

JEFF BRODIN
Brodin HR Law
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480.239.4765

Versatile legal professional with extensive in- house and top tier law firm experience in employment and HR-related legal representation and senior level HR leadership experience. Proven strength in developing business strategies to address legal and compliance challenges.

PROFESSIONAL EXPERIENCE

Brodin HR Law, Phoenix, AZ Principal, 2012-present

Founder of employment law firm providing HR law support to employers, including advice on labor and employment law matters, workplace investigations, HR compliance reviews, and executive compensation.

Arizona Public Service (APS), Phoenix, AZ Director, HR Business Partners, 2008-March 2012

- Led the transformation of HR service delivery for 7,000 employee S&P 500 public utility company focusing on stronger, efficient and effective HR support
- Successfully created, implemented and led HR Business Partner organization of 14 HR professionals providing strategic HR support to the leaders of 24 divisions
- Transformed field HR support organization into centralized, efficient and effective HR Service Center
- Successful change agent for implementing enterprise-wide HR programs for 1,000 leaders, including performance management, talent management and business unit reorganizations
- Led the creation of a strategic labor relations organization
- Established APS Diversity Council to develop and implement universal company diversity philosophy and programs for employees, customers and community
- Led successful HR compliance program, including EEO/AA and OFCCP audits

APS

Senior Attorney 2000-2008

Employment, Labor Relations, Benefits and Executive Compensation

- Lead in-house counsel developing legal strategy and providing counsel on employment law, labor relations, executive compensation, benefits and compliance
- Lead legal member of team responsible for developing corporate code of conduct and related training
- Developed and implemented reputation protection, risk management and compliance programs, including AA/EEO, Sarbanes-Oxley and ERISA
- Successfully represented APS before the EEOC, NLRB, DOL and other state and federal agencies
- Managed outside counsel with budget of more than \$1 million annually

- Legal support for business reorganizations and reductions in force
- Negotiated and drafted complex employment and separation agreements for senior executives
- Successfully defended whistleblower complaints for world's largest nuclear generating station with 2,400 employees
- Led HR due diligence in M&A transactions

LAW FIRM EXPERIENCE

Winston and Strawn and successor firms, Phoenix, Arizona – 1984-2000

Maynard Murray Cronin & O'Sullivan,

Successor firm to Johnston Maynard Grant & Parker

Partner, 1995-2000

- Lead Partner developing and managing full service employment law practice, including counsel and litigation in all areas of employment and labor law
- Employment litigation in state and federal courts, including defending Title VII discrimination and wage claims and enforcing non-compete agreements
- Provided counsel to corporate clients on compliance issues relating to federal and state statutes and regulations, including ERISA, FLSA, the NLRA, and others
- Drafted and defended employment agreements and non-competes
- Representation of corporate clients before the EEOC, NLRB, DOL and other state and federal agencies

Johnston Maynard Grant & Parker

Successor firm to Winston & Strawn's Phoenix office

Partner, 1989-1995

- Lead Partner developing and managing full service employment law practice, including counsel and litigation in all areas of employment and labor law
- Successfully represented AHCCCS, Arizona's state Medicaid agency with 1100 employees, in all employment matters

Winston & Strawn,

Associate, 1984-1989

- General business litigation including commercial contract disputes, First Amendment, anti-trust, trade secrets, intellectual property and condemnation
- Employment law counsel and litigation
- Appellate representation in state and federal courts

EDUCATION

Stanford Executive Program 2008

Stanford University Graduate School of Business

Stanford, CA

Juris Doctor

University of Illinois College of Law

Urbana, Illinois

Bachelor of Arts, Magna Cum Laude
Political Science
North Park University
Chicago, Illinois

LICENSED TO PRACTICE LAW in Arizona and Illinois