
VETA T. RICHARDSON



TO REQUEST CONTACT INFORMATION FOR THIS INDIVIDUAL, PLEASE
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PROFESSIONAL SUMMARY

Visionary, strategic, purpose-driven CEO and board director with +20 years' experience leading transformative organizational change to diversify leadership, align talent management and compensation with corporate strategy, reposition companies as global market leaders, and spur innovation that results in significant revenue growth accompanied by high customer satisfaction.

- *Proven ability to guide struggling start-ups through turn-around to financial stability and growth as well as re-engineer established organizations for global expansion, market leadership and significant revenue growth.*
- *Expertise on SEC disclosure and financial reporting, compliance oversight, investor relations, as well as stock exchange listing requirements.*
- *Governance thought leader and substantial experience cultivating board and executive relationships at global private and publicly-held businesses, as well as managing outreach with key constituents/stakeholders.*
- *Named to National Association of Corporate Directors (NACD) prestigious Directorship 100-Governance list four times, NACD Fellow and hold NACD Certified Directorship credential (exam-based, public company board ready)*
- *Capable, ready contributor to Audit, Talent Management, and Nominating & Governance Committees, as well as any boards grappling with market disruption, human rights, and risk mitigation strategies.*

SKILLS & STRENGTHS

- Visionary, Purpose-Driven Leadership
- Innovative Problem Solving
- Corporate Governance
- Global Expansion & Rebranding
- Compliance and Ethics Oversight
- Policy Development & Implementation
- Stakeholder Relations
- Strategic Planning & Growth
- P&L Accountability
- Diversity & Inclusion Strategies
- Talent Development and Mentoring
- SEC Disclosure & Financial Reporting
- Corporate Culture Transformation
- Ethical and Courageous

BOARD SERVICE

Ethisphere Institute

Director, Strategic Advisory Board, June 2020 - present

Contribute to strategy development and execution at this for-profit, global leader in defining and advancing the standards of ethical business practices. For +13 years, the Ethisphere Institute annually determines the prestigious list of *The World's Most Ethical Companies* based upon quantitative scores across five key categories: ethics and compliance program (35%), corporate citizenship and responsibility (20%), culture of ethics (20%), governance (15%), and leadership, innovation and reputation (10%).

University of Delaware | John L. Weinberg Center for Corporate Governance

Member, Advisory Board, November 2019 - present

One of the longest-standing and most respected corporate governance centers in the U.S. and first and only corporate governance center in the State of Delaware, legal home to a majority of the nation's public companies, the Center is also successor to The Investor Responsibility Research Center Institute.

WORK EXPERIENCE

Association of Corporate Counsel – Washington, D.C.

President & CEO, July 2011 - present

Board President, ACC Foundation (March 2014 - present)

Lead the world's largest not-for-profit corporation dedicated exclusively to serving chief legal and compliance executives. Totalling +46,000 members from more than 10,000 unique organizations, ACC spans 85 nations with chapter affiliate operations in 61 geographic regions. Responsible for P&L of +\$27MM (USD) and consolidated group revenue in excess of \$33MM (USD). Selected achievements include:

- Increased ACC's global (i.e., ex-USA) membership by +200% and grew total membership by +77%
- Grew revenue by 60% and achieved record-breaking financial performance in all key sectors
- Led merger of ACC with three national, market leading former competitors in Australia, Middle East, and Hong Kong and oversaw successful integration of the new affiliates, along with a transition of ACC's workforce from US-only to a fully-integrated, diverse, multicultural, multilingual global team
- Led successful association-wide re-branding campaign spanning more than 55 individual affiliates
- Work with ACC Board of Directors to lead development and report on implementation of 5-year Strategic Plan
- Restructured operations to achieve executive team alignment and revamped the performance review process to link compensation awards to the attainment of measurable strategic goals

- Received “When Work Works” Award for exemplary workplace strategies from the Society for Human Resource Management (SHRM) and Families and Work Institute and featured in the *Washington Post* for best-in-class work/life balance practice.
- Manage 7 direct reports located in the U.S., UK and Australia and a global workforce of approx..100 with locations in Washington, DC, Charleston, London, Brussels, Hong Kong, Melbourne and Sydney

Georgetown University Law Center – Washington, D.C.

Adjunct Professor of Law, August 2018 - present

Co-teach a 2-credit course titled *In-House Counsel: Law and Practice*, designed to educate and inform regarding the myriad legal, ethical and business issues faced by chief legal officers in today's global law department.

Minority Corporate Counsel Association – Washington, D.C.

Executive Director and President, Ex-Officio Board Member, March 2001 - June 2011

CEO and Director of Publications, *Diversity & the Bar*® magazine (circulation: +33,000)

Led nationally-recognized 501(c)(3) nonprofit association dedicated to advancing diversity and inclusion in the legal profession through research, education and development of innovative, best-in-class practices. Responsible for P&L and all aspects of the financial and operational success of the association. Worked with board of directors to set organizational strategy, define measurable goals and objectives, and achieve results. Led, managed, and motivated a diverse staff of 12 lawyer and non-lawyer professionals. Selected achievements include:

- Led 18-month turnaround taking association from the brink of financial insolvency (i.e., only \$4000 in operating account) to annual revenue in excess of \$4,500,000 and investment reserves of + \$3,500,000
- Founded and secured funding for diversity scholarship program which distributed more than \$1,500,000 and assisted more than 100 diverse law students over program's first five years
- Created a national online mentoring model which was the first-of-its kind in the industry and matched 350 diverse pairs of mentors/mentees for professional enrichment
- Published a dozen research reports on issues of generational diversity, race/ethnic minorities, women, LGBTQ, people with disabilities, military veterans, unconscious bias, white male engagement, mentoring across differences, and multi-cultural awareness.
- Awarded the inaugural *Freedom To Compete Award* by the U.S. Equal Employment Opportunity Commission in recognition of diversity thought leadership and innovative professional development programs
- Advised hundreds of Fortune 500 corporations and top 200 law firms on establishing effective, impactful diversity and inclusion programs.

Association of Corporate Counsel – Washington, DC

Vice President, Legal Resources & Deputy General Counsel, January 1999 - December 2000

Deputy General Counsel, March 1997 - December 1998

Senior management responsibility for the development of the association's information and legal resources (online library and print offerings), knowledge management function, educational programs, and member networks. Selected achievements include:

- Wrote the business plan for the creation of a legal resources division to serve members' needs for information and practice aids through an online library.
- Raised performance of national education programs to record-setting levels by tripling both the number of registrants and registration revenue over my tenure
- Expanded number of Annual Meeting educational sessions by 150%, enabling association to grow resources/services and achieve sizable revenue growth
- Increased faculty diversity by 50% over historical levels
- Launched online education initiative
- Hired and developed a staff of seven.

Instructor/Adjunct Faculty, August 1997 - June 1998

Howard University – Washington, DC

Developed curriculum and taught course on the business of art for undergraduate fine arts majors, focusing on business and legal issues associated with both nonprofit organizational management and the individual artist.

Senior Attorney, Corporate and Commercial Team, June 1986 - March 1997

Sunoco, Inc. – Philadelphia, PA

Counseled senior management regarding business strategies, corporate transactions, complex regulatory compliance issues for publicly-held, multinational (then Fortune 20) energy company. Advised board of directors regarding fiduciary issues, corporate governance and board policies. Lead attorney for securities disclosure and financial reporting (Forms 10-Q, 10-K/Annual Reports, 8-K and proxy statements). Lead attorney for major corporate transactions and financings (debt and equity) totaling +\$12 billion (USD). Supported HR to draft and manage executive compensation and incentive plans.

Staff Attorney, Risk Management and Corporate Affairs Group

Analyzed proposed legislation, drafted executive briefings and lobbying materials for federal and state legislatures. Supported public affairs, occupational safety and health, and human resources functions. Sunoco was the first Fortune 500 corporation to endorse the CERES (sustainability) principles. Counseled SunPAC (the first registered political action committee in the U.S.) regarding federal election laws.

Law Clerk, January 1984 - January 1985

Office of the Public Defender – Baltimore, MD

Felony Trial Division

EDUCATION

Juris Doctor

University of Maryland School of Law - Baltimore, MD

Maryland Alumni Prize for Distinguished Graduate; Honor Board (ethics) Chair; Student Bar President

Bachelor of Science: Business And Management

University of Maryland - College Park - College Park, MD

National Merit Scholar; Alpha Kappa Alpha Sorority, Inc.

Howard University, College of Art - Washington, DC

Graduate Studies: Art History

Course work in African American art history. Taught *Business of Art* for undergrads in Fine Arts program

Certificate Program: Nonprofit Studies

University of Pennsylvania - Philadelphia, PA

Advanced course work in nonprofit fundraising and management.

AFFILIATIONS

Member, National Association of Corporate Directors

Member, International Women's Foundation

Founder, Global Community Arts Foundation