



## CURRICULUM VITAE

Michelle D. Pelton, Esq.  
Consultant

800-727-2766  
[mpelton@epspros.com](mailto:mpelton@epspros.com)  
[www.epspros.com](http://www.epspros.com)

---

### EDUCATION

J.D., Southern Methodist University Dedman School of Law  
Dallas, Texas, 2005, *cum laude*, Order of the Barristers, International Law Review Articles Editor,  
Merit Scholarship Recipient (2002-2005)

B.A. with honors, The University of Texas at Austin  
Austin, Texas, 2002, *Phi Beta Kappa*, Golden Key National Honor Society, Dean's List (1998-2002)  
*Psychology, English, Plan I Honors*

---

### PROFESSIONAL EXPERIENCE

**Employment Practices Solutions, Inc.**  
*Consultant*

2024 - 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, DE&I, effective hiring, disciplinary action and other workforce policies and practices. Provide one-on-one coaching to employees and leaders post-investigation.

**Musarubra LLC d/b/a Trellex and Skyhigh Security**  
*Corporate Counsel, Global Employment, Labor & Immigration*

2024 - present

Manage labor and employment law and immigration and mobility program for global advanced cybersecurity organization. Provide deep support for human resources function across all global operations. Expertise with U.S. labor strategy and engaging with and managing bargaining units in EMEA countries. Manage global policy compliance, maintenance/review, updates, and related training. Support global talent management efforts. Develop programs, policies, protocol, guidelines, and training to manage successful diversity, equity, and inclusion initiatives. Proactively engage and strategize with HR teams across all global operations to audit and design programs to support pay equity, diverse strategic recruiting, retention, development of talent, positive management relations, and many other programs. Defend company and effectively manage outside counsel regarding legal and administrative claims against the company.

**Disrupt the Landing LLC**  
*Partner, Chief Wellbeing and Legal Officer*

2022 - 2024

Lead all internal legal and employee relations endeavors for consulting firm with a focus on supporting organizations in creating safe and inclusive cultures, products, and programs for both consumers and employees. Provide consulting clients with fractional General Counsel legal support and Chief Human Resources Officer strategy and program development and implementation.

**Match Group, Inc. (parent of Tinder, Hinge, OkCupid, among other dating apps)**

2020 - 2022

*Senior Counsel, Global Head of Labor & Employment*

Assess, build, and manage all aspects of labor and employment law program for global portfolio of apps and provide deep support for human resources function across all global operations. Expertise with U.S. labor strategy and engaging with and managing bargaining units in EMEA countries. Manage global policy compliance, maintenance/review, and update, including global policy certification process for all employees and dedicated labor. Act as interim CHRO and provide strategic support and direction for organization. Executive-level support and communication, including regular updates and advisory support for company's Board of Directors. Lead global talent management efforts. Develop programs, policies, protocol, guidelines, and training to manage successful diversity, equity, and inclusion initiatives. Proactively engage and strategize with HR teams across all brands to audit and design programs to support pay equity, diverse strategic recruiting, retention, development of talent, positive management relations, and many other programs. Design global employment benefits strategy, including creatively applying benefit programs across global jurisdictions to support equity and inclusion. Defend company and effectively manage outside counsel in all legal and administrative claims against the company.

**FedEx Office and Print Services, Inc. (a FedEx Operating Company)**

2012 - 2020

*Senior Counsel, Litigation, Labor & Employment*

Develop and lead company's strategic labor relations efforts, including all management of labor relations issues and related training. Counsel internal clients on all manner of employment statutes and laws, issues, risk mitigation, and immigration/sponsorship needs. Lead management of company's international labor and employment program, including advising on all manner of employee and labor relations issues. Lead legal compliance and training efforts related to all employment laws, issues, and concerns. Representative focus compliance areas include company Code of Conduct issues, investigations and training, federal and state law requirements regarding wage and hour, employment benefits, whistleblowing/reporting concerns, electronic discovery management and accompanying issues, information retention and destruction, and regulatory compliance requirements. Coordinate global-scale projects in partnership across all FedEx operating companies globally regarding various employee-related programs and support, including labor, legal compliance, ethics, and positive employee culture. Defend company and effectively manage outside counsel in all legal and administrative claims against the company. Develop, implement, and manage enterprise-wide electronic discovery solution and electronic litigation hold management for company's legal department.

**J.C.Penney Corporation**

2008 - 2012

*Senior Attorney, Labor, Employment & Benefits*

Counsel internal clients on all manner of employment statutes and laws, issues, risk mitigation, and immigration/sponsorship needs. Manage reductions in force in several company locations in India. Provide FCPA and UK Bribery Act training and support related compliance program. Support international advice and counsel matters. Defend company in administrative claims, mediations, arbitrations, court proceedings (state and federal) involving employment matters. Support executive leadership as employment attorney partner in strategizing on all new and existing business functions and ventures. Act as sole employment counsel in supporting creation of new business venture from the ground up.

**Gardere Wynne Sewell LLP (now Foley Lardner LLP)**

2005 - 2008

*Associate Attorney*

Engaged in practice with Labor and Employment and Insurance Litigation sections of firm. New Attorney mentor. Recruiting Committee Co-Chair. Community Service Chair.

---

**LICENSE/CERTIFICATIONS**

- State Bar of Texas; State Bar of Arizona
- Member American Bar Association, Member Texas Bar Association, Human Rights Campaign Member, Texas Exes Alumni Member