

DEBRA L. SCHROEDER, JD, AWI-CH

1 East Liberty Street, Suite 600, Reno NV 89501

775-737-9249

debra@schroederwpi.com

EXPERIENCE

Schroeder Workplace Investigations PC 2019 - present

I conduct prompt, thorough, and objective workplace investigations and prepare fact-finding reports in response to complaints of harassment, discrimination, and retaliation, and alleged violations of ethics and compliance responsibilities. I provide training on conducting workplace investigations.

Association of Workplace Investigations 2016 - 2022 **Member, Board of Directors**

AWI is a professional membership association for attorneys, human resources professionals, private investigators, and others who conduct, manage, or have a professional interest in workplace investigations. With over 1,400 members, its mission is to promote and enhance the quality of impartial workplace investigations.

The RAND Corporation, Santa Monica, CA 2010 - 2018 **Vice President, General Counsel, and Corporate Secretary; Corporate Officer** **Ethics and Compliance Officer, 2010-2017**

RAND is a nonprofit, non-partisan research institution that helps improve policy and decisionmaking through rigorous, evidence-based, objective research and analysis.

Reporting to the President and CEO, as the first General Counsel in RAND's 75-year history, I established the legal function and was responsible for the legal affairs of the organization. I ensured the availability, continuity, and quality of competent, timely, and cost-effective legal services.

As Ethics and Compliance Officer, reporting directly to the Audit Committee of the Board of Trustees, I was responsible for the organization's ethics and compliance program, including advising employees and management on ethics matters, adjudicating personal and organizational conflicts of interest, and ensuring compliance with anti-fraud programs, ethics training requirements, and other federal laws and regulations. I also directed the Internal Audit program.

Highlights of Key Responsibilities:

- Provided internal legal advice and counseling for both research and administrative functions in a broad and diverse range of substantive legal areas, including tax exempt organization law, government contracts compliance and other contract matters, employment/human resources, litigation, export control, leases and other real estate matters, human subjects protection/institutional review board, international legal issues, organizational and personal conflicts of interest, regulatory compliance, intellectual property and licensing, and other corporate matters with legal ramifications.
- Directed the Ethics and Compliance Program, which focuses on maintaining the highest standards of professional and ethical behavior and workplace conduct and is designed to meet the requirements of the United States Sentencing Commission Guidelines for Organizations.
- Conducted or directed the conduct of internal investigations in connection with compliance reports and claims or suits against or on behalf of the organization.
- Chaired the Ethics and Compliance Committee and promoted an organizational culture in which ethical conduct and adherence to legal and regulatory requirements are expected, valued, and recognized.
- Developed and implemented appropriate standards, procedures, and training to encourage ethical behavior and prevent and detect conduct that is inconsistent with policies or legal obligations.
- Selected and supervised outside counsel providing subject matter expertise and additional support.
- Determined and directed strategy in litigation matters and actively managed outside litigation counsel.

The Aerospace Corporation, El Segundo, CA
Senior Counsel

2006 - 2010

Non-profit corporation with over 5,000 employees and approximately \$1 billion in federal funding, operating a Federally Funded Research and Development Center (FFRDC) sponsored by U.S. Air Force Space and Missile Command, providing systems engineering and objective technical analysis in support of national security, civil, and commercial space programs.

- Advised management on full range of employment issues, including wage and hour compliance, discrimination, harassment, retaliation, unsatisfactory performance and conduct, termination, accommodation of disabilities, leaves of absence, privacy, and labor relations.
- Investigated internal complaints and analyzed threatened and pending claims; responded to administrative charges; minimized liability with early intervention and tailored strategy to vigorously defend or expeditiously resolve claims; contained litigation costs through active supervision and direction of outside counsel.
- Developed and personally presented 2-hour mandatory training program, "Employment Law 101," to over 700 managers.

Littler Mendelson, P.C., Los Angeles, CA
Of Counsel

2004 - 2006

Largest global employment and labor law firm with more than 1,600 attorneys in over 100 offices.

- Investigated and defended allegations of discrimination, retaliation, harassment, slander, negligent and intentional infliction of emotional distress, and whistleblower claims. Litigated wage and hour class actions, including claims for missed meal and rest breaks, unpaid overtime, off-the-clock work, misclassification, waiting time penalties, pay stub claims, and unlawful employment applications.
- Represented Fortune 50 retailer in two landslide defeats of Teamsters in representation elections at 1,000-employee distribution center, including investigation of and response to over a dozen unfair labor practice charges and election objections. The company prevailed on all counts.

Mercer Advisors, Inc., Santa Barbara, CA
Deputy General Counsel

2003 - 2004

Provides financial management, consulting, and transitions services to medical and dental professionals.

- Drafted employment and independent contractor agreements for professionals and consultants, including complex incentive compensation packages and commission and bonus plans.

Heller Ehrman White & McAuliffe, LLP, Los Angeles, CA

2003

While awaiting California bar examination results, provided litigation support on a contract basis at elite Los Angeles law firm defending the Microsoft Corporation in antitrust litigation.

Parkview Health, Fort Wayne, IN
Corporate Counsel and Director of Risk Management

1999-2002

Northeastern Indiana's largest healthcare delivery system, employing over 5,500 and including 575-bed Level II Trauma Center, 4 community hospitals, behavioral health, physician practices, etc.

- Management member of Board committees at four hospitals; regularly briefed hospital and health system Boards. Responded to Board inquiries and requests for information.
- Led multidisciplinary teams conducting root cause analysis investigations of complex process failures, medical errors, and "near misses," identified opportunities for improvement, and implemented action plans to improve quality and safety.
- Worked with senior executive team and medical staff leadership to transform organizational and cultural approach to patient safety issues, including intense focus on process improvement, fostering non-punitive environment, and increasing transparency with patients and families.
- Managed professional and general liability in-house dockets, including over 40 coordinated suits related to MRSA outbreak in the newborn nursery.
- Developed and presented in-service compliance and liability avoidance training to management and staff on a wide variety of topics, including confidentiality, documentation, EMTALA, event reporting, and Sentinel Events.

Essex Group, Inc., Fort Wayne, IN
Manager of Industrial Relations

1996-1999

\$2.0 billion electrical wire and cable manufacturer that employed 5,500 in 29 manufacturing facilities and 38 distribution locations in the U.S., Mexico, United Kingdom, India, and Canada.

- Responsible for labor and employment law issues and compliance at a dozen manufacturing facilities nationwide. Consulted daily with plant management, including reviewing disciplinary actions and authorizing all discharges of hourly workforce.
- Investigated complaints of discrimination and harassment. Managed nationwide in-house EEO docket, including both federal and state lawsuits and administrative agency charges. Obtained reversals from two District Directors of field investigators' determinations of discrimination.
- Authored Affirmative Action Plans for several manufacturing facilities and corporate-wide template. Successfully defended OFCCP Compliance Audit resulting in letter of compliance without citations.
- First chaired collective bargaining negotiations with a variety of international unions, including UAW, IAM, UPIU/PACE, etc. Brokered significant concessions related to leaves of absence and job bidding. Negotiated 3-year economic packages valued in excess of \$22 million per facility, holding wages and benefits at or below national and local averages, without work interruptions.
- Developed and presented in-service compliance and liability avoidance training to management and staff on a variety of topics, including sexual harassment, FMLA, interviewing skills, and ADA.

Baker & Daniels, Fort Wayne, IN

1992-1996

(Predecessor to Faegre Baker Daniels LLP, n/k/a Faegre Drinker)

Associate Attorney

Litigation:

- Wide range of business defense litigation, including patent and trademark infringement and invalidity, products liability, employment, breach of contract, UCC, False Claims Act ("qui tam"), and ERISA.
- Day-to-day management of complex national litigation, including over 1,100 cases coordinated by order of the Judicial Panel on Multidistrict Litigation (MDL 1014, In Re Orthopedic Bone Screw Products Liability Litigation, ED PA).

BAR ADMISSIONS

2018 Nevada
 2003 California, United States District Court for the Central District of California
 1994 United States Patent and Trademark Office (registered patent attorney)
 1992 Indiana, United States District Courts for the Northern and Southern Districts of Indiana

EDUCATION

AWI-CH

Certificate Holder, Association of Workplace Investigators

J.D., *cum laude*, Indiana University, Bloomington

May 1992

- *Indiana Law Journal*, Managing Editor
- Glenn D. Peters Fellow
- Highest Grade in Class: Antitrust, Constitutional Law II (First Amendment)

B.A., Chemistry and French double major, Indiana University, Bloomington

May 1989

- Dean's List
- Honors Division Scholarship
- Foreign study: University of Strasbourg (France), 1987-88

TOP SECRET SECURITY CLEARANCE, 2006-2018