel/Managing Partner Texas Diversity Roundtable at the Texas Minority Counsel Conference in September 2010 and November 2013.

**St. Mary's Food Bank Alliance
2008-2009**

Member of the Board of Directors of St. Mary's Food Bank in Phoenix, Arizona. St. Mary's Food Bank Alliance is the world's first food bank. It serves two-thirds of Arizona's fifteen counties.

**International Women's Forum
2012 - Present**

**Fellow of the American Bar Association
2012 – Present**

PROFESSIONAL HONORS

2014 – Named Outstanding General Counsel – Large Legal Department
Dallas/Fort Worth – by ACC and D CEO Magazine

2012 – Recipient of Corporate Counsel Diversity Award
from the Dallas Hispanic Bar Association

2012 – Recipient of the Public Interest Award
Burton Awards for Legal Achievement

2011 – Appointed to the Best Lawyers Advisory Board

2008 – Named one of the “Ten Most Influential Lawyers” in Arizona
by Arizona Business Magazine.

EDUCATION

J.D., UCLA SCHOOL OF LAW, Los Angeles, CA 1991

Ranked 1st in a class of 322 students

Order of the Coif

American Jurisprudence Awards in Evidence, Civil Procedure and Professional
Responsibility

OCCIDENTAL COLLEGE, Los Angeles, CA 1984

B.A. in History, Minor in Political Science

Phi Beta Kappa

Magna Cum Laude

Departmental Honors

BAR ADMISSIONS

California, District of Columbia and Texas