

J JEFF BRODIN

Brodin HR Law
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Innovative legal and HR 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 effective business strategies to address legal and HR compliance challenges.

PROFESSIONAL EXPERIENCE

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

Founder of employment law firm providing employment law support and solutions to employers and executives, including advice and counsel on labor and employment law matters, workplace investigations, employment mediation, executive exit strategies, severance and employment agreements, coaching, and training.

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
- Created and successfully implemented company-wide diversity performance metrics, including incorporating diversity performance metrics into the leadership performance management program
- Established and led APS Diversity Council to develop and implement universal company diversity philosophy and programs for employees, customers and community
- 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 a centralized, efficient and effective HR Service Center
- Led successful HR compliance program, including EEO/AA, Affirmative Action Plans and OFCCP audits
- 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

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
- Developed and implemented reputation protection, risk management and compliance programs, including AA/EEO, Sarbanes-Oxley and ERISA
- Lead legal member of team responsible for developing corporate code of conduct and related training
- 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

Maynard Murray Cronin & O'Sullivan,

Successor firm to Johnston Maynard Grant & Parker

Partner

- 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

- 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

- Employment law counsel and litigation
- General business litigation including commercial contract disputes, First Amendment, anti-trust, trade secrets, intellectual property and condemnation
- 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
North Park University
Chicago, Illinois

LICENSED TO PRACTICE LAW in Arizona and Illinois

HONORS

American Bar Association Labor and Employment Section Frances Perkins Award for Public Service, 2016
Elected as a Fellow, College of Labor and Employment Lawyers, 2016
Maricopa County Bar Association Member of the Year, 1999

COMMUNITY SERVICE

Local First Arizona Board Chair
Lambda Legal National Leadership Council
American Bar Association Labor and Employment Section
2023 Annual Meeting Co-Chair
Phoenix Human Relations Commission
Appointed by Phoenix Mayor Greg Stanton
American Bar Association Sexual Orientation and Gender Identity Commission
Arizona Bar Foundation Board of Directors
Valley Leadership Class XIX
Southwest Center for HIV/AIDS
Board of Directors and Board Chair
HIV/AIDS Law Project, Co-Founder and Chair