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EDUCATION

J.D., Duke University School of Law
Durham, North Carolina, *magna cum laude*

M.A., Boston University (overseas program)
Heidelberg, Germany
International Relations

B.S., United States Air Force Academy
Colorado Springs, Colorado, Distinguished Graduate
International Relations

PROFESSIONAL EXPERIENCE

Employment Practices Solutions, Inc.
Consultant

2026 - present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers on sound personnel practices, policies, and procedures. Facilitate training programs on a broad range of employment laws and issues, including investigation procedures, harassment and discrimination prevention, effective hiring, disciplinary action, and other workforce policies and practices. Provide one-on-one coaching to employees and leaders post-investigation.

Vanguard

2014 - 2024

Vanguard is one of the world's most respected investment management companies, offering a broad selection of investments, advice, retirement services, and insights to individual investors, institutions, and financial professionals.

Risk Director, Vanguard Financial Advisor Services

Senior enterprise risk leader charged with developing strategies and executing on programs protecting clients, crew, and assets

- Sped identification and mitigation of operational risks by applying an agile business process assessment methodology.
 - Drove accelerated closure of lingering open risk issues using innovative dashboard to focus management on key priorities.
 - Sought-after leader known for building highly engaged, top-performing teams by mentoring top performers, developing less experienced staff, and inspiring crew to exceed expectations.
 - Co-Lead for VetsConnect, Vanguard's veteran's Crew (Employee) Resource Group, responsible for driving Vanguard's mission by building a community of veterans, families, and friends. Led team charge with strengthening camaraderie through events and celebrations, organizing volunteer opportunities, and supporting veteran crew and their allies with professional development and mentorship programs.
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Head of Human Resources, Asia

Senior human resources executive selected for one-year assignment to Hong Kong to drive human capital management as Vanguard's Asia business strategy and priorities evolved.

- Conducted complex compliance and employment investigations and managed departures of key personnel.
- Established new multi-office organizational structure to ensure continuity of human resources operations through change.
- Developed and led workplace response during unrest in Hong Kong and across region at outset of the COVID-19 pandemic.
- Drove HR approach to support redirection of Vanguard's Asia business: planned and executed staff redeployment and displacement in two offices which ensuring retention of key staff; successfully managed risk and exited staff with dignity.

Senior Human Resources Business Partner

HR executive aligned with senior business leaders and their teams executing Vanguard's digital and client experience priorities.

- Led cross-functional team to publish enterprise-wide guidance on implementing reorganizations aligned to business strategy ensuring effective change management and risk mitigation.
- Drove business-aligned employee engagement and leadership development strategies to attract and retain key talent.

Human Resources Risk and Compliance Lead

Employment law, risk, and compliance leader accountable for the design and execution of strategies to mitigate global risk across Vanguard's human resources function.

- Created global employment law compliance structure and developed global policy standards in partnership with internal and external legal counsel to ensure consistent culture and application of policies across geographies.
- Led development and execution of risk management program tailored to global human resources practices and processes in harmony with Vanguard's evolving Enterprise Risk Management framework.

SunGard Data Systems

2007 – 2014

Leading financial software and technology services company, since acquired by FIS

Senior Compliance Director

Legal and compliance professional responsible to Chief Compliance Officer and Audit Committee of the Board of Directors for development of effective global ethics and compliance program for over 20,000 employees, managers, and contractors.

- Developed and delivered global training and awareness programs on the company's Code of Conduct and related policies; consulted on compliance and business ethics topics
- Led, conducted, and partnered with Legal, Human Resources, and Internal Audit on internal investigations into allegations of Code and policy violation worldwide.
- Oversaw company's whistle-blowing hotline and case management database; prepared related materials and regularly responded to queries from the Audit Committee of the Board of Directors.

Employment Practices Solutions, Inc.

2001- 2007

Senior Consultant

Leveraged expertise in labor and employment law to provide training, consultation, and investigation services to clients of EPS.

- Conducted investigations into allegations of misconduct and employee complaints.
- Developed and delivered live training to executives, managers, and staff on employee relations and management topics.
- Provided one-on-one coaching to employees and leaders following investigations.

Morgan, Lewis & Bockius

Associate Attorney

Successfully represented, counseled and advised clients of the firm on labor and employment-related matters.

Air Products and Chemicals, Inc.

Human Resources Specialist

Provided staffing, employee relations, compensation planning, and talent development support for 1000+ exempt employees.

United States Air Force

Intelligence Officer

Led diverse teams of military specialists in field exercises; developed position papers and conducted advocacy briefings for senior military leaders on new technologies.

LICENSE/CERTIFICATIONS

Licensed attorney in the Commonwealth of Pennsylvania since 1996

MEMBERSHIPS

State Bar of Pennsylvania

COMMUNITY

Member of the Charleston Symphony Orchestra Chorus, Former Vanguard Executive Sponsor and Member, American Corporate Partners (veteran career organization). Past Board Member of the Lionville, Pennsylvania YMCA, GoodWorks (local home repair ministry), and the Chester County Choral Society.