

KIMBERLY RICHARDSON

PROFILE

Dynamic and results-driving business leader with 20+ years of legal experience helping complex organizations with ever-changing business priorities comply with laws and regulations, manage risks, communicate effectively, strategize, and operate safely. Able to guide cross-functional teams in high-stakes environments. Successfully transitioned to academia as a law school professor, fostering the next generation of legal minds while contributing to curriculum development, legal research, professional development for academic professionals, and student engagement. Recognized for exceptional communication skills, strategic thinking, and a collaborative leadership style that drives organizational success and compliance. Committed to advancing legal standards and promoting ethical practices.

CURRENT ACADEMIC APPOINTMENT

WILMINGTON UNIVERSITY FARNAN SCHOOL OF LAW ▪ Wilmington, DE

Associate Professor of Law ▪ July 2024 – present

Courses Taught:

- Sales & Leases
- Agency & Partnerships
- Corporations
- Interviewing and Counseling
- First Amendment/Constitutional Law II

Current Service:

- Fall 2027 – present, Chair, Admissions Committee
- Fall 2024 – present Chair, Faculty Academic Standards Committee
- Fall 2025 – present Member, Faculty Excellence in Teaching and Assessment Committee
- Fall 2025 – present Faculty Sponsor, Latino Law Students Association Chapter
- Fall 2025 – present Coach, Student Deposition Team

Past Service:

- 2026 – International Commercial Mediation Competition, Volunteer Supervisor (Paris, France)
- 2026 – Recruiting Chair for Director of Library Services
- 2025-26 – Interim Chair, Community Connections and Student Life Committee
- 2024-26 – Chair, Faculty Career Services and Professional Development Committee
- 2024-25 – Member, Faculty Student Life Committee

EDUCATION

INDIANA UNIVERSITY MAURER SCHOOL OF LAW ▪ Bloomington, Indiana ▪ J.D., May 2006

- 2006 Order of the Barristers
- 2005/06 Sherman Minton Moot Court Board Executive Competition Coordinator
- 2004/05 Sherman Minton Moot Court Champion (also received Best Brief and Best Oral Argument honors during the preliminary rounds)

- 2004 Top First Year Oral Argument
- Phi Delta Phi – Foster Inn

UNIVERSITY OF MICHIGAN – SCHOOL OF LITERATURE, SCIENCE & ARTS ▪ Ann Arbor, Michigan ▪
B.S. Mathematics, December 1999

- Spring 1999 Bursley Hall Resident Director (promoted mid-year, responsible for ~300 students daily and ~1200 when on call)
- Fall 1998 Bursley Hall Resident Advisor (responsible for ~50 students daily and ~300 when on call)
- 1997-98 Bursley Hall Resident Advisor (responsible for ~50 students daily and ~300 when on call)

RESEARCH AND TEACHING INTERESTS

Business Law; Labor and Employment Law, Public and Business Safety and Security (including Occupational Health & Safety Law and CFATS/MTSA); Human Rights; Environmental, Social & Governance (ESG); Legislation and Regulation; Practical Legal Skills (e.g., Mediation, Conflict Resolution, and Persuasive Writing); Administrative Law; Legal History (topical seminars); and Torts.

PREVIOUS HIGHER EDUCATION EXPERIENCE

RUTGERS UNIVERSITY ▪ New Brunswick, NJ

Adjunct, Instructor ▪ July 2026

Course Taught: Summer 2026, Pre Law and Mock Trial Academy (High School Students)

WILMINGTON UNIVERSITY FARNAN SCHOOL OF LAW ▪ Wilmington, DE

Adjunct Coordinator ▪ May 2024 – July 2024

DREXEL UNIVERSITY THOMAS R. KLINE SCHOOL OF LAW ▪ Philadelphia, PA

Adjunct Professor ▪ 2023-2024

2023-24 Courses: Litigation Drafting and Legal Methods II (first-year Legal Writing & Research)

INDIANA UNIVERSITY MAURER SCHOOL OF LAW ▪ Bloomington, IN

Adjunct Professor ▪ January 2020

Wintersession 2020 Course: Workplace Safety & Employment Law

DAVENPORT UNIVERSITY ▪ Grand Rapids, MI

Adjunct Professor ▪ Fall 2008

Fall 2008 Course: Business Law

INDIANA UNIVERSITY SCHOOL OF EDUCATION ▪ Bloomington, IN

Teaching Assistant ▪ Fall 2004

Spring 2004 Course: Legal Issues in Secondary Education

SCHOLARLY PUBLICATIONS

- Casebook. First Amendment with a Twist: Less is More, Alisa Klein and Kimberly Richardson, CALI eLangdell publishing (expected 2027)
- Casebook. Business Associations, Kimberly Richardson and Karen Valihura (expected 2028)

PANELS, PRESENTATIONS, AND OTHER PUBLICATIONS

2020-PRESENT

- Guest Speaker, *What's New with OSHA – The Good, The Bad, and The Ugly*, Delaware Chapter of the American Industrial Hygiene Association (AIHA), Chapter Meeting (August 2026)
- Article, *Substantial Gains and Persistent Pains: The Ongoing Battle to Protect Worker Health and Safety*, Delaware State Bar Association Bar Journal (July/August 2025)
- On-demand CLE, co-presenter *Motions that Persuade: Crafting Motions that Win*, virtual presentation for myLawCLE®, Apr. 16, 2025
- Guest Speaker, *Effective Written and Oral Communication for Business*, University of Delaware English Dept. (Newark, DE), Apr. 4, 2025
- Guest Speaker, *Introduction to Occupational Safety, Health and Crisis Response*, University of Delaware Legal Studies Dept. (Newark, DE), Apr. 4, 2025
- Scholarly Presentation, *Destabilized but not Deconstructed: Past, Present and Future of the OSH Act, OSHA and OSHRCI*, Suffolk University School of Law Phi Delta Phi Rehnquist Inn (virtual presentation), Mar. 26, 2025
- Scholarly Presentation, *2023-24 U.S. Supreme Court Term and the Implications on OSHA: Destabilizing but not Deconstructing the Administrative State*, National Safety Council (Washington, DC), Aug. 1, 2024
- Article, *New Memorandum of Understanding Between OSHA and the NLRB Will Drive Coordinated Enforcement Efforts*, The Employer Defense Report (Nov. 17, 2023), <http://www.employerdefensereport.com>
- Article, *Ohio Becomes the 24th State to Legalize Recreational Marijuana*, The Employer Defense Report (Nov. 16, 2023), <http://www.employerdefensereport.com>
- Article, *The Department of Labor Proposes Changes to Overtime Eligibility, Potentially Impacting Millions of Workers*, The Employer Defense Report (Sept. 14, 2023), <http://www.employerdefensereport.com>
- Article, *The Minimum Hourly Wage in Washington, DC is Increasing Again: What You Need to Know*, The Employer Defense Report (June 29, 2023), <http://www.employerdefensereport.com>
- Guest Speaker, *Diversity and Cultural Competency*, Wilmington University School of Law (Wilmington, DE), July 2023
- Guest Speaker, *Emotional Intelligence for Future Lawyers*, Wilmington University School of Law (Wilmington, DE), September 2023

- Guest Speaker, *Written Communications in Business*, University of Delaware English Dept (Newark, DE), March 2023
- Scholarly Presentation, *Unconscious Bias, Appearance Discrimination & The Crown Act*, National Safety Council 2023 Human and Organizational Performance (HOP) Summit (Minneapolis, MN), May 2023
- Conference Panel, *Meeting Clients' Expectations: Promoting Civility, Diversity, Equity and Inclusion and Eliminating Implicit Bias in the Workplace*, American Bar Association Annual Meeting Trial Insurance Practice Section (New York, NY), May 2023
- Guest Speaker, *Living Your Values*, Indiana University Maurer School of Law Career Choices Panel Discussion (Bloomington, IN), 2022
- Conference Panel, *In-House Practice and Servant Leadership*, American Bar Association Annual Meeting, Trial Insurance Practice Section Leadership Academy (Chicago, IL), 2022
- Guest Speaker, *Vaccines: Legal, Medical and Practical Questions for Employers*, National Safety Council (virtual), 2021
- Scholarly Presentation, *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

SELECT ENGAGEMENTS PRIOR TO 2020

- Conference Speaker, *Mergers and Acquisitions from a Health and Safety Perspective*, ORCHSE Strategies Legal Issues Network (now National Safety Council) (Washington, DC), 2016
- Guest Speaker, *Navigating Board Culture as a Young Professional: Gaining Trust, Leading & Overcoming Obstacles*, University of Michigan Ross School of Business (Ann Arbor, MI), 2015
- Conference Panel on Leadership for Young Lawyers, American Bar Association Student Division Mid-Winter Meeting (Washington, DC), 2010
- Conference Speaker, *Real and Imagined Barriers to Collecting Patient Data by Race, Ethnicity and Language*, Grand Rapids Medical Grand Rounds (Grand Rapids, MI), 2009
- Conference Speaker, *Diversity and Inclusion*, Hope College (Holland, MI), 2008
- Guest Speaker, *FERPA & The Clery Act*, Montcalm Community College (Sidney, MI), 2008
- Conference Speaker, *School Law Legal Update*, Michigan Council of School Attorneys School Law Seminar (Grand Rapids, MI), 2008
- Conference Panel, *Diversity within the Legal Practice*, Calvin College & Grand Valley State University Law Forum (Grand Rapids, MI), 2008
- Conference Publication Co-Author, *Dana Corporation – Employees' Perspectives*, Michigan Institute for Continuing Legal Education 32nd Annual Labor and Employment Law Institute (metro Detroit, MI), 2007 –Thomas J. Barnes presented the paper and sat on a panel

- Conference Speakers, *Leadership for Women*, Michigan School Business Officials Annual Conference (Grand Rapids, MI), 2007
- Guest Speaker, *Proposal 2: What Does It Mean for the Public Employer*, International Association Public Human Resource Managers (Grand Rapids, MI), 2007
- Conference Speaker and Presentation, *Proposal 2: A Year in Review*, Reaching All/Excluding None Symposium, Partners for a Racism Free Community Group (Grand Rapids, MI), 2007
- Conference Speaker, *Proposal 2*, Michigan Association of Collegiate Registrars and Admissions Officers Conference (Grand Rapids, MI), 2007
- Conference Publication Co-Author, *Union Salting: Management's Perspective*, Bernard Gottfried Labor Law Symposium (metro Detroit, MI), 2006 –Thomas J. Barnes presented the paper and sat on a panel

MEDIA ACTIVITY

- Interviewed by Peter MacArthur of WDEL 101.7FM 1150AM on his “Del-Aware” segment in conjunction with the Delaware Prosperity Partnership (Apr. 22, 2025).
- Profile Article, Pam George, *A Journey Toward Empowering Future Lawyers*, WILMU, Spring 2025, at 52.
- Profile Article, Pam George, *Street Style: City Chic*, DELAWARE TODAY, Feb. 2025, at 14.

OTHER PROFESSIONAL EXPERIENCE

CARYLON CORPORATION (AND ALL SUBSIDIARIES) ▪ Chicago, IL
Board of Directors ▪ August 2026 – present

NATIONAL WATER MAIN CLEANING COMPANY ▪ Kearny, NJ
Board of Directors ▪ August 2024 – August 2026

- National Water Main Cleaning Company is a subsidiary of the Carylton Corporation. In August 2024, my role was expanded to include the parent company and all subsidiaries.

CONN MACIEL CAREY, LLP ▪ Washington, DC
Of Counsel ▪ April 2023 – present

AMAZON WEB SERVICES ▪ Seattle, WA
Senior Corporate Counsel ▪ September 2022 – January 2023

- Led a team of ten health and safety attorneys around the world – Singapore, London, Washington, DC, and Seattle.

DUPONT DE NEMOURS ▪ Wilmington, DE
Senior Counsel ▪ January 2014 – September 2022

- Sole attorney responsible for overseeing legal issues related to health, safety, and security for all DuPont operations worldwide. Daily responsibilities included but were

not limited to: regulatory compliance assistance for site and corporate leaders; litigation and outside counsel management; engaging with regulators; conducting and managing investigations; drafting and reviewing corporate communications; advising site leaders on contractor and supplemental workforce management; site, asset and site security (e.g., CFATS, background checks, and drug testing); crisis management; policy development; advising audit teams; and merger and acquisitions.

- 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.
- Successfully managed complex internal and regulatory investigations around the world including major incidents in the U.S., Mexico, Brazil, and South Korea. Issues have included problems with shipments; security concerns; fatalities and serious injuries; ethical issues; and other EH&S concerns.
- 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 the Mobility & Materials segment to Celanese (est. ~\$11 billion).).
- 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.

UNITED STATES DEPARTMENT OF COMMERCE ▪ Washington, DC

Attorney ▪ February 2013 – December 2013

- 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.

UNITED STATES POSTAL SERVICE ▪ Washington, DC

Attorney ▪ November 2009 – February 2013

- Oversaw the USPS’ national health and safety (S&H) legal practice, which covered over 36,000 facilities and 500,000 Postal employees; handled union-related litigation and collective bargaining.

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- 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).
- 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.

VARNUM LAW ▪ Grand Rapids, MI

Associate Attorney ▪ September 2006 – September 2009

- 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. Helped to redesign the firm's part-time employment and mentoring policies.
- Developed a niche civil rights practice advising public entities 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.

WAYNE COUNTY, MICHIGAN DEPARTMENT OF LABOR RELATIONS ▪ Detroit, MI

Legal Intern ▪ June 2005 – August 2005

- Unpaid intern assisting the Department on all matters including union negotiations.

WATSON WYATT (NOW WILLIS TOWERS WATSON) ▪ Southfield, MI

Actuarial Analyst ▪ May 2000 – June 2003

- Valuing, redesigning, and terminating pension and retiree medical benefit plans.

SELECT HONORS, AWARDS AND UNPAID BOARDS

- 2023 to 2024 Delaware Chapter of the National Audubon Society Board
- 2023 Indiana University Maurer School of Law Distinguished Service Award
- 2021 to 2024 National Alliance for Mental Illness (NAMI) – Delaware Chapter Advisory Board
- 2017 to 2023 Indiana University Maurer School of Law Alumni Board
- 2014 to 2022 National Safety Council Legal Issues Network Legal Steering Committee

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- 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

BAR ADMISSIONS

- Michigan
- U.S. Supreme Court
- U.S. 6th Cir. Court of Appeals
- U.S. Dist. Court (W.D. Mich.)

REFERENCES

Available upon request