

# *Understanding, Navigating & Influencing Company Culture*

## **SPEAKER BIOGRAPHIES**

**Katie Lawler** is Senior Vice President and Global Chief Ethics Officer. In this role, Katie leads the U.S. Bancorp Office of Global Ethics and Business Conduct.

In 2016, Katie returned to the law division as Deputy General Counsel responsible for the employment and labor, technology and operations, cybersecurity, privacy and data governance legal teams. Prior to returning to the law division, Katie served in a variety of roles in Human Resources, most recently as Senior Vice President and Director of Talent and Employee Relations. During her tenure in Human Resources, Katie led groups including employee relations, diversity and inclusion, communications, leadership development and talent management, employee engagement, and employee prescreening. Katie joined U.S. Bank in 2002 as an employment attorney in the Law Division and served as Chief Employment counsel prior to moving to Human Resources in 2007. Among Katie's proudest accomplishments include founding the U.S. Bank Employee Assistance Fund and the award-winning Proud to Serve program, and leading U.S. Bank's ethics program that helped U.S. Bank be named as one of the World's Most Ethical Companies.



Katie is a member of the Board of Trustees of Wallin Education Partners, serves on the Finance Advisory Committee for the St. Louis Park Public Schools and is a member of the Human Resources Advisory Committee of Fraser.

Katie is a licensed attorney and a member of the Minnesota Bar Association, the Association of Corporate Counsel, the Ethics and Compliance Initiative and the Business Ethics Leadership Alliance.

Katie received her B.A. from Rice University in Houston, Texas, and her J.D. from the University of Houston Law Center. She lives with her husband and two children in St. Louis Park, Minnesota.



As EVP | Chief Culture Officer, **Julie Peterson Klein** is responsible for leading the mission of Happy Employees! Happy Customers! She inspires passion in Bell team members to live the company's values of promoting a family atmosphere, providing unequalled personal service, and paying it forward by giving back to the community.

Julie has 25 years of banking and management experience, the past 18 with Bell, where she leads the company culture and the human resources teams for the company's 1,100 team members. Julie was instrumental in implementing Bell's Pay It Forward program, which has given over \$10 million to date. She encourages employee mentorship, serves as liaison between employees and managers, and ensures team members are recognized for employment anniversaries, personal milestones and outstanding customer service. Her role also includes encouraging employees to lead in community giving and volunteering. Julie leads with her heart

and has a mission to serve others.

Julie is a certified senior professional in human resources and a member of the FM Human Resources Association, FM Agassiz Valley HR Association and Society of Human Resources Management. She is Bell's United Way coordinator and a Key Club member. Julie has served on the board of the Legacy Children's Foundation and currently serves on the boards of Unseen, Face-It-Together, InSports Foundation and The Pay It Forward Foundation. She was instrumental in founding Spare Key's ND chapter and became the organization's first woman president in 2016. She has served as a host for TEDxFargo, chairs the advisory committee and is the volunteer coordinator. Julie has also been selected the past two years to volunteer at the Sundance Film Festival in Park City, Utah. She is a dedicated career woman, wife and mother of three small children, Ava, Lola and Cruz. She balances being a mom and raising her children to have Pay It Forward hearts along with her passion for Bell and our community