



# **CORPORATE COMPLIANCE PROGRAMS: INSIGHTS FROM INSIDE AND OUTSIDE**

June 10, 2020

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**CORPORATE COMPLIANCE PROGRAMS:  
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**Agenda**

- 8:30 A.M. Registration & Coffee
- 8:55 A.M. Welcome and Introduction  
- Tabitha K. Meier & Trent J. Sandifur, Program Chair
- 9:00 A.M. Risk-Based Compliance: Tailoring Compliance Programs Based on Risk Assessment  
- Tabitha K. Meier  
- Brian R. Weir-Harden
- 10:00 A.M. Operationalizing Compliance: Insights from In-House Legal and Compliance Professionals (*Topic Begins*)  
- Gregory J. Morical  
- Jeffrey L. Stitt  
- Blaine R. Dart
- 10:30 A.M. Coffee Break
- 10:45 A.M. Operationalizing Compliance: Insights from In-House Legal and Compliance Professionals (*Topic Completes*)  
- Gregory J. Morical  
- Jeffrey L. Stitt  
- Blaine R. Dart
- 11:15 A.M. Compliance Incident Response: Outside Counsel's Perspective on Compliance Breakdowns and Government-Imposed Monitorships  
- Trent J. Sandifur  
- Tabitha K. Meier
- 12:15 P.M. Adjourn

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## **Tabitha K. Meier**

Barnes & Thornburg LLP, Indianapolis



Tabitha's national and international practice is focused on compliance. Notably, she advises on the development and deployment of effective compliance programs for her clients' businesses, including risk assessment, training, policies and procedures, and investigations – all informed by a thorough understanding of the business environment.

By identifying and incorporating many points of view when advising clients, Tabitha acts as a relational change agent who delivers solutions that are integrated into her clients' business process and have the potential to positively impact their bottom line. She is at her best helping clients to realize commercial success while remaining compliant with the laws. An educator who firmly believes in preventative action as a component of ongoing compliance, Tabitha proactively works with executives at all levels to ensure they understand the laws and how evolving regulation will directly impact their business.

Tabitha served on the attorney team assisting the independent corporate compliance monitor for a large U.S. medical device manufacturer and distributor, pursuant to the company's deferred prosecution agreements with the U.S. government. Tabitha also is a member of the core team assisting the Special Compliance Coordinator appointed by the U.S. Department of Commerce to monitor, assess and report on the U.S. export control compliance of Zhongxing Telecommunications Equipment Corporation, of Shenzhen, China, and ZTE Kangxun Telecommunications Ltd. of Hi-New Shenzhen, China (collectively, ZTE).

Tabitha also supports the firm's federal contracting, procurement and national security team in the development of effective ethics and anti-corruption compliance programs.

Prior to joining Barnes & Thornburg, Tabitha served as compliance counsel for Hillenbrand, Inc., a publicly traded global diversified industrial company. As compliance counsel, she developed and led the company's anti-corruption, business ethics, trade control, international data privacy and conflict minerals compliance activities and protocols; conducted internal investigations; and was responsible for advising executive management and the board of directors on compliance matters.

While at Hillenbrand, Tabitha also developed and oversaw the overall compliance function, as well as provided training and legal advice to employees at all levels of the company. She handled compliance M&A due diligence and delivered international compliance support, advice and leadership in many countries, including the U.S.,

Germany, Switzerland, Italy, China, Russia and India. Tabitha's time abroad also included an expatriate assignment to Stuttgart, Germany, in 2015.

Prior to serving as compliance counsel, Tabitha handled all employment and litigation matters for Hillenbrand. She was also a litigation associate for a large Indianapolis-based law firm before going in-house.

## Trent J. Sandifur

Taft Stettinius & Hollister LLP, Indianapolis



Trent is a former federal prosecutor who concentrates his practice on Foreign Corrupt Practices Act (FCPA) and international anti-corruption compliance, investigations and defense. He provides a broad array of services related to the FCPA, the UK Bribery Act and other anti-corruption laws on a global basis. These services include:

- Compliance programs
- Due diligence
- Training
- Internal reviews and investigations
- Government investigations and enforcement defense

In addition to his anti-corruption practice, Trent practices in the areas of white collar criminal defense, corporate internal investigations, government contractor compliance and complex commercial litigation. He has significant experience in Federal Acquisition Regulation (FAR), Defense Federal Acquisition Regulation Supplement (DFARS) and International Traffic in Arms Regulations (ITAR) compliance.

Trent, who served as an instructor at the Department of Justice's National Advocacy Center, has written and presented on the FCPA and other white collar criminal defense and corporate compliance issues. Trent is recognized by *Best Lawyers in America*® for commercial litigation. In 2008, *Benchmark Litigation* named him a Future Star in Indiana litigation. *Law & Politics Magazine* named Trent an Indiana Rising Star in litigation in 2008 and white collar criminal defense from 2009-2015.

Prior to joining Taft Stettinius & Hollister in 2007, Trent served on active duty in the U.S. Army Judge Advocate General's (JAG) Corps. From 2003–2006, he served on special assignment from the U.S. Army JAG Corps to the U.S. Department of Justice, where he was a Special Assistant U.S. Attorney. During his time with the Department of Justice, Trent oversaw federal criminal investigations and prosecuted violations of federal criminal law, including bank and wire fraud, embezzlement, theft of government property, drug manufacturing and trafficking, the production and possession of child pornography, and intrusions into federal government computer systems.

Trent, a lieutenant colonel and deputy staff judge advocate in the Army National Guard,



is an Operation Enduring Freedom veteran. He served in the Headquarters, U.S. Forces–Afghanistan Office of the Staff Judge Advocate, where he provided legal advice to the senior commander of all U.S. and NATO forces in Afghanistan. Trent's duties in Afghanistan focused on internal investigations and defense contractor compliance. He worked closely with the International Contract Corruption Task Force and Task Force Spotlight on anti-corruption issues.

Trent serves as chairperson for the board of directors of HVAF of Indiana, which provides services to homeless Indiana veterans. He is a member of the Veterans of Foreign Wars and the American Legion.

**Blaine R. Dart**

Zimmer Biomet, Warsaw



Vice President, Compliance Officer, U.S. and Canada

Blaine joined Zimmer Biomet in 2011 and was responsible for product liability litigation and risk management. In 2015, he joined the Compliance Department and currently serves as Vice President and Compliance Officer for the U.S. and Canada and serves on the Orthopedics Group leadership team. Blaine spent 5 years in private practice focusing primarily on employment litigation in federal and state courts. He is a graduate of Brigham Young University and Notre Dame Law School.

## **Gregory J. Morical**

Calumet Specialty Products Partners, L.P., Indianapolis



*Greg Morical* is Vice President, General Counsel & Secretary at Calumet Specialty Products Partners, L.P. (NASDAQ: CLMT) in Indianapolis. He is a dynamic senior leader with experience building Legal and Compliance functions and leading cross-functional teams. Greg is a trusted legal advisor with the proven ability to identify risk and deliver practical legal solutions to achieve strategic objectives and meet business needs. He has significant experience with mergers, acquisitions and divestitures, as well as with complex litigation.

## **Jeffrey L. Stitt**

Hillenbrand Inc., Batesville



*Jeffrey Stitt* is Vice President of Compliance at Hillenbrand, Inc. in Batesville. He is a Senior Global Executive with a proven track record of driving growth and mitigating risk.

Strong functional experience as a:

- Chief Compliance Officer
- Finance Executive
- Quality Leader
- Audit
- Operations

Lived and worked in US, Sub-Saharan Africa, and Europe.

Industry experience in:

- Power Generation
- Capital Projects
- Financial Services
- Consumer Products
- Aviation
- Healthcare
- Oil & Gas sectors.

## **Brian R. Weir-Harden**

Barnes & Thornburg LLP, Indianapolis



Brian represents corporations and individuals subject to federal and state criminal and civil proceedings. He advises on national and international criminal antitrust investigations by the U.S. Department of Justice (DOJ) and the Japan Fair Trade Commission. Moreover, Brian represents creditors in commercial collections, commercial foreclosures, receiverships and loan restructurings.

Brian has represented clients involved in a wide range of criminal and quasi-criminal matters, including antitrust, tax evasion, bank fraud, immigration, foreign corruption and trade secret violations. He regularly engages with federal agencies such as the DOJ, Internal Revenue Service and Securities and Exchange Commission on behalf of national and international clients in the automobile parts, steel, real estate, insulation manufacturing, food services, financial services, mining, sports management, pharmaceuticals, nonprofit and government sectors. He also guides individuals through state ethics and grand jury proceedings and arbitrations.

In the area of antitrust law, Brian has advised and defended corporate clients and individuals in large national and international criminal antitrust investigations. He also has represented clients in civil antitrust matters and has experience with large and complex multidistrict class actions. Brian has assisted corporate clients with updating and modernizing antitrust compliance and enforcement policies and programs, and provided employee compliance training to large manufacturing companies. He has also contributed to international antitrust publications, such as *The International Comparative Legal Guide to: Cartels and Leniency*.

Notably, Brian is valued for his leadership when it comes to devising and executing legal solutions and plans of action. Brian ably explains complex issues in a manner that is understandable, actionable and defensible. Whether he is faced with a compliance issues or thorny investigation, Brian understands the importance of problem-solving in a way that allows his clients to keep their businesses running smoothly.

# **Table of Contents**

## Section One

**Tailoring and Updating  
Your Company's Compliance  
Risk Assessment.....**

**Tabitha K. Meier  
Brian R. Weir-Harden**

PowerPoint Presentation

## Section Two

**Operationalizing Compliance: Insights  
from In-House Legal and Compliance  
Professionals.....**

**Gregory J. Morical  
Jeffrey L. Stitt  
Blaine R. Dart**

PowerPoint Presentation



## Section Three

**Outside Counsel's Perspective on  
Compliance Breakdowns and  
Government-Imposed Monitorships..... Trent J. Sandifur  
Tabitha K. Meier**

PowerPoint Presentation