

WENDY L. HUFFORD

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GENERAL COUNSEL & LEGAL BUSINESS PARTNER

Advance Business Strategy Through Innovative Legal Solutions

Build and lead responsive, business-friendly legal teams in large, global public and private corporations with board-tested and award-winning approach. Engaged and accountable Fortune 500 and Six Sigma Greenbelt executive, applying in-depth industry experience spanning retail, healthcare, financial services, and industrial manufacturing. Proactively navigate legal risks, enabling organizations to capitalize on business opportunities.

Known as authentic, trusted, and collaborative people and project manager, skilled at motivating teams to exceed expectations while reducing costs 20%+. Promptly resolve crisis situations and create inclusive, ethical, and performance-driven workplace cultures. Recognized strengths include:

Leadership | Litigation & Regulatory | Environment, Social, & Governance (ESG) | Ethics & Compliance

Legal Operations | Labor & Employment | Privacy & Data Breach | Intellectual Property | Negotiation

Corporate Governance | Spin-Offs | Contracts | Executive Compensation & Benefits

Restructuring & Transformation | Enterprise Risk Management | Mergers & Acquisitions

Project Management | Process Improvement | Lifelong Learning

PROFESSIONAL EXPERIENCE

EFFECTIVE DISPUTE MANAGEMENT, LLC, Rye, NY

2024 – Present

President & General Counsel

Effective Dispute Management, LLC, founded in 2009, is a premier consulting firm to public / private corporations and executives, delivering innovative solutions and driving significant business improvements for clients. Specializations include mediation, investigation, and negotiation services as well as process improvement and project management services for legal, compliance, enterprise risk management, and other critical corporate initiatives. Clients have included RR Donnelley, Gerson Lehrman Group, and ITT Inc.

CHICO'S FAS, INC., Fort Myers, FL

2021 – 2024

Senior Vice President, General Counsel, Corporate Secretary & Chief Compliance Officer

Led legal, compliance, and enterprise risk management for this public multi-brand specialty retailer and directed 3-member ESG steering committee reporting to Board of Directors (BOD). Supervised corporate governance, e-commerce, privacy, ethics, insurance, document management, ESG program, litigation, contracts, intellectual property, employment, and real estate matters. Managed team of 16.

- Drove successful acquisition by private equity firm in January 2024, resulting in Chico's becoming privately held company.
- Developed new enterprise risk management program, identifying and mitigating top corporate risks.
- Established senior executive ESG steering committee, guiding ESG task force and program linked to corporate strategy, including preparation of 1st formal ESG report and improved ESG ratings.
- Crafted 1st compliance program to centralize efforts, including new compliance committee, enhanced training, and proactive process improvements that significantly reduced exposure.
- Led corporate governance projects for Board chair, updating BOD skills matrix and reducing number of regular board meetings while enhancing critical business and strategic content.

ASCENA RETAIL GROUP INC., Mahwah, NJ**2018 – 2020****Senior Vice President, General Counsel & Corporate Secretary**

Headed legal, compliance, risk, and government affairs for this Fortune 500 specialty retailer, with 7 iconic brands, including Ann Taylor, Loft, Lane Bryant, and Justice. Supervised commercial transactions, e-commerce, information technology, privacy, regulatory, litigation, real estate, intellectual property, employment, and corporate governance. Managed team of 34, including 20 attorneys.

- Provided legal support for selling Maurices brand and winding down historic Dressbarn brand.
- Developed and drove legal cost optimization program, selecting small group of preferred providers and saving 20%+ using outside counsel guidelines and negotiating fee reductions / free services.
- Assumed leadership role for new initiative network at headquarters, Women@Ascena, helping grow high-potential female leaders and improve corporate culture.
- Established compliance program with new Director of Compliance, implementing dedicated compliance committee, shared vision, and clear understanding of roles and responsibilities for enhanced service delivery.

BOEHRINGER INGELHEIM, Ridgefield, CT**2015 – 2018****Chief Legal Operating Officer**

2017 – 2018

Vice President, US Litigation, Risk Management & Human Resources (HR)

2015 – 2018

Directed litigation, government investigations, risk management, information governance, HR legal counseling, and legal operations functions in US and Canada for world's largest privately held pharmaceutical company. Led team of 19 attorneys and paraprofessionals.

- Designed and executed legal cost optimization program, effectively selecting preferred provider network, saving \$11M, or 22%, annually, and leading to promotion to chief legal operating officer.
- Drove strategic management of product liability trials, resulting in favorable jury verdicts.

ITT INC., White Plains, NY**2010 – 2014****Vice President, Deputy General Counsel & Assistant Secretary**

Managed law department operations, corporate governance, commercial contracts team, and global intellectual property group for diversified global manufacturer of highly engineered critical components and customized technology solutions. Served as Chief Global Employment, Benefits, and Executive Compensation Counsel.

- Resolved litigation and global regulatory matters favorably and supported all corporate functions.
- Reduced annual legal spend \$12.5M, or 25%, through implementation of legal cost rationalization program, including global outside counsel guidelines, e-billing system, and outside counsel convergence process with discounts and free services.
- Served as primary project manager for global legal work on historic double spin-off of business divisions, supporting creation of Xylem and Excelis, new \$3B and \$6B public companies.
- Coordinated proxy and annual shareholder meeting preparation.

CARDINAL HEALTH INC., Dublin, OH**2006 – 2009****Executive Vice President & Chief Litigation Counsel**

2007 – 2009

Vice President

2006 – 2007

Handled litigation, regulatory investigations, and preventive law with litigation team of 10 professionals for \$91B global Fortune 20 healthcare distribution company. Created litigation center of excellence to implement process improvements. Made recommendations to senior management and BOD on litigation risks and proactive business changes to reduce exposure.

- Managed 400+ pending litigation and regulatory matters and drove favorable resolution of largest litigation in company history via mediation process.
- Developed and implemented early warning system, document management program, early dispute resolution, and centralized conflict waiver process that reduced expense and exposure.
- Reduced outside counsel spend 60% within 3 years, leading selection of preferred litigation providers.
- Promoted to highest ranking female in legal organization, based on accomplishments and scope of role.

FOUNDATIONAL EXPERIENCE

GE MONEY, Stamford, CT

Senior Global Litigation Counsel, Vice President & Senior Litigation Counsel

CREDIT SUISSE FIRST BOSTON, New York, NY

Vice President & Senior Litigation Counsel

DAVIS POLK & WARDWELL, New York, NY

Litigation Associate

HONORABLE ROBERT J. WARD, UNITED STATES DISTRICT COURT, New York, NY

Law Clerk, Southern District of New York

EDUCATION

- **Juris Doctor**, The Yale Law School, New Haven, CT, Editor of Yale Law Journal & Yale Law & Policy Review
- **Bachelor of Arts**, Colgate University, Hamilton, NY, Valedictorian

BAR ADMISSIONS

- New York (active)
- Washington, DC (inactive)

PROFESSIONAL DEVELOPMENT | CERTIFICATIONS

- Negotiation, Mediation and Conflict Resolution, Capstone Project, École Supérieure des Sciences Economiques et Commerciales (ESSEC) Business School
- Initial Mediation Training Certification, The Elisabeth Haub School of Law at Pace University
- Negotiation Fundamentals & Mediation & Conflict Resolution, ESSEC Business School
- Certificate of Distinction, Ashoka Changemakers' Course, "Inspiring Change Through Social Innovation"
- Project 5 / 165 Leadership Development Program
- ITT Strategic Leadership Development Program, Harvard Business School
- Advanced Business Course for Lawyers, Completed 60+-Hour "GE MBA" for high potential attorneys
- Greenbelt Certified, GE Greenbelt Training (Waves I, II, III), Greenbelt Projects, Passed examination demonstrating proficiency in application of Six Sigma concepts and related quality tools
- Executive Leadership Development Symposium, Completed 50+ hours of GE Leadership Training

PROFESSIONAL AFFILIATIONS | BOARD MEMBERSHIPS

- Council Member, YaleWomen
- Board Member, Family Ties of Westchester
- President, Colgate University Alumni Club of Westchester
- Member, National Task Force on Diversity in ADR of International Institute for Conflict Prevention & Resolution
- Past Advisory Board Member, Synergy Vet Pet
- Past Board Member, Westchester Chapter of Association of Corporate Counsel
- Past Volunteer Attorney, Pro Bono Partnership
- Past Advisory Board Member, Children's Defense Fund of Ohio
- Founder & Past Co-Chair of Steering Committee, Cardinal Health Women's Initiative Network

AWARDS

- Top 10 Corporate Counsel Award by OnCon Icon Awards, 2023, [onconferences.com / 2023-legal-winners](https://onconferences.com/2023-legal-winners)
- Finalist, NJBIZ Public Company General Counsel of the Year Award, 2020
- Selection as Top Corporate Counsel, Women Inc. Magazine, 2019
- Winner of ACI Champion of the Products Liability Defense Bar Award, 2017
- Working Mother of the Year Award, Boehringer Ingelheim USA Corporation, 2017
- Transformative Leadership Award Winner, Inside Counsel magazine for Visionary Leadership in “demonstrating a commitment to advancing the empowerment of women” in corporate law, 2016
- Selected 3 consecutive years as 1 of 100 “top tier” female attorneys, Inside Counsel magazine as “Next Generation of General Counsel” for Fortune 500, 2013 to 2015
- EnerGE awards for innovative ideas resulting in business improvement, 2002 & 2003
- GE Management Award for obtaining \$181M judgment against DirecTV, 2001
- Appointed to GE Leadership Counsel Mentoring Program in recognition of outstanding performance, 2001 to 2004
- GE Legal Merit Award from General Counsel Ben Heineman for Outstanding Work in Initiating Systematic Change in Legal Organization, 2000
- GE Pinnacle Award, 1999 & GE Summit Award, 2000

PUBLICATIONS | SPEAKING ENGAGEMENTS

Publications

- Interview, “Process Improvement Starts with Hufford,” Vanguard Law Magazine, Apr 2023, vanguardlawmag.com/case-studies/wendy-hufford-chicos-fas/
- Interview, “Wendy Hufford Finds Self-Confidence in Knowledge,” Modern Counsel, Mar 2022, modern-counsel.com/2022/wendy-hufford-chicos-fas/
- Interview, “Catch Up with Wendy Hufford,” Profile Magazine, profilemagazine.com/2021/wendy-hufford-profile-50/
- Article, “10 Ways to Make Your Legal Department a Profit Center”, ACC Docket, docket.acc.com/10-ways-make-your-legal-department-profit-center, Apr 2021 (co-author)
- Article, “Mock Trial Mediation: A More Effective & Cathartic Settlement Tool,” ACC Docket, accdocket.com/articles/mock-trial-mediation-effective-settlement.cfm, Feb 2020 (co-author)
- Interview, “Wendy Hufford is Just Getting Started,” Profile, Aug 2019, profilemagazine.com/2019/wendy-hufford-ascena-retail/
- Interview, “In-house Pro Wendy Hufford Now Tackles New Challenges at the Top”, MAG Magazine, Mar 2019, <https://web.archive.org/web/20230129130859/https://inhousecommunityus.com/house-pro-wendy-hufford-now-tackles-new-challenges-top/>
- Interview, “Change is the New Normal,” Modern Counsel, May 2017, modern-counsel.com/2017/boehringer-ingelheim/
- Interview, “Corporate Litigation: It’s Manageable,” Corporate Counsel, Feb 2015, law.com/corpcounsel/almID/1202717291215/
- Article, “A 3-step Process Improvement Plan for Legal Departments”, Corporate Counsel, Feb 2015, law.com/corpcounsel/almID/1202718806750/ (co-author)
- Interview, “ITT Deputy GC Hufford places high value on mentoring”, Evers Legal, Jul 2014, everslegal.com/2014/07/itt-deputy-gc-hufford-places-high-value-mentoring/
- Interview, “10 Questions for your General Counsel”, Profile, Apr 2014, profilemagazine.com/2014/itt/
- Interview, “ITT Corporation on Driving Down Legal Expenses,” Marcus Evans publication, Jun 2011
- White Paper, “Managing Legal Costs: Process Improvements that Substantially Reduce Legal Spend,” RR Donnelley publication, Jun 2010
- Article, “Lessons My Daughter Taught Me,” Corporate Counsel, May 2008

Publications – Continued

- Article, “The Supreme Court Finds New Immunity for Medical Device Manufacturers,” BNA Medical Devices Law & Industry Report, Mar 2008 (co-author)
- Article, “Go (Mid)West!” Corporate Counsel, May 2007

Speaking Engagements

- Speaker, IlluminateHERS Fireside Chat on Board Readiness,” Light Her Way, 2024 Virtual Seminar
- Speaker, “Thinking Like a Lawyer and a Business Executive,” ABA Roundtable, 2021 Virtual Seminar
- Speaker, “General Counsel Roundtable: Landing the Job & Understanding the Role,” and “General Counsel Free-For-All,” The Fourth Floor, 2020 Virtual Seminars
- Speaker, “Parade of Corporate Horribles 2020: Ethically Investigating Issues Prompted by the Pandemic,” Westchester Chapter of Association of Corporate Counsel, 2020 Virtual CLE Program
- Speaker, “Workflows & Efficiencies: Keeping your Bottom-Line Top of Mind,” 2019 Corporate Legal Operations Executive Roundtable, New York, NY
- Speaker, “Corporate Preferred Law Firm Networks: The Good & the Bad,” 2018 National Bar Association Commercial Law Section Conference, Dana Point, CA
- Speaker, “GC & CIO Roundtable: What Keeps Them Up at Night When Faced with a Products Liability Action,” 2017 ACI Drug & Medical Device Conference, New York, NY
- Speaker, “Client Perspectives on Law Firm Diversity Efforts,” 2017 Lawyers Collaborative for Diversity Meeting, Hartford, CT
- Speaker, “Maximizing the Value of Relationships Between In-house Counsel and Outside Counsel,” 2017 Women, Influence & Power in Law Conference, Washington, DC
- Speaker, “Providing Predictability and Trust Along with Legal Knowledge,” 2017 Legal Women’s Forum, New York, NY
- Speaker, “Building a Development Plan for Becoming an Effective and Inspirational Leader of Teams,” 2016 Women, Influence & Power in Law Conference, Washington, DC
- Speaker / Award Presenter, “Managing the Legal Department,” 2016 International Legal Alliance Summit, New York, NY
- Speaker, “Ways to Maximize the Value of In-House Litigation Resources,” 2015 Women, Influence & Power in Law Conference, Washington, DC
- Advisory Board & Speaker, “Litigation Strategies: Tips to Improve Outcomes and Reduce Costs,” 2014 Women, Influence & Power in Law Conference, Washington, DC
- Speaker, “Employment Law: Protecting Your Intellectual Property and Ideas,” 2014 IP Trademark, Copyright & Licensing Counsel Forum, New York, NY
- Speaker & Award Presenter, “Strategic Litigation: Wisdom and Experience from Veterans,” 2013 International Legal Alliance Summit, New York, NY
- “Leadership Speaks,” 2013 Argyle Chief Legal Officer Forum, New York, NY
- Advisory Board & Speaker, “Legal Trends and Pitfalls around Social Media in the Workplace,” 2013 Women, Influence & Power in Law Conference, Washington, DC
- Advisory Board & Speaker, “General Counsels and Law Partners Get Real about Fixed Fees and Other Alternative Billing,” 2013 ALM General Counsel Conference, New York, NY
- “Retooling Employment Practices for an Increasingly Complex Global Workforce,” 2012 Corporate Litigation Forum, Scottsdale, AZ
- “Give Your Diversity Policy Some Teeth,” 2012 ACC Annual Meeting, Orlando, FL
- “The Future of IP Litigation in a Post-Recession Networked World,” 2012 IP Trademark, Copyright & Licensing Counsel Forum, New York, NY