

# Kimberly Richardson

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## *Profile*

Forward-thinking attorney and tactical leader with over 15 years of experience helping large complex organizations with ever-changing business priorities reduce legal, ethical, operational, and financial risks. Committed to mentoring and developing future legal practitioners. Engaging and inspiring public speaker.

## *Education*

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Indiana University Maurer School of Law, Bloomington, Indiana  
J.D., May 2006

University of Michigan, Ann Arbor, Michigan  
B.S. Mathematics, December 1999

## *Teaching Interests*

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Occupational Safety & Health Law	A seminar on risk-management
Employment Law	Legal writing
Labor Law	Any first-year course
A seminar on crisis response	

## *Research Interests*

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- A comparative look at occupational health and safety laws in the E.U., South Korea and the U.S.
- Mental health as an occupational safety and health issue
- Examining the effectiveness of OSHA's "carrots and sticks"
- Occupational health and safety for gig workers
- Utilization and effectiveness of OSHA enterprise-wide liability (requiring hazard abatement at multiple company sites in the U.S., not just the site receiving the citation)
- Utilization and effectiveness of OSHA's Multi-Employer Citation Policy (joint employer liability)

## *Teaching Experience*

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### **January 2020 (Wintersession)**

Adjunct Professor • Indiana Univ. Maurer Sch. of Law • Bloomington, IN  
Course: B719 Workplace Safety & Employment Law

IU Maurer's Wintersession offers intensive one-week practical courses to second- and third-year students at no additional costs. In my course, students became in-house counsel for Santa Claus, Inc., advising on employment, labor, health, and safety legal issues for all of Santa's business operations – i.e., transportation, manufacturing, and customer-service – and for all of Santa's workers – i.e., independent contractors, temporary workers, and unionized and non-unionized employees.

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## August 2008 — December 2008

Adjunct Professor • Davenport University • Grand Rapids, MI  
Course: Business Law

## August 2004 — December 2004

Teaching Assistant • Indiana University School of Education • Bloomington, IN  
Course: Legal issues in Secondary Education

## *Legal Experience Highlights*

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Health & Safety	Corporate Communications	Risk Management
Facility & Asset Security	Contract Drafting & Review	Litigation
Labor & Employment	Mergers & Acquisitions	Policy Development
Regulatory Compliance	Outside Counsel Management	Audits
Crisis/Emergency Response	Negotiations	Investigations

## *Professional Experience*

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### September 2022 — January 2023

Senior Corporate Counsel • Amazon Web Services • Seattle, WA

Responsible for leading a team of 10 health and safety attorneys around the world – Singapore, London, Washington, DC and Seattle.

### January 2014 — September 2022

Senior Counsel • DuPont • Wilmington, DE

Sole attorney responsible for overseeing legal issues related to health, safety and security for all DuPont operations worldwide. Daily responsibilities include but are not limited to: counseling all level of leadership and subject matter experts regulatory compliance and risk management at a variety of work environments; outside counsel management; managing internal and government investigations; crafting and reviewing corporate and external communications; crisis management; drafting and reviewing non-disclosure agreements; training; policy development; and merger, acquisition and divestiture deals.

- Lead counsel on the Global Human Studies Committee, North American Natural Disaster Team, Global Substance Abuse Team, Global Pandemic Team and all corporate crisis response teams. Served as the lead legal advisor on all global COVID-19 crisis teams, which involved advising all levels of leadership in countries on issues related to supply chain management; sales, operations; medical; contractor management; environmental, health and safety (EHS); security; human resources; corporate donations and community service; and the engagement of government officials.
- Advised multiple M&A deal teams, including: the 2014 DuPont divestiture to Kuraray (est. \$543M); the 2015 Chemours spin-off (est. \$6B); the 2015 divestiture to Denka; the 2017 business assets swap with FMC; the DowDuPont™ “Journey to Three” (est. \$130B merger of Dow and DuPont and subsequent spin-offs of Dow, DuPont and Corteva); the 2020 divestiture of the DuPont trichlorosilane (TCS) business and equity interest in the Hemlock Semiconductor joint venture to Hemlock (est. \$725M); 2021 divestiture of the Nutrition and Biosciences business to International Flavors and Fragrances (IFF) (est. ~\$7.3B); and the 2022 divestiture of the majority of its former Mobility & Materials segment to Celanese (est. ~\$11 billion).
- Successfully managed complex internal and regulatory investigations and crises around the world including but not limited to the U.S., Mexico, Brazil and South Korea. Issues have included security concerns; infectious disease; fatalities and other serious injuries; and ethical issues.
- Primary counsel to Corporate Security on various security issues, including but not limited to: background checks, the use of drones onsite, securing high hazard facilities, engagement with local,

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state and federal law enforcement agencies; development of security plans, and compliance with the Chemical Facility Anti-Terrorism Standards (CFATS) and Maritime Transportation Security Act (MTSA).

- Conducted regular corporate training sessions on topics that included: government investigations; first- and second-party audits; regulatory compliance; and legal issues, such as attorney-client privilege.

## February 2013—December 2013

Attorney • U.S. Dept. of Commerce • Washington, DC

Secret Security Clearance. Lead counsel for a large labor and employment litigation docket covering all USDOC Bureaus including but not limited to BIS, ITA, NIST, EDA, NOAA, and Census. Counseled management officials in employment and labor law issues. Recruited by DuPont just after the 2013 government shutdown.

- Advised the Bureau on the termination of an overseas embassy employee with dual citizenship
- Advised USDOC Bureaus on the employment and labor law issues related to the threatened 2013 debt ceiling shutdown and the actual 2013 appropriations shutdown.

## November 2009—February 2013

OSHA & Labor Attorney • USPS • Washington, DC

Oversaw the USPS' national health and safety (S&H) legal practice, which covered over 36,000 facilities and 500,000 Postal employees. Advised Postal attorneys handling of OS&H matters around the country. Handled union-related litigation and collective bargaining.

- Successfully negotiated with OSHA HQ an enterprise-wide settlement of arc flash (electrical hazard) citations that reduced the citation penalties from ~\$6.1M to \$100K.
- Collaborated with multiple agencies to assist in drafting USPS policies in response to Presidential Executive Order No. 13527, which instructed the Postal Service to deliver medical countermeasures in the event of a biological attack on U.S. citizens, and regulatory changes the allowed for shipment of prescription drugs in the mail.
- Lead labor attorney on the 2012 Postal Police Officers Association collective bargaining negotiations. Assisted with 2010 American Postal Workers Union (APWU) negotiations and the 2012 National Association of Letter Carriers (NALC) interest arbitration.
- Successfully challenged an OSHA citation that would have obligated employers to compromise employees' privacy rights. *Sec'y of Labor v. USPS*, OSHRC Docket No. 08-1547 (2014).

## September 2006 — September 2009

Associate Attorney • Varnum Law • Grand Rapids, MI

Represented private, public, and nonprofit clients in a wide range of labor and employment, civil rights, employee benefits, public sector and education law counseling and litigation matters. Summer Associate in 2004 and 2005.

- Member of the Recruiting and Retention committees, during which time I helped to redesign the firm's part-time employment and mentoring policies.
- Developed a niche civil rights practice and considered an expert on public diversity issues in the state of Michigan following the passage of a state constitutional amendment to ban affirmative action in public education, employment and contracting.
- Conceptualized and spearheaded multiple diversity initiatives that were cited when the firm received the 2008 Michigan Law Firm of the Year Award.
- Successfully and tactfully stopped a *pro se* plaintiff from repeatedly filing lawsuits. Prior to my involvement, the plaintiff's lawsuit campaign had lasted for approximately 10 years, and on each occasion both the lower and appeals courts dismissed the cases. *Kovats v. State of Michigan*, 2008

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WL 2095423 (W.D. Mich. May 16, 2008); *Kovats v. State of Michigan*, 2008 WL 2095467 (W.D. Mich. May 16, 2008); *Kovats v. State of Michigan*, 2008 WL 2095425 (W.D. Mich. Feb. 6, 2008)

## June 2005 — August 2005

Intern • Wayne County Department of Labor Relations • Detroit, MI  
Unpaid intern assisting the Department on all matters including union negotiations

## May 2000 — June 2003

Actuarial Analyst • Watson Wyatt (now Willis Towers Watson) • Southfield, MI  
Valuing, redesigning, and terminating pension and retiree medical benefit plans.

## Select Presentations & Lectures

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- *The Crown Act – It's not just a DEI issue* [tentative title], National Safety Council meeting, Minneapolis, MN, scheduled for May 2023
- Frequent lecturer for Prof. Kenneth Dau-Schmidt's Labor Law and Employment Law classes at Indiana University School of Law, 2014 to present.
- *Living Your Values*, Indiana University Maurer School of Law Career Choices Panel Discussion, Bloomington, IN, 2022
- *In-House Practice and Servant Leadership*, Trial Insurance Practice Section (TIPS) Leadership Academy, American Bar Association Annual Meeting, Chicago, IL, 2022
- *Vaccines: Legal, Medical and Practical Questions for Employers*, National Safety Council, virtual, 2021
- *The Chemical Disaster Rule (aka RMP) & The Biden Administration; What's Ahead for Rules, Risk and the Storage of Hazardous Chemicals*, Strafford Career Training Institute, virtual, 2020
- *Mergers and Acquisitions from a Health and Safety Perspective*, ORCHSE Strategies (now National Safety Council) Legal Issues Network, Washington, DC, 2016
- *Navigating Board Culture as a Young Professional: Gaining Trust, Leading & Overcoming Obstacles*, University of Michigan Ross School of Business, Ann Arbor, MI, 2015
- Indiana University Maurer School of Law Law Day Panel, Bloomington, IN, 2014
- American Bar Association Student Division Mid-Winter Meeting, Panel Participant, Washington, DC, 2010
- *Real and Imagined Barriers to Collecting Patient Data by Race, Ethnicity and Language*, Grand Rapids Medical Grand Rounds, Grand Rapids, MI, 2009
- *Diversity and Inclusion*, Hope College, Holland, MI 2008
- *FERPA & The Clery Act*, Montcalm Community College, 2008
- *School Law Legal Update*, Michigan Council of School Attorneys School Law Seminar, Grand Rapids, MI, 2008
- *Diversity Within the Legal Practice*, Calvin College & Grand Valley State University Law Forum Panelist, Grand Rapids, MI 2008
- *Dana Corporation – Employees' Perspectives*, Michigan Institute for Continuing Legal Education 32<sup>nd</sup> Annual Labor and Employment Law Institute, greater Detroit, MI area, 2007
- *Leadership for Women*, Michigan School Business Officials Annual Conference, Grand Rapids, MI 2007

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- *Proposal 2: What Does It Mean for the Public Employer*, International Association Public Human Resource Managers, Grand Rapids, MI, 2007
- *Proposal 2: A Year in Review*, REACHING ALL/EXCLUDING NONE SYMPOSIUM, Partners for a Racism Free Community Group, Grand Rapids, MI 2007
- *Proposal 2*, Michigan Association of Collegiate Registrars and Admissions Officers Conference (EEO session), Grand Rapids, MI 2007
- *Union Salting: Management's Perspective*, Bernard Gottfried Labor Law Symposium, Detroit, MI, 2006

## *Select Honors, Awards and Boards*

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- 2021 to present National Alliance for Mental Illness (NAMI) – Delaware Chapter Advisory Board
- 2017 to present Indiana University Maurer School of Law Alumni Board
- 2014 to present National Safety Council Legal Issues Network Legal Steering Committee
- 2012 United States Postmaster General's D.R.I.V.E Award (Delivering Results, Innovation, Value and Efficiency).
- 2008 Honored by The Network Journal as one of the nation's top 40 Under Forty African Americans
- 2006 Order of the Barristers
- 2006 Indiana University School of Law Class Pledge Campaign Committee (raising over \$40,000 for the law school)
- 2006 nominated by peers for the Phi Delta Phi International Graduate of the Year award
- 2005-06 Sherman Minton Moot Court Executive Board, Executive Competition Coordinator
- 2004-05 Sherman Minton Moot Court Champion
- 2004 Sherman Minton Moot Court Competition Best Brief and Best Oral Argument in the preliminary rounds
- 2004 Top First Year Oral Argument.
- 2003-04 Indiana University Graduate and Professional Students Organization (GPSO), Programming Committee
- 1999 Recipient of the Watson Wyatt & Co. Actuarial Scholarship

## *Bar Admissions*

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Michigan  
U.S. Supreme Court

U.S. 6<sup>th</sup> Cir. Court of Appeals  
U.S. Dist. Court (W.D. Mich.)