

EXPERIENCE:

Texas A&M University

College Station, Texas

Executive Professor

January 2019 – Present

Full-time professor at the Mays Business School, instructing both undergraduate students and graduate students in the Human Resources Management Masters Program. Course instruction includes Employment Discrimination Law, Business Law, Corporate Governance, and Compensation Management.

Waste Management, Inc.

Houston, Texas

Senior Vice President, Human Resources

2012- 2017

Member of eight-person Senior Leadership Team of this \$14 billion (revenue) company with 41,000 employees. Trusted advisor to the CEO with an emphasis on executive development and succession planning. Responsible for the Talent Acquisition, Learning & Organizational Development, Labor Relations, and Compensation and Benefits groups. Primary interface with the Compensation and Management Development Committee of the Board of Directors.

Vice President & Assistant General Counsel

2000- 2012

Responsible for leading the Company's labor and employment law function, which included the handling and management of all employment-related litigation. Supervised the Company's legal obligations under ERISA for compensation and benefit programs, including healthcare, retirement, equity plans, incentive plans, and employee stock purchase plans. Provided legal advice and guidance on various issues to Senior Leadership Team, including preparation of executive employment agreements, handling severance negotiations, and drafting agreements. Responsible for the development and implementation of collective bargaining and union avoidance strategies.

- Direct responsibility for multiple national and state employment discrimination and wage and hour class action lawsuits.
- Responsible for developing company's labor strategy and negotiations of Company's 157 collective bargaining agreements.

Littler Mendelson

Houston, Texas

Office Managing Shareholder

1995 - 2000

- Responsible for leading the then 26-attorney Houston office of this global law firm. First-Chair responsibilities in all aspects of employment and labor-related litigation, including matters arising under federal and state laws prohibiting discrimination, claims of wrongful termination, sexual harassment claims, and arbitration of labor disputes.

Andrews & Kurth, LLP
Associate/Partner

Houston, Texas
1989 –1995

Mayor Day Caldwell & Keeton
Associate

Houston, Texas
1987 –1989

Worsham, Forsythe, Sampels & Wooldridge
Associate

Dallas, Texas
1983 –1987

EDUCATION:

Baylor University School of Law
J.D., cum laude

Waco, Texas

Texas A&M University
Bachelor of Science, Economics, magna cum laude

College Station, Texas

AFFILIATIONS:

Western Conference of Teamsters Pension Fund:

2010-2019

Employer Trustee on this \$40B multi-employer Taft-Hartley pension fund. Serve on both the Investment and Benefits Review Committees. The Plan covers approximately 200,000 active participants through pension agreements with 1,400 employers engaged in 50 different industries in 25 states across the United States.