

MARCIA L. NARINE WELDON  
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### ACADEMIC EMPLOYMENT

University of Miami School of Law Miami, FL 8/17  
Professor of Legal Writing and Lecturer in Law  
Courses Taught: Corporate Compliance and Social Responsibility; Legal Communications

St. Thomas University School of Law Miami, FL  
Assistant Professor 7/13- 5/17  
Courses Taught: Civil Procedure; Business Associations; Transnational Business and Human Rights;  
Legal Issues for Startups, Entrepreneurs, and Small Businesses  
Teacher of the Year- First Year Students 2014-2015

University of Missouri-Kansas City Kansas City, MO  
Visiting Assistant Professor of Law 8/11 to 5/13  
Courses Taught: Professional Responsibility; Corporate Governance, Compliance, and Social  
Responsibility; Employment Law

University of Missouri-Kansas City Bloch School of Management 10/11, 9/12, 12/12  
Lectured executive MBA students on corporate compliance, business ethics, employment law risks  
and negotiation strategies.

### EDUCATION

Harvard Law School Cambridge, MA 6/92 JD *cum laude*

Columbia University NY, NY political science/psychology 5/88 B.S. *cum laude*

### PUBLICATIONS

*You Say Embargo, I Say Bloqueo: A Policy Recommendation for Promoting Foreign Direct Investment and Safeguarding Human Rights in Cuba-* Forthcoming, Emory International Law Review, Vol. 32 (2017)

*The Cuba Conundrum: Corporate Governance and Compliance Challenges for U.S. Publicly-Traded Companies-* Vol 18, Issue 3 U. Penn J. Bus Law (2016)

*Fifty Years After the Passage of Title VII Is It Time for the Government to Use the Bully Pulpit to Enact a Status-Blind Harassment Statute?-* St. John's L. Rev. Vol. 89, No. 2, Article 7 (2016)

*Disclosing Disclosures Defects: Addressing Corporate Irresponsibility for Human Rights Impacts-* 47.1 Colum. Hum. Rts. L. Rev (2015)

*Ten Ethics-Based Questions for U.S. Companies Seeking to Do Business in Cuba,* 1 Compliance Elliance J. 62 (2015).

*Living in a Material World- From Naming and Shaming to Knowing and Showing: Will New Disclosure Regimes Finally Drive Corporate Accountability for Human Rights?-* THE BUSINESS AND HUMAN

RIGHTS LANDSCAPE: LOOKING FORWARD AND LOOKING BACK (*Cambridge University Press* Nov. 2015)- peer reviewed

*Climate Change and Business Law in the United States: Using Procurement, Pay, and Policy Changes to Influence Corporate Behaviour- European Company Law Journal, APRIL 2014, VOLUME 11, ISSUE 2*

*Whistleblowers and Rogues: The Urgent Call for an Affirmative Defense to Corporate Criminal Liability* 62 Cath. U. L. Rev. 41 (2013)

*From Kansas to the Congo: Why Naming and Shaming Corporations through Dodd-Frank's Corporate Governance Disclosure Won't Solve a Human Rights Crisis*

25 Regent U. L. Rev. 351-401 (2012-2013)

Invited Publication, Regent Law School Symposium on Emerging Issues in Social Enterprise

### CONGRESSIONAL TESTIMONY

US Congress, House of Representatives Committee on Financial Services 5/11

- Witness - "Legislative Proposals to Address the Negative Consequences of the Dodd-Frank Whistleblower Provisions."

### PUBLIC SERVICE

Miami-Dade Commission on Ethics and Public Trust 6/14- 5/17  
Appointed as Commissioner to four-year term

Department of Labor, Occupational Safety and Health Administration 12/12-present  
Chair- Training Subcommittee, Whistleblower Protection Advisory Committee  
Member- Best Practices Subcommittee

- Appointed by U.S. Secretary of Labor to committee focused on developing recommendations on improving the fairness, efficiency, and transparency of OSHA's whistleblower investigations and initiatives for the twenty-two whistleblower laws under the regulator's purview.

### OTHER PROFESSIONAL EXPERIENCE

LRN Ethics and Compliance Alliance 10/12 to present  
Expert Advisor

- Retained to draft client alerts and present training on legal developments and consult with LRN's global corporate client base on labor and employment, compliance and ethics program development, supply chain management, and privacy matters.

MDO Partners, Miami FL 1/12 to present  
Compliance Advisor

- Consult with firm on compliance initiatives related to global regulatory, anti-corruption, privacy, business ethics, corporate governance, risk assessments, whistleblower issues, and employment law matters.

Ryder System, Inc., Miami, FL

8/99 -5/11

Vice President, Global Compliance and Business Standards/ Deputy General Counsel/Chief Privacy Officer

8/03- 5/11

- Developed company's first integrated compliance and ethics program including initiatives related to anonymous reporting mechanisms, whistleblower protection, Sarbanes-Oxley, Foreign Corrupt Practices Act, Dodd-Frank, insider trading, competitive intelligence, antitrust, export controls, data protection, competitive intelligence, anti-money laundering, government contracting, document retention, and employment law in the US, Canada, Europe, Latin America and Asia;
- Performed risk assessments and updated the Board of Directors on compliance initiatives and enterprise risks;
- Co-drafted company's first corporate social responsibility report;
- Oversaw employment, drug free workplace, government relations, environmental, and privacy departments.
- Managed employment and privacy-related litigation around the world.

Group Director, Human Resources

2/02- 8/03

- Supervised managers aligning human capital plan with business strategy focusing on start ups, shut downs and generalist activities;
- Partnered with senior leadership on issues related to bench strength, retention, incentives, manpower planning, margin improvement, performance management, succession planning, diversity, and re-alignment of business units.

Ass't. General Counsel-Labor and Employment

8/99- 2/02

- Managed outside counsel and employment-related litigation
- Counseled company on employment law and compensation compliance, reducing legal fees and caseload by 50% in three years;
- Attended mediations and reviewed all pleadings and motions before filing.
- Developed in-house employment law course for operations management, which was nominated by Equal Employment Opportunity Commission in 2010 for national award.

Morgan, Lewis & Bockius Miami, FL

Associate Attorney

10/96 - 7/99

- Advised corporations on all aspects of employment practice and compliance in litigation, mediation, arbitration, and jury trials.
- Drafted answers and pre-answer motions, and motions for summary judgment.

Cleary, Gottlieb, Steen & Hamilton NY, NY

Associate Attorney

9/93 - 10/96

- Represented clients on securities fraud, breach of contract, intellectual property, antitrust, family law, entertainment, political asylum and education funding litigation.
- Drafted answers and pre-answer motions, and motions for summary judgment. Participated in jury trial.

Justice Marie Garibaldi, Supreme Court of New Jersey, Jersey City, NJ

Law Clerk

9/92 - 8/93

- Drafted bench memoranda and opinions on civil, criminal, and constitutional issues.

Professor Charles Ogletree, Harvard Law School

5/92-8/92

Research Assistant

- Researched comparative criminal law for use in South Africa's post-apartheid constitution.

## NEWSPAPER ARTICLES/INTERVIEWS

NPR MARKETPLACE <i>Interviewed by NPR regarding compliance and securities law under Trump.</i>	November 16, 2016
NPR MARKETPLACE <i>Interviewed by NPR regarding DOJ compliance standards and Yates memorandum</i>	September 10, 2015
BUSAN ENGLISH BROADCASTING (South Korea) <i>Whistleblower laws in the United States</i>	April 21, 2015
THE GUARDIAN <i>American Apparel Adds its First Woman to Revamped Board of Directors</i>	July 24, 2014
LAW 360 <i>Five Blogs to Add to Your Daily Routine</i>	May 1, 2014
AGENDA/ FINANCIAL TIMES <i>Dodd-Frank Section 1504 Publish What you Pay Rule</i>	September 10, 2015
<i>Human Trafficking: A Heinous Crime that Affects the Bottom Line</i>	June 23, 2014
<i>Conflict Minerals Ruling Puts Boards in Limbo</i>	April 28, 2014
<i>The SEC Sets a Date for Disclosing Conflict Mineral Use</i>	July 9, 2012
COMPLIANCE WEEK <i>How Court Could Shape New Conflict Minerals Rule</i>	March 2014
<i>Humanitarian Crisis and Conflict Mineral Disclosure</i>	August 22, 2011
<i>Conducting Ethical Corporate Investigations</i>	October 27, 2009
<i>Leveraging CSR Up the Supply Chain</i>	April 29, 2008
<i>Q &amp; A With CCO, Ethics and Privacy Officer at Ryder</i>	July 27, 2004
THE VERGE.COM <i>Can Intel Break our Addiction to Conflict Minerals?</i>	January 9, 2014
YOUR ABA- AMERICAN BAR ASSOCIATION NEWSLETTER <i>The Do's and Don'ts of Coaching Corporate Witnesses</i>	June 2012
CORPORATE COUNSEL MAGAZINE <i>The Rewards of FCPA Compliance</i>	March 13, 2012
WALL STREET JOURNAL <i>Can an Annual Report Save Lives?</i>	December 17, 2011

## SPEAKING ENGAGEMENTS/PRESENTATIONS

Radical Partners, Venture Café, FL Presenter- <i>For Profit, Nonprofit, Benefit Corporation? What Structure is Best for My Social Enterprise?</i>	06/17
Institute for Natural Resources Law Teachers, Banff, Canada Panelist- <i>Corporate Social Responsibility (CSR) and Social License to Operate in the Natural Resources Industry</i>	06/17
Miami-Dade Commission on Ethics and Public Trust Conference- Doing Business With Cuba-Opening speaker and panel moderator	03/17

American Society of International Law Winter Conference- Controlling Corruption: Possibilities, Practical Suggestions & Best Practices-Co-sponsored by Wharton School of Business, University of Miami School of Business; University of Richmond School of Law, and Bentley College 01/17

- Presenter, *The Conflicted Gatekeeper: The Changing Role of In-House Counsel and Compliance Officers in the Age of Whistleblowing and Anti-Corruption Compliance* -call for papers

Association of American Law Schools Annual Meeting, CA 01/17

- Panelist, Ethics in Business Transactions (call for papers)
- Panelist, Socio-economics and Whistleblowers

American Bar Association, Labor and Employment Annual Meeting. 11/16

- Panelist, Advising Clients Through the Whistleblower Investigation

Business and Human Rights Scholars Conference, University of Washington 9/16

- Presenter, *You say Embargo, I say Bloqueo- A Policy Recommendation for Promoting Foreign Direct Investment and Safeguarding Human Rights in Cuba*

Social Media Week, FL 9/16

- Panelist, Content Creators: Lessons To Learn From Prince's Legal and Business Troubles and Successes

Southeastern Association of Law Schools, FL 8/16

- Presenter, *From Eisenhower to Obama: US-Cuba Relations and a Recommendation for a Human Rights-Focused Bilateral Investment Treaty*

International Legal Ethics Conference, NY 7/16

- Presenter, *The Conflicted Gatekeeper: The Changing Role of In-House Counsel and Compliance Officers in the Age of Whistleblowing*

Law and Society, New Orleans 6/16

- Presenter, *Corporate Social Responsibility in Guatemala: A Framework for the Extractive Industry*

National Bar Association, International Affiliates Meeting, Havana, Cuba 5/16

Presenter on panel with Cuban judges, *Will Foreign Direct Investment in Cuba Spur Human Rights Reform or Perpetuate the Status Quo: A Policy Recommendation for US Lawmakers*

American Bar Association, International Law Section, New York, NY 4/16

- Panelist, *Cuba! Cuba! Cuba?*

United States Ass'n for Small Business & Entrepreneurship, San Diego, CA 1/16

- Presenter, *Corporate Social Responsibility in Startups and Small Businesses*

From Extraction to Emancipation: Reimagining Dev't for Guatemala, Sacramento, CA 12/15

- Presenter, *Corporate Social Responsibility: A Framework for the Extractive Industry*

WPBT *Issues*

- Frequent guest discussing topical issues on a panel 2015 and 2016

ABA Labor and Employment Annual Meeting, Philadelphia, PA 11/15

Panelist, *Updates in Whistleblower Protection Law*

- Institute of Internal Auditors/Certified Fraud Examiners Joint Meeting, Miami, FL 4/15
- Panelist, *Whistleblower Protections and Internal Audit*
- ABA Labor and Employment Annual Meeting, Los Angeles, CA 11/14
- Moderator, *Whistleblower Rewards: Trends and Emerging Issues in Qui Tam Actions and IRS, SEC & CFTC Whistleblower Rewards Claims*
- Zicklin Center Normative Business Ethics Workshop-Wharton School, PA 10/14
- Presenter, "Disclosing Disclosure's Defects"- call for papers
- Social Media Week Miami- Miami, FL 9/14
- Panelist- *Social Outlaw: Social Media Compliance in the Workplace*
- Emory University, Atlanta GA 6/14
- Panelist- *Teaching Transactional Law Conference*
- Law and Society Conference Minneapolis, MN 5/14
- Discussant/Moderator- *Theorizing the Corporation*
- University of Connecticut, Hartford CT 4/14
- Panelist- *Human Rights and Enterprise Risk Management*
- University of Oslo, Oslo, Norway 12/13
- Presented paper on *Climate Change and Business Law in the United States: Using Procurement, Pay, and Policy Changes to Influence Corporate Behaviour.*
- U.S. Chamber of Commerce, Washington, DC 10/13
- Panelist- *2014 Proxy Season-What Lies Ahead*
- West Virginia University, Morgantown, WV 9/13
- Presented *Living in a Material World- From Naming and Shaming to Knowing and Showing: Will New Disclosure Regimes Finally Drive Corporate Accountability for Human Rights?-*
- LRN Ethics and Compliance Webcast 6/13
- Lecturer- *Trends in Labor and Employment Compliance: Managing Social Media Risk*
- Law and Society Conference Boston, MA 5/13
- Panelist- *Adapting Corporate Law for the Social Good*
- Regent University Law School, Virginia Beach, VA 10/12
- Panelist- *Emerging Issues in Social Enterprise*
- University of Missouri Kansas City CLE 5/12
- Lecturer- *Ethical Preparation of Witnesses in Criminal Cases*
- American Bar Association Section of the Litigation Committee 4/12, 2/11
- Panelist - *How to Ethically Prepare Corporate Witnesses for Deposition and Trial*
- International Bar Association Conference of the Americas 5/11
- Panelist- *Legal and Compliance Issues Related to Social Networking, Data Protection and Marketing in Latin America, the US and Canada*

- 5<sup>th</sup> Annual Center for Capital Markets Summit- US Chamber of Commerce 3/11
- Panelist- *Dodd-Frank in the Board Room*
- American Conference Institute Whistleblower and Compliance Conference 3/11
- Panelist -*Understanding Essential Requirements for Deploying a Bullet-Proof Compliance Program to Manage Future Whistleblower Claims*
- South Florida Regional Counsel Group 1/11
- Panelist- *The UK Bribery Act and What Companies Must Do to Reform their Global Compliance Programs*
- American Arbitration Association 12/10
- Panelist – *Legal and Ethical Issues Related to Surveillance in the Workplace*
- Mitrastech Conference 5/10
- Panelist- *Best Practices Related to FCPA Program Implementation*
- Florida Bar CLE Program- Basic Corporate Law 3/10, 11/07, 10/6
- Lecturer- *Best Practices and Hot Topics in Corporate Governance and Compliance*
- Association of Corporate Counsel Annual Conference 10/09
- Panelist – *Conducting Corporate Investigations Related to FCPA and Data Privacy*
- Institute of Internal Auditors - Southeast Conference 9/07
- Panelist – *Challenges Facing Compliance Officers in Establishing Effective Programs*
- Conference for Corporate Responsibility Officers- Conference Board 5/07
- Panelist- *Differing Approaches to Corporate Social Responsibility Programs*
- Caribbean Commercial Law Workshop 8/06
- Panelist- *Global Governance Trends*
- DRI The National Association of the Defense Bar 6/06 and 4/06
- Lecturer- *Discovery from the In-house Perspective and Sarbanes-Oxley*
- Practicing Law Institute and 7/06
- Panelist regarding *Risk Assessments: One Company's Approach and Effective Compliance Programs.*
- Compliance Week Annual Meeting 5/06, 5/09
- Panelist on best practices
- Conference Board 11/05
- Panelist regarding *Risk Assessments: One Company's Approach and Effective Compliance Programs.*
- The National Employer-Littler Mendelson 3/05
- Plenary session speaker- *The Role of the Chief Compliance Officer*
  - Panelist- *Compliance and Risk Management in the Post Sarbanes-Oxley World*
- Greater Miami Society of Human Resources 5/04
- *Whistleblowers and Sarbanes-Oxley- What You Don't Know Can Land You in Prison*

### OTHER WRITING

#### Computer Assisted Learning Instruction

- Wrote CALI lesson on "Entity Selection" 5/16

**Business Law Professor Blog** – co-editor, weekly blogger 9/13 to present

**FCPA Professor**- Guest Blogger 9/13  
*Yes As To A Certain Type Of Compliance Defense*

**ALTERNET.COM**-Guest Columnist 5/12  
*Six Burning Questions on the WalMart Corruption Scandal*

**THE CONGLOMERATE BLOG**- Guest Columnist 12/11

- *Dodd-Frank and Conflict Minerals- Can A Governance Disclosure Eliminate Rape, Corruption and Child Slavery in the Democratic Republic of Congo- Part 1.*
- *The Dodd-Frank Conflict Minerals Disclosure, Corporate Responsibility and Compliance in a Human Rights Crisis - Part 2.*
- *Missing the Mark and Wasting a Crisis: The Dodd-Frank Whistleblower Bounty Provision and a Call for An Affirmative Defense for Corporate Criminal Liability.*
- *Corporate Criminal Liability- Prosecutors in the Boardroom and the Call for an Affirmative Defense.*
- *Does a Corporation Have a Conscience and Can It Tempt Ethical People to Do Bad Things?*
- *Educating Today's Law Students to Be Tomorrow's Counselors and Gatekeepers.*

**DIVERSITY INSIDER/DRI** 6/11

*The Bounty Hunters Are Coming: The Top Five Things You Can Do to Prepare Your Clients for The Dodd-Frank Whistleblower Reform Act.*

#### COMPLIANCE AND ETHICS PROFESSIONALS MAGAZINE

Volume 4, No. 2 4/07

*The New Executive Compensation Rules: What You Need to Know as a Compliance and Ethics Professional.*

Volume 3, No. 3 8/06

*Conducting a Risk Assessment.*

### AFFILIATIONS

US Chamber of Commerce SEC Disclosure Reform Working Group 6/14 to present  
Invited to provide comments and input with former SEC commissioners, attorneys, and in house counsel for proposed reforms for mandatory disclosures. Project is ongoing.

Practitioner/Academic Mentor- LawWithoutWalls 1/11 to present  
Advise students in collaborative academic model that brings together students, faculty, practitioners, and entrepreneurs from around the world to innovate legal education and practice.

Founding Board Member- Footprints Foundation 1/11 to present  
Dedicated to improving mortality rates of infants and mothers around the world through medical treatment and training in midwifery; also focusing on eradication of female genital mutilation.



Marcia Narine Weldon

Board Member- Associated Industries of Florida 10/09 to 5/11  
Represented Ryder on board focusing on improving the business environment in Florida.

Board Member- United Home Care Services 9/09 to 5/11  
Board member of organization serving the elderly and disabled; headed HR task force.

Honoree- *Profiles in Diversity* Journal 7<sup>th</sup> Annual Women Worth Watching 2009 edition

Member- Leadership Florida Class XXVII 2008-2009  
Selected for eight-month training and development program designed to prepare members for statewide leadership.

Board Member- Hands on Miami 10/04 to 7/13  
Board member of organization that managed volunteer projects to beautify schools, work with senior citizens and the disabled, and preserve the environment.

Advisory Board- Society for Compliance and Ethics 11/05 to 11/08  
Edited and wrote articles on compliance and ethics issues for national industry publication.

Board Member- Teach for America- Miami Region 6/05 to 10/06  
Developed strategies to improve educational equity for impoverished children.

Court Appointed Guardian Ad Litem- Miami, FL and Boston, MA 6/88 to present  
Represent abused and neglected children in family court and domestic violence cases.

#### **BAR ADMISSIONS**

Supreme Court of the United States  
New York  
Florida  
New Jersey (inactive as of 2016)