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PROFESSIONAL SUMMARY

Trusted business attorney with deep expertise in commercial lending, global trade, capital markets and asset-based finance programs. Proven record of success in the development and delivery of world-class compliance programs. Skillful communicator and experienced leader.

Expertise and proven performance in each of the following:

- |                              |                                          |
|------------------------------|------------------------------------------|
| ▪ Asset-Based Lending        | ▪ Internal Investigations                |
| ▪ Equipment Leasing          | ▪ Anti-Bribery & Corruption Programs     |
| ▪ Global Trade Finance       | ▪ Governance and Reporting               |
| ▪ Cross-Border Lending       | ▪ Leading Global, Cross-Functional Teams |
| ▪ Leadership and Development | ▪ Change Management                      |
| ▪ Compliance Programs        | ▪ Training Programs                      |

EXPERIENCE

April 2020 – April 2024	Senior Counsel, Securities & Treasury	Deere & Company
April 2015 – April 2020	Senior Counsel	Deere & Company
July 2005 – April 2015	Associate Chief Counsel	John Deere Financial

Job Responsibilities (Deere & Company): Retired in 2024 as Senior Counsel, Securities and Treasury, at Deere & Company where he served as a member of the Deere SEC practice group. Primary activities included treasury funding transactions, securities offerings and FCPA compliance work (including training, investigations, policy development, and risk assessment).

Previous Job Responsibilities included legal support for Deere's Center for Global Business Conduct, including Deere's compliance reporting "hotline". Lead privileged compliance investigations (both global and domestic). Instrumental in development of global policies (including Deere's Code of Business Conduct). Responsible for development and implementation of enterprise anti-bribery and corruption compliance program. Prepared enterprise risk profiles for assigned topics. Developed and delivered training on global compliance related topics. Regularly engaged in compliance benchmarking activities with Fortune 100 peer organizations and served as member of Global Law Services strategic planning team. Supervised attorney supporting Worldwide Logistics function.

Previous Job Responsibilities (John Deere Financial): Associate Chief Counsel reporting to Deputy Chief Counsel. Lead both the U.S. based litigation department as well as the global compliance function. Other practice areas included global trade finance, structured transactions, inventory finance, equipment leasing, secured lending as well as tax-exempt, state and local governmental transactions. International experience included providing primary legal support to Banco John Deere (Brazil) as well as John Deere Financial businesses in Rosario, Argentina; Santiago, Chile and Monterrey Mexico. Global trade finance experience includes U.S. Ex-Im Bank guaranteed transactions as well as transactions supported through policies of private trade credit insurance.

July 2003 – July 2005

**Assistant General Counsel**

Wells Fargo Financial

Assistant General Counsel assigned to Wells Fargo Financial's Commercial Law Group. Primary responsibilities included structuring and negotiation of equipment lease and other commercial finance transactions as well as negotiation and preparation of manufacturer and dealer program agreements. Also negotiated and prepared revolving credit and other types of loan agreements. Managed defensive litigation involving Wells Fargo Financial, Inc. and its subsidiaries.

December 1996 - July 2003

**Operations Counsel**

GE Capital

Last Position: Operations Counsel - Compliance. Developed and lead compliance initiatives for Vendor Financial Services division in Danbury, CT. Developed policies and provided guidance and training on compliance related topics. Assisted Human Resources function in investigating allegations of employee misconduct. Completed GE Six-Sigma Black Belt training.

Previous Job Responsibilities: Provided primary legal support to GE Capital's Center for Specialized Alliances in Cedar Rapids, IA. Demonstrated areas of expertise include equipment leasing, compliance (including programs and training), capital markets (syndications), M&A, structured transactions, vendor programs, state and local governmental transactions (including tax-exempt lease-financing).

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## **OTHER QUALIFICATIONS**

**ADMISSIONS:** Admitted to practice Law in Iowa. Previously certified to practice as In-House Counsel in Illinois.

**EDUCATION:** J.D., *with distinction*, University of Iowa College of Law  
B.A., University of Iowa

### **RECENT COMMUNITY SERVICE:**

2017 - Present	Board of Directors - Alternatives For You - Elderly In-Home Care Coordination
2018 – 2023	Volunteer Judge - Rock Island Youth Service Bureau Peer Justice Program
2009 - 2022	Board of Directors - Iowa Chapter, Association of Corporate Counsel

**PRIOR MILITARY SERVICE:** United States Army Rank: Sergeant

Leadership Positions: Squad Leader, Team Chief MOS: Korean Linguist

Duty Stations: 125<sup>th</sup> Military Intelligence Battalion, Schofield Barracks, Hawaii  
109<sup>th</sup> Military Intelligence Battalion, Ft. Lewis, Washington