



Kim Conklin Board of Directors Profile

FUNCTIONAL EXPERTISE

Global HR Leadership
Executive Compensation & Incentive Plans
Mergers & Acquisitions
Integrations
Turnaround & Divestitures

CAREER EXPERIENCE

2012–Present: KC Consulting Resources, LLC
2010–2012: Sensus
2007–2010: BP
1996–2007: General Electric
1995–1996: Colgate-Palmolive Company
1992–1995: Welch Foods, Inc.
1989–1992: Lord Corporation

EDUCATION

MBA, Pennsylvania State University
BA, Business, Mercyhurst University

Executive Summary

- ♦ Kim has the depth of US and global experience to operate as the talent and compensation director for a public or private entity in manufacturing, technology, and specialty chemical industries

Business Highlights

- ♦ Kim is the Principal of KC Consulting Resources, LLC; she works with CEOs and their Executive teams to address Change, Turnaround, Growth, and HR Processes. Her specialties include Interim CHRO assignments, Organization and HR Assessments, implementation of Talent Management, Performance Management, and Leadership Assessment Processes as well as Executive Coaching
- ♦ With over 35 years of leadership in business, Kim brings global experience in Fortune 10 and privately held organizations across a wide array of industries; she has partnered with numerous Board leadership and CEO teams in development of business strategy and execution of annual operating processes and maintained involvement in overall broad policy developments and corporate compliance initiatives
- ♦ In her capacity as a C-Suite executive, Kim has had accountability for BOD Compensation Committee matters; she has also led the recruitment process across multiple organizations in conjunction with Board leadership to staff many C-Suite roles, including CEO, CFO, CHRO, General Counsel, Chief Operating Officer, and Chief Procurement Officer
- ♦ Kim has extensive experience in business life cycles, including acquisitions, mergers, integrations, turnarounds, and divestitures

Board Experience

- ♦ 2020–2023: AVIAN, Inc. Board of Advisors
- ♦ 2012–2018: Follow the Child Board of Directors
 - ♦ Personnel Committee Chair (2014–2018)
 - ♦ Personnel Committee Member (2012–2014)
- ♦ 1992–1995: Erie Rape Crisis Center Board of Directors

