

## EXECUTIVE RESUME

### Key Skills & Strengths

- ~ ESG Expertise
- ~ Culture and Transformation Leadership
- ~ Compliance and Risk Management
- ~ Government Relations
- ~ Diversity, Equity, & Inclusion

- › **C-Suite Executive** with three-decade multi-faceted career leading at the Fortune One Corporation and in the federal and nonprofit sectors.
- › **Board Chair and Board Director/Advisor** with extensive governance and fiduciary board experience gained through public and nonprofit board participation and interface.
- › **Transformational Change Agent** credited for accelerating business objectives by leveraging astute operational, regulatory, compliance and governmental relations expertise.

## BOARD SERVICE SUMMARY & CONTRIBUTIONS

### TRUSTEE, LEADERS QUEST FOUNDATION ■ 2022 – present

- › Trustee for UK based foundation supporting CEOs and senior teams in building transformative and regenerative focused teams that balance environmental goals with organizational profits.

### ADVISORY BOARD, B Water and Beverages ■ 2019 – present

- › ESG Advisor to the President of emerging beverage company exclusively licensed for the sale of Brita Water.

### TRUSTEE, Converse College Board of Trustees ■ CHAIR 2018– 2021 ■ TRUSTEE 2005 – present

- › **Spearheaded Fall 2020 organizational transformation** from all-women to co-ed higher education institution.
  - Obtained board, faculty, student, alumnae, and community approval through community dialogue and engagement.
- › Grew annual giving year over year, including establishment of endowed diversity scholarship fund.

### BOARD DIRECTOR, Council on Legal Education Opportunity (CLEO) ■ 2017 – present

- › **Raised \$1.1M in donor gifts** as Chair of the 50th Anniversary Celebration of the founding of CLEO and spearheaded establishment of Vernon E. Jordan, Jr., CLEO EDGE Heritage Award.

### BOARD DIRECTOR, Thurgood Marshall College Fund ■ 2017 – 2019

### BOARD DIRECTOR, Environmental Law Institute (ELI) ■ 2010 – 2017

## PROFESSIONAL HIGHLIGHTS & ACHIEVEMENTS

**AMERICAN RED CROSS (ARC) ■ Washington, D.C. ■ \$3.2B Revenue | 18K Employees/100K Volunteers**  
2019 – present

### General Counsel, Chief Ethics, Compliance & Government Relations Officer

Propel mission and strategic direction of ARC as member of executive leadership team by providing proactive, and strategic counsel to support business goals and objectives to deliver Red Cross humanitarian, biomedical, training, armed services, and international life-saving missions. Support the management of \$2.3B+ in pension funds and endowment assets. Engage with Board of Governors on all board matters including Audit & Risk Management, Compensation & Management Development, and Governance.

**2021 National Capitol Region “Outstanding Legal Department of the Year” Association of Corporate Counsel**

**WALMART, INC.** ■ Bentonville, AR ■ Fortune 1 | \$524B Revenue | 2.2M Employees ■ 2006 – 2019**SVP & General Counsel, Corporate & Legal Operations** (2015 – 2019)**Oversight:** \$400M Budget | 330 Associates**SVP & US Chief Compliance Officer** (2011 – 2015)**Oversight:** \$25M Budget | 315 Associates | 6000 stores, clubs, and distribution centers**VP, Environmental Compliance** (2006 – 2011)

- › Developed and transformed US environmental, health and safety program while generating incremental revenue of \$25M from environmental sustainability practices.
- › Implemented best-in-class food safety, firearms, financial services, and pharmacy compliance programs with store operations achieving 15% decrease in compliance violations through the implementation of training, policies, monitoring, and continuous improvement practices.
- › Reported to Chief Administrative Officer and Board of Directors' Audit, Compensation, and Governance committees.
- › **Appointed to CEO, Doug McMillon's Global Diversity, Equity, and Inclusion Council** providing advice to elevate and integrate DE&I practices throughout the enterprise.

**U.S. ENVIRONMENTAL PROTECTION AGENCY (EPA)** ■ Washington, D.C. ■ 1986 – 2006**Deputy Asst. Administrator for Enforcement & Compliance** (2002 – 2006)**Regional Counsel, Atlanta, GA** (1994 – 2002)**Oversight:** \$550M Budget | 10 Direct/2K Indirect Reports/10 Regional Offices | National/International Portfolio

- › Developed national enforcement and compliance strategies to address nationally significant environmental compliance issues and environmental justice concerns. Strengthened relationships with states, tribes, and environmental justice communities to optimize environmental outcomes.
- › Investigated, prosecuted, and provided oversight of hundreds of regulated entities for violations of federal and state environmental laws.
- › Served as U.S. representative to the Network of Environmental Enforcement and Compliance and other multinational organizations.
- › **Awarded 2001 Meritorious Rank Award by President George W. Bush** for sustained superior performance.

**EDUCATION**

**JURIS DOCTORATE** (J.D.), University of Florida, Gainesville, FL ■ **BACHELOR OF ARTS** (B.A.), Converse College, Spartanburg, SC

**HONORS AND RECOGNITION**

Association of Corporate Counsel **2021 Outstanding Legal Department of the Year**

*Savoy Magazine* **2018 50 Most Influential Black Lawyers in America**

Association of Corporate Counsel **2018 Value Champion Award**

*Financial Times of London* **2017 Innovator of the Year Award**

Diversity Journal **2016 Women Worth Watching**