



CURRICULUM VITAE

Sheila McAndrew, Esq.
Consultant

800-727-2766

smcandrew@epspros.com

www.epspros.com

EDUCATION

J.D., St. John's University School of Law, New York, NY

Law Review, St. Thomas Moore scholar (full academic scholarship), Dean's List

B.B.A., Hofstra University, Hempstead, NY

PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc.

Consultant

2018 - present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers concerning sound personnel practices and procedures. Provide training programs on a broad range of employment issues, including investigation procedures, harassment, sensitivity, conflict management, diversity, effective hiring, disciplinary action and other workforce policies and practices. Provide one-on-one coaching to employees following investigations. Make presentations, serve on discussion panels and write articles on employment related topics.

Legal

Vouté, Lohrfink, McAndrew, Meisner & Roberts, LLP

Of Counsel

2018 - present

Trusted Counsel adept in counseling business leaders, minimizing legal risk exposure and managing projects across all types of businesses. Represent clients in transactional matters and counsel clients in all areas of employment law.

International Business Machines Corporation

1994 - 2018

Lead Division Counsel, IBM Digital Business Group

2016 to 2018

Served as Head Counsel for Corporation's Chief Digital Officer and worldwide team by developing policies and negotiating transactions to increase sales in digital channel.

- Provided functional guidance to team of attorneys.
- Negotiated contracts with technology vendors, customers, developers, and universities.
- Developed approach for global implementation of enhanced data privacy requirements.
- Advised management on employment law matters.

- Developed approach for business development team to more efficiently evaluate, structure, and close contracts.

Counsel, IBM Systems, Software and Solutions Group

2008 to 2016

- Managed disputes and developed and negotiated contracts for IBM's global volume purchase Software and Support Program, the IBM Cloud team, and Corporate Marketing.
- Directed transformation projects for legal department, improving workflow and increasing response time.
- Developed new policies for content management in the area of data analytics to increase speed to market of new offerings.
- Developed social media policies, data privacy policies, and approaches for complying with FTC regulations to key IBM stakeholders.

Counsel, IBM North America Sales Group

2002 to 2008

- Lead attorney for enterprise software sales, digital channel, and associated HR teams.
- Negotiated complex software sales and compliance transactions, consistently resulting in increased quarterly revenue.
- Developed policies for compliance with FCPA and associated anti-trust matters.
- Global Center of Competency for legal colleagues including provision of training.
- Streamlined approach for working with commission-based team.

Counsel, IBM Corporate Headquarters

2000 to 2002

Negotiated and managed technology and services procurement agreements for CIO and Research and Global Distribution organizations. Advised management teams on employment law matters.

Counsel, IBM Software Group

1996 to 2000

Advised business teams regarding emerging on-line and cryptography-focused businesses by structuring and negotiating agreements such as: inbound software licenses for both internal use and incorporation into product offerings, consortia agreements, confidentiality agreements, end user agreements for new offerings and minority-equity investments. Advised management teams on employment law matters.

Attorney, IBM Microelectronics

1994 to 1996

Drafted and negotiated sales, procurement, and joint development contracts and provided extensive advice on federal and state employment laws in support of business unit manufacturing and selling semiconductors.

LICENSE/CERTIFICATIONS

Licensed attorney in the State of New York, 1995

PRESENTATIONS

Presenter, “#MeToo, #TimesUp and the Changing Legal Landscape” LexVid Continuing Professional Education, May 2020.

PUBLICATIONS

Sheila McAndrew, Esq.

smcandrew@epspros.com

Author of Article, “#MeToo, #TimesUp and the Changing Legal Landscape” Employment Practices Solutions Newsletter, February 2019.

Author of Article, “Avoiding Leadership Traps During a Global Pandemic” Employment Practices Solutions Newsletter, October 2020.