

Julie Tschida Brown, MBA, CFP

Global human and financial capital executive and Board member with career focused on partnering with Boards of Directors and C-suite colleagues to drive organizational growth, transformation, and culture. Differentiator is ability to leverage the intersection of financial and human capital strategies as long-term sustainable growth requires balanced decision-making to progressively evolve organizations.

SKILLS AND EXPERTISE:

- Fortune 500 Executive
- Corporate Governance
- Strategic Vision
- Fiduciary Expertise
- Executive Compensation
- M&A Diligence and Integration
- Trusted Advisor
- Investor Management
- Global Operations
- Board/Committee Membership
- Billion-dollar Budget Responsibility
- Cultural Transformation
- Change Management
- Diversity, Equity & Inclusion
- Community Involvement

PROFESSIONAL EXPERIENCE

Chief People & Culture Officer

2020 – current

Zayo Group – (Private equity owned) - \$2B Revenue - 3,000 employees

Telecommunications leader providing mission-critical bandwidth; fueling innovations that transform our society.

Primary Responsibilities

- Partner with Board, Investors and colleagues to drive IRR growth to maximize Multiple of Invested Capital
- Collaborate with the executive team and Board of Directors to optimize business results and foster employee engagement in a dynamic, entrepreneurial environment

Significant Accomplishments and Ongoing Projects

- Lead organizational and leadership development assessment for newly created management team (ghSMART)
- Partner with investors on CEO transition from founder to external CEO; onboard new CEO and build executive team
- Collaborate with colleagues on third-party management review (Bain) of business strategy, organizational and operating model redesign and financial and human capital mapping

Chief People Officer

2017 – 2020

Transamerica Corporation – (parent Aegon NV - AEG) - \$200B assets- 8,000 employees

Largest wholly owned subsidiary of Aegon NV. Offers life insurance, annuities, investments and retirement planning services.

- Partnered with Board of Directors and colleagues to advance Transamerica's business growth
- Member of Transamerica Denver Foundation Board, Political Action Committee Board, Transamerica Institute Board, Retirement Plan Trustee and Plan Design Committee and Aegon Operational Risk Committee
- Led organizational re-design (over 2 years) from a functional to a divisional structure
- Executed outsourcing partnership of 2,000 employees to Tata Consulting Services (TCS); 99% role acceptance
- Drove inclusion and unconscious bias training to 100+ key leaders and scaled to organization
- Named Diversity Best Practice Inclusion Index and perfect score in Human Rights Campaign Corporate Equity Index
- Owned Real Estate Solutions strategy; evolved owned to leased assets, built core locations while reducing spend

Senior Vice President, Human Resources

2015 – 2017

IHS Markit Ltd., Englewood, CO - INFO \$4B revenue - 13,000 employees

Global information services provider connecting data and intelligence across capital intensive industries

- Partner and advisor to executive leadership and Board to deploy strategic human capital initiatives
- Member of investment, defined contribution and defined benefit fiduciary and administrative committees
- Key contributor on successful merger creating 15B market cap organization with 12,000 employees in 30 countries
- Partnered with Board and leadership on key strategic human resources initiatives aligned with business goals (pay for performance, career progression, executive remuneration, organizational design)
- Navigated change management, communications and culture evolution in dynamic business environment
- Utilizing global cost centers (Malaysia and India), built HR shared services organization

Vice President, Global Compensation, Benefits and Shared Services

2013 – 2015

Jacobs Engineering Group Inc., Pasadena, CA - JEC - \$15B revenue - 80,000 employees

- Strategic advisor to Board and C-suite on executive organization transformation and succession planning
- Member of the following fiduciary committees: defined benefit, defined contribution, deferred compensation, executive and broad-based severance plan and health and welfare benefit plan committees

- Completed diligence and integration of a \$1.3B global acquisition across 10+ countries and 5,000 employees
- Led global redesign of executive compensation programs including philosophy and business priorities
- Transformed Global Mobility function supporting 900+ expatriates and assignees in 30+ countries
- Partnered with CEO and Board on executive team transformation

General Manager, Global Compensation Programs and Performance Management

2008 - 2013

Microsoft Corporation, Redmond, WA - MSFT \$125B revenue - 150,000 employees

Multiple promotions: 2011 - Promoted from Senior Director, Global Compensation Programs

2010 - Promoted from Director, Global Compensation Programs

2009 - Promoted from Director, Executive and Incentive Compensation

- Strategy, design and implementation of compensation, equity, strategic market intelligence and performance management programs; business partner to C-suite on executive organization and remuneration planning
- Compensation Committee advisor and partner: executive compensation redesign and program investment
- Member of the Compensation Advisory Committee for Caradigm, a Microsoft and GE Healthcare joint venture
- Member of Human Resources Leadership Team; ongoing management and strategic initiatives for organization
- Led global evolution to progressive performance management approach
- Built framework to integrate unique business models with Corp Dev; teamed in Skype acquisition and integration
- Created real-time competitive intelligence architecture for hyper-competitive technology environment

Senior Director-Retirement, Executive Programs and Benefits Accounting

2003 - 2008

Washington Group International, Boise, ID - now AECOM, ACM, \$18B revenue - 87,000 employees

Promoted from Director, Executive Programs and HR Financial Management in 2007 and from Director, Executive Compensation in 2004

- Participated with executive management and the Board of Directors in merger activities leading to sale to URS Corporation, contributor on merger negotiations, due diligence, integration teams and transaction execution

Executive Compensation Advisor / Managing Consultant

1999 - 2003

Hewitt Associates, Lincolnshire, IL - now Aon Hewitt, AON

Promoted from Senior Design Consultant in 2002

- Executive compensation advisor on governance, strategy and design of board and executive compensation
- Strategic human resources advisor to executives of Fortune 500 companies
- Developed and designed total rewards strategies and programs aligned with clients' corporate objectives

Wealth Management and Investment Advisor

1993 - 1999

FP (LPL) Financial, Chicago, IL

- Investment management strategist; considering investment, tax, securities and governance topics
- Assisted executives and small businesses in wealth management and financial planning
- Directed growth of fee-based asset management and investment advisory program from \$4 to \$60 million

EDUCATION AND ACADEMIC ACHIEVEMENTS

Carlson School of Business, University of Minnesota: MBA, Accounting, Finance focus

- Wirtschafts Universitat: Vienna, Austria - International Business Summer Exchange Program
- Fredrick Gross Accounting Scholar and Beta Gamma Sigma National Honor Society

Iowa State University of Science and Technology: BA, Finance

- General Mills Finance Scholar, Phi Eta Sigma Honor Society and Phi Kappa Phi National Honor Society

College of Financial Planning, Denver, CO: Certified Financial Planner (CFP) designation

BOARD MEMBERSHIPS & COMMUNITY INVOLVEMENT

- Member of Board of Directors and Treasurer, **Rocky Mountain HR People & Strategy** - Denver, CO, 2016 - present
- Member of Board of Directors, **Healthy Life Stars** - Denver, CO, 2017-present
- Mentor for MBA students, **Denver University** - Denver, CO, 2017-present
- Member of Board of Directors, **Elk Ridge Townhomes** - Breckenridge, CO, 2017-present
- Colorado Chapter, **Financial Planning Association** - Denver, CO, 2015-present
- Governor's Fellow, **Colorado Governor's Fellowship Program (CiviCO)** - Denver, CO, 2017-2018
- Advisory Board Member, **Ristole** - start-up company - Denver, CO, 2017-2019
- Member of Board of Directors and Finance Committee, **Women's and Children's Alliance** - Boise, Idaho, 2006-2008
- Founding member of **Morningstar Inc. Advisory Board**, 1996
- National Speaker and Panelist including: **Seattle University, UCLA, Worldwide (ERC) Employee Relocation Council, WorldatWork, Institute for Corporate Productivity (i4cp Board), Women in Technology, Gartner Human Resources**
- **Series 7 License with FINRA**, 1994 to 2000