Spotlight on ESG

How ESG is Transforming the Compliance Risk Landscape and What Compliance Professionals Need to Know to Adapt

February 23, 2021
11 a.m. – 1 p.m. EDT
Zoom Webinar

CLE COURSE MATERIALS
Table of Contents

1. Speaker Biographies

2. CLE Materials

**How ESG Impacts Board Oversight of Compliance and ESG's Impact on the Future of Compliance**

ESG and Capital Market Compliance and Financial Services Compliance's ESG Roles From a Reputation Risk and Governance Perspective


9. Larry Fink CEO Letter (2021)
Robert Mascola, Senior Director Compliance Programs and Adjunct Professor, Fordham Law School

Robert Mascola, JD, is the Senior Director of Compliance Programs at Fordham Law School, where he is responsible for all of the law school’s compliance education, including overseeing the compliance curriculum for J.D., LL.M., and Master of Studies in Law (M.S.L.) degrees.

Prior to joining Fordham Law, Mascola was the Deputy Chief Compliance Officer at Barrick Gold Corporation, an international mining corporation with operations and projects across the globe, and was Director of Ethics and Compliance at Philip Morris International. Mascola was also previously in private practice at international law firm Arnold & Porter LLP. He is currently on the Board of the Ethics and Compliance Association.

Mascola earned his J.D. from Harvard Law School and M.A. in International Affairs from The George Washington University. He also holds an A.B. from Harvard College.

Patricia J. Harned, CEO, Ethics & Compliance Initiative

Patricia Harned is chief executive officer of the Ethics & Compliance Initiative (ECI), America’s oldest nonprofit in the ethics & compliance industry. ECI is a research and membership organization comprised by institutions across every sector, each dedicated to promoting the highest levels of integrity in their operations.

For sixteen years as CEO, Dr. Harned has overseen all of ECI’s strategy and operations. In that time ECI has become the leading provider of independent research about workplace integrity, organizational culture and effective compliance programs. Dr. Harned is an expert on culture change, ethical leadership, and workplace reporting/retaliation. She leads ECI’s consulting practice: clients have included 195+ prominent organizations around the world. Dr. Harned has been invited to provide ethics training to a number of boards of directors, and she has participated as a member of monitoring teams for organizations in settlement agreements with federal enforcement agencies.

Dr. Harned also directs outreach efforts to policymakers and federal enforcement agencies in Washington, DC. She has provided ethics & compliance training to officials in the US Department of Justice, testified before Congress and the U.S. Sentencing Commission, and she has personally briefed U.S. Secretary of Defense Ash Carter, the OSHA Whistleblower...
Dr. Harned was selected by Ethisphere Magazine as one of the 100 Most Influential People in Business Ethics in 2007, 2014 and 2015, and was named one of the Top Thought Leaders in Trust in 2010, 2011, 2018 and 2020 by the nonprofit organization Trust Across America. She was a member of the PCAOB Standing Advisory Group, and she currently serves on the boards of the U.S. Center for SafeSport and the International Association of Independent Corporate Monitors.

Dr. Harned holds a bachelor of science degree from Elizabethtown College in Pennsylvania, a masters of education degree from Indiana University, and a doctorate from the University of Pittsburgh.

**Douglas K. Chia, Sole owner and President of Soundboard Governance LLC and Fellow at the Rutgers Center for Corporate Law and Governance**

Douglas K. Chia is the sole owner and President of Soundboard Governance LLC and Fellow at the Rutgers Center for Corporate Law and Governance. He is also an Adjunct Professor at Fordham University School of Law.

Mr. Chia was previously Executive Director of The Conference Board ESG Center and continues to contribute to The Conference Board as a Senior Fellow. He is also an Advisor to Foresight BoardOps. Before joining The Conference Board in 2016, Mr. Chia served as Assistant General Counsel and Corporate Secretary of Johnson & Johnson. Previously, he served as Assistant General Counsel, Corporate of Tyco International and practiced law at the global firms Simpson Thacher & Bartlett and Clifford Chance in New York and Hong Kong. Mr. Chia has held a number of central leadership positions in the corporate governance field, including Chair of the Board of the Society for Corporate Governance, President of the Stockholder Relations Society of New York, and member of the New York Stock Exchange Corporate Governance Commission. He is currently a member of the Corporate Laws Committee of the American Bar Association, American Law Institute, National Asian Pacific American Bar Association, and Ascend Pan-Asian Leaders. Mr. Chia has received numerous awards and recognitions in corporate governance and has frequently appeared in the news media, including CNN, NPR Marketplace, The Wall Street Journal, Financial Times, and The New Yorker. Mr. Chia received an A.B. degree from Dartmouth College and a J.D. degree from the Georgetown University Law Center. Mr. Chia is a Trustee of the Historical Society of Princeton and the McCarter Theatre Center. He lives with his wife and four children in Princeton, New Jersey.
Bill Ide, Partner, Ackerman LLP

A veteran corporate strategist and trusted advisor to public and private companies, nonprofits, and public sector agencies, clients turn to William “Bill” Ide for counsel on crisis response, corporate stewardship, reputation and risk management strategy and corporate governance.

With an extensive history of representing boards and senior leadership in crisis and risk situations, Bill’s practice focuses on providing independent counsel to clients by investigating facts, providing critical legal guidance and, when appropriate, objective remediation recommendations. A leader in the business and legal communities, Bill previously served as Senior Vice President and General Counsel at Monsanto Company, counsel to the United States Olympic Committee and president of the American Bar Association. Within the business community, he serves on the boards of MetaJure and Rimidi Diabetes and previously served as a member of the Board of Directors of Albemarle Corporation (NYSE, ALB) where he chaired the Governance Committee and served on the Audit and Compensation Committees. He also served as a member of the Board of Directors of Popeyes Louisiana Kitchen, Inc. (NASDAQ: PLKI), where he chaired the Executive and Governance Committees, while also serving on the Audit Committee. Committed to thought leadership and education, Bill is co-chair of the Advisory Board to the Conference Board’s Governance Center and Program Chair for the Conference Board Chief Legal Officers Council. Bill was a senior fellow and co-founder of Emory University’s Directors Institute. He currently serves on the Audit and Governance Committees of the Clark Atlanta University Board of Trustees and is General Counsel and Secretary of the EastWest Institute, where he also is chair of the Executive Committee.

Judy Reinsdorf, Corporate Director Alexion Pharmaceuticals

Judy Reinsdorf has 15 years of experience as a C-suite executive and general counsel leading global teams and cross-functional projects in complex, multi-national companies and diverse industries. After retiring from her general counsel role, Judy joined the Alexion Pharmaceuticals board where she chairs the Nominating & Corporate Governance Committee and is a member of the Audit & Finance Committee. From 2013 to 2019, Judy was a director of Dun & Bradstreet, a $2 billion commercial data and analytics company, where she chaired the Nominating & Governance Committee and served on the Audit Committee and Compensation & Benefits Committee before the company was sold to private equity in a $6.9B transaction. Judy served as executive vice president and general counsel of Johnson Controls, a Fortune Global 500 leader in
building products, technologies, software and services, after the 2016 merger with Tyco International. Judy partnered with the Chairman to integrate the two company boards into a combined board of directors and oversaw the integration of the law departments for the $30 billion merged company. From 2007 to 2016, she was executive vice president and general counsel of Tyco during a multi-year transformation of the $37 billion industrial conglomerate. During her tenure, Judy resolved sensitive FCPA and securities enforcement matters with the SEC and the DOJ resulting in no federal monitor and cooperation credit that led to lower penalties. Judy and her team built a world-class compliance program and innovative third-party diligence process that paved the way for other companies to follow.

Before joining Tyco as general counsel, she served as general counsel and secretary of Bard, a $2 billion medical device company. Judy previously worked as VP and associate general counsel at Pharmacia Corporation managing the litigation, compliance, employment, and deal lawyers and was tasked with leading the law department’s integration efforts following the announcement of the merger with Pfizer in 2002.

In July 2020, Judy was elected to the NACD New Jersey Board of Directors where she serves on the program committee and the nominating & governance committee. Judy is also a member of the advisory board of Teach for America NJ, a nonprofit promoting educational equity for all children. In 2019, Judy was named to WomenInc. Magazine’s 2019 Most Influential Corporate. Directors list. Judy and her husband live in New Jersey with their college-aged daughters.

**Tim Hedley, CPA, Senior Advisor K2 Integrity**

Dr. Hedley has served on the faculty at several universities, including New York University and the State University of New York at Albany. Currently, he serves on the faculty at Fordham University where he is teaching Business risk in a Global, Digital Economy. He has over 20 years of experience providing consulting clients with a wide range of forensic services by assisting with the prevention, detection and response to governance and integrity risk. Until his recent retirement, Tim was a partner in the forensic practice at KPMG where he served as the Global Lead for the firm’s Fraud Risk Management service offerings. In addition to authoring numerous articles, he is co-author of the books, “The New Era of Regulatory Enforcement: A Comprehensive Guide for Raising the Bar to Manage Risk,” and “Managing the Risk of Fraud and Misconduct: Meeting the Challenges of a Global, Regulated and Digital Environment,” both published by McGraw-Hill. He also serves as treasurer of the Connecticut Society of CPAs.
Michael Duran, Chief Ethics and Compliance Officer, 3M

Michael Duran is Vice President and Chief Ethics & Compliance Officer for 3M, where he leads 3M’s global ethics & compliance program driving innovations and enhancements to our program to mitigate, identify and address risk and build upon 3M’s strong ethical culture of Be 3M.

Michael was appointed to this role in June of 2019 after serving as Assistant General Counsel and Compliance Director for 3M, where he led the team that designed and implemented many of the global elements of 3M’s compliance program. His team was also responsible for managing all six successful applications for Ethisphere’s “World’s Most Ethical Companies” recognition program. Michael joined 3M in December of 2011. From 2006 to 2011, Michael helped design and implement enterprise-wide compliance controls for Marsh & McLennan Companies. From 1998 to 2006, Michael held various financial and compliance roles at multiple General Electric businesses. Michael has a B.S. in Finance from DePaul University, a J.D. from the University of Illinois, and a M.B.A. in Finance from the Kelly School of Business at Indiana University. He is admitted to the Illinois, Nevada, and the Minnesota bar.

Page Motes, Strategy Leader Sustainability (and former Compliance Officer), Dell

Page Motes is the Director of Sustainability at Dell Technologies. She is responsible for engaging with subject matter experts, business leadership, customers and other important external stakeholders to help define and drive Dell’s strategic vision and plan of record for the company’s sustainability efforts. Prior to this role, Page spent 10 years in Dell’s Global Ethics & Compliance Office, most recently as Senior Managing Director, overseeing and managing Dell’s ethics strategy and proactive culture of integrity initiatives, including the Code of Conduct, compliance and ethics-related awareness programs and signature ethics operational processes for Dell and its global team members. Both roles have been complimented by an additional 15 years in sales and consulting, much within the ethics, compliance, risk and governance space.

Page is a member of the Society of Corporate Compliance and Ethics (SCCE) and former Board member of the Ethics and Compliance Initiative (ECI). She has guest lectured at The University of Texas Law School and McCombs Business School, as well as the University of Colorado at Boulder and Bentley College. Page is also a Hill Country Chapter member of the Young Men’s Service League (YMSL), which engages high school boys to develop a heart for service in their communities.