

# KIMBERLY R. WALKER

4318 N. 74<sup>th</sup> Street, Milwaukee, WI 53216 (414) 536-8618

## CAREER SUMMARY

Extensive legal, human resources and management experience in public and private sector, as well as state government. Labor relations experience. Strong interpersonal, written and verbal communication skills. Ability to effectively influence without authority.

## EXPERIENCE

**Johnson Controls, Inc.**

**2007 – Present**

*Director HR Compliance and Employee Relations – Building Efficiency, Milwaukee, WI*

*April 2011 - present*

- Provide independent and objective review, leadership, and direction for HR compliance and employee relations issues in North America.
- Direct coordination and completion of Office of Federal Contractor Compliance Programs (OFCCP) audits.
- Manage process for responding to Equal Employment Opportunity Commission (EEOC) charges and other HR related ethics complaints.
- Establish standardized method to handle, investigate and resolve non-ethics related employee complaints.
- Monitor regulatory and legislative landscape within the scope of workforce administration.
- Administer timely HR compliance notifications to maximize awareness of the regulatory environment.
- Responsible for development, communication and implementation of policies and procedures in support of federal, state, local laws and regulations affecting human resources and employee relations programs.
- Periodically review and update HR compliance policies and procedures to ensure relevance and consistent application of standards.
- Collaborate with HR business partners to create measurable Affirmative Action Plans (AAP).
- Promote awareness of compliance through establishment and implementation of formal training programs.
- Track HR compliance activities to analyze trends, identify areas of potential risk, and recommend action to mitigate risks.
- Partner with talent management and compensation Centers of Excellence (COE) to ensure HR compliance with regard to recruitment, hire, promotion, discipline, salary, compensation and benefit strategies.
- Serve as liaison to HR business partners, internal and external legal department and government agencies.
- Build governmental relationships to leverage industry resources and regulatory expertise.

*Senior Human Resources Manager, LOB – Building Efficiency, Milwaukee, WI*

*March 2009 – April 2011*

- Collaborated with senior leadership, global HR partners and employees in development and implementation of global department transformation project.
- Managed global coordination of HR issues related to creation and growth of India Engineering center.
- Served as key strategic business partner to senior leadership with counsel, advice and recommendation to drive business growth and personal development.
- Provided transactional support and counsel to ensure standardization and consistency of company policies, procedures and practices.
- Partnered with Equal Employment Opportunity (EEO), talent acquisition and talent management teams to create recruitment and retention strategies to generate diverse, qualified applicant pools.
- Monitored personnel transactions to ensure compliance with EEO standards.
- Drove evaluation of talent and succession planning initiatives. Facilitated strategic talent review and succession meetings.
- Assisted in efforts to drive employee engagement through promotion of global employee engagement survey, recognition and rewards programs and action planning.
- Provided senior leadership direction on employees' career development, performance improvement opportunities, disciplinary action and other employee relations issues.

- Managed direct and assigned internal and external complaints, investigations and resolution. Teamed with legal as necessary.
- Counseled senior leadership with salary planning, equity, promotions, and job reclassification issues.
- Led administration of MBA leadership rotation program.
- Reviewed and approved disciplinary actions, reductions in workforce and terminations.

*Human Resources Manager - Power Solutions, Tampa Fl*

*October 2008 – March 2009*

- Facilitated the communication and implementation of plant policies to employees and local labor union.
- Provided management and supervisory team counsel and support on employee relations issues.
- Participated in daily operations meeting. Led monthly employee communication meetings. Spearheaded employee engagement efforts.
- Investigated employee complaints, managed employee grievances process pursuant to the Collective Bargaining Agreement, reviewed disciplinary actions, coordinated with Regional Human Resources regarding employee terminations, and reviewed and implemented reductions in force.
- Partnered with external consultants to develop and implement Affirmative Action Plans, and monitored to assure compliance with Equal Employment Opportunity (EEO) laws and regulations.
- Advised management team regarding salary planning, equity issues, promotions, job reclassifications, and recruitment opportunities.
- Conducted site specific training opportunities for management and supervisory team on Performance Management, Ethics, Sexual Harassment, Salary Planning, and Workplace Violence.

*Group Counsel - Power Solutions, Americas, Milwaukee, WI*

*April 2007 – October 2008*

- Spearheaded complex commercial business transactions for United States and Canada.
- Managed export compliance and environmental clean up efforts.
- Acted as General Counsel for company's major private label brand.
- Advised senior leadership on substantive issues including intellectual property, sales and marketing, employment and risk management.
- Negotiated and drafted various legal agreements, including procurement, development, supply, transportation services, utility, license and equipment.
- Served as compliance liaison.

**Gonzalez Saggio & Harlan LLP**

**Spring 2007**

*Senior Counsel - Equal Opportunities and Employment Law Group*

- Wrote position statements for clients in response to EEO charges.
- Reviewed and updated clients' employee handbooks to ensure consistency.
- Led witness interviews involving employee discipline and discharge.
- Proactively identified potential areas of risk for clients. Made recommendations to mitigate risks.
- Provided clients day-to-day preventative counseling.

**State of Wisconsin**

**2003 – 2007**

*Administrator, Department of Administration, Division of Energy, Madison, WI*

*2005-2007*

- Appointed by the Department of Administration Secretary and approved by the Governor of Wisconsin to lead the State's Division of Energy in the administration and delivery of \$200 million dollars of Federal, state and utility funds.
- Represented the Governor and department on energy initiatives. Presented before legislative committees, public and private businesses, organizations and interest groups and the media.
- Advised the Governor and Secretary on emerging energy issues and technologies. Served as the Governor's liaison to the state legislature, federal, state and local agencies and private organizations.
- Directed the Focus on Energy Program and the State Energy Programs. Managed large-scale residential and commercial building efficiency programs.

- Administered the \$50 million dollar Focus on Energy contract with the Wisconsin Energy Conservation Corporation.
- Controlled over \$150 million dollars of state and federal funds to provide energy assistance, home weatherization and conservation to low-income residents of Wisconsin.
- Maintained service contracts with seventy two counties, seven tribes, more than one thousand fuel vendors and thousands of businesses participating in the delivery of state energy programs.
- Managed the implementation of the division's policies, goals and objectives.

*Administrator, Department of Commerce, Safety and Buildings Division, Madison, WI  
2003-2005*

- Appointed by the Department of Commerce Secretary and approved by the Governor to lead the State's Division of Safety and Buildings to administer and enforce state laws and rules relating to building construction, to ensure the health, safety and welfare of Wisconsin's residents.
- Managed over 200 staff persons in seven regional and one central state office. Responsible for oversight of plan reviews, inspections, investigations and issuance of credentials related to the construction of buildings.
- Represented the Department of Commerce and Governor in meetings with the Wisconsin Builders Association, Wisconsin State Fire Marshalls, and other organizations and associations to update and implement a statewide Uniform Dwelling Code for Wisconsin.
- Managed human resource needs, internal policy making, legislative processes and organizational structure developments for the largest Division within the Department.
- Collaborated with labor unions on contract issues related to collective bargaining.

**Ratzel & Associates, LLC**

**1998-2003**

*Associate Attorney, Brookfield, WI*

- Investigated, evaluated and analyzed relevant facts and interviewed witnesses in order to advise and represent clients in insurance defense and workers compensation cases.
- Prepared, interpreted and reviewed pleadings, briefs, agreements, contracts, and correspondence relative to cases.
- Prepared briefs on federal misappropriation case.
- Mediated complex insurance issues, including coverage issues.
- Represented clients in arbitration.

**Johnson Controls, Inc.**

**1996-1998**

*Law Clerk, Milwaukee, WI*

- Assisted Johnson Controls corporate counsel with research and brief writing on a variety of complex issues, including anti-trust law, construction law, international law, personal injury law and product liability.
- Advised legal team of trends and changes in laws affecting the company in areas of assignment.
- Jointly managed preparation of multi-million dollar commercial arbitration hearings.

**EDUCATION**

Marquette University Law School, Milwaukee Wisconsin  
Juris Doctor, May 1998

Tennessee State University, Nashville, Tennessee  
Bachelor of Science, Speech Communication & Theater, May 1995

**BAR ADMISSION**

State of Wisconsin, 1998  
United States District Court, Eastern District of Wisconsin, 1998  
United States District County, Western District of Wisconsin, 1999

## BOARDS AND COMMISSIONS

Wisconsin Conservatory of Music, Board of Directors	2011
Wildspace Dance Company, Board of Directors	2011
Malaika Early Learning Center, Board of Directors	2010 - present
National Association of Minority and Women-Owned Law Firms, Advisory Council	2008
Women's Resource Network, Professional Development Committee Chair	2008
National Association of State Energy Officials, Board of Directors	2005
Energy Program Consortium (EPC), Chair	2005
Environmental Research Forum, Chair	2005
Energy Expert - Governor's Panel Member Oil Company Hearings	2005

## PROFESSIONAL ASSOCIATIONS

Johnson Controls African American Affinity Network, President	2010 - present
Society for Human Resource Management (SHRM)	2008 - present
Wisconsin Association of African American Lawyers	2007 - present
Association of Corporate Counsel	2007 - present
Association of Women Lawyers	2000
Civil Trial Counsel of Wisconsin	1999 - 2003
American Bar Association	1998 - present