

# JENNIFER JASKOLKA

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## PROFILE

Genuine, out-of-the-box thinker who is driven to get to "yes," Jennifer helps companies reach goals by aligning their mission and values with appropriate governance, processes, transparency and communication. She acclimated one of the most complicated industry players, an electric and natural gas utility, quickly to new approaches and direction and led it into top quartile safety performance and early adoption of best-in-class practice, standards, and processes resulting in ongoing business performance improvement. Jennifer has created and implemented vendor performance reporting decreasing response times, safety and health issues, and substantially increased overall internal and external client satisfaction. Jennifer recently joined the largest national non-emergency medical transportation and home healthcare company as a VP and is replicating her utility industry success. Jennifer's 20+ years of legal experience has made her versed in identifying, transferring, mitigating and managing risk, and helping business units develop their risk tolerance. Jennifer has a proven track record of quickly establishing trust by leveraging her natural authenticity, implementing transparent processes, and playing to her team's strengths, earning her top employee engagement scores.

In her first year as co-president of a decades-old non-profit, Jennifer nearly doubled the number of benefactors and executive committee members, driving a three-fold revenue increase which allowed for first-time funding of multiple scholarships for diverse students. Through her position with the City and County of Denver Board of Public Health and Environment, Jennifer helped promulgate a resolution declaring racism a public health crisis, bringing social determinants of health front and center. As a minority, first-generation American and first college graduate in her family, Jennifer approaches issues with a lens toward diversity, inclusion, equity and social justice.

## PROFESSIONAL EXPERIENCE

### **MODIVCARE, VICE PRESIDENT, ASSOCIATE GENERAL COUNSEL**

**2021 - Present**

Legal enabler focused on driving value-based supportive care solutions and positive health outcomes. Drive teams to serve 30 million patients in a regulatory compliant, safe and sustainable manner. Targeted focus on standardizing, aligning and creating a transparent health and safety and continuous learning approach through data analytics, science, relationship building, and integrating frontline worker perspective, resulting in reduced costs and driving employee and business partner engagement. Transition contracting system into innovative platform reducing regulatory compliance risk and increasing accessibility, communication and consistent problem solving. Develop relationships with state agencies and Managed Care Organizations to facilitate equitable access to healthcare and better health outcomes for the most vulnerable populations.

### **XCEL ENERGY, SENIOR MANAGER & DIRECTOR**

**2012 - 2021**

Led multidisciplinary team of one of the largest utilities in the U.S. with \$11B annual revenue. Propelled Fortune 300 company to top-quartile safety and health performance in 8 states by embedding innovative and science-based safety approach to improve critical risk identification and controls. Reduced worker's compensation claims by 367% over a two-year period and created environment of encouraging reporting and transparency. Consensus builder who improved operating metrics, regulatory recovery, and risk transfer saving employer \$43M. Led cross-functional effort to design and implement regulatory compliance transformation across 4 operating companies and 9 business units targeting standardization, medium and long-term cost benefit, knowledge transfer, thereby contributing to optimal performance.

Drove crisis management, risk mitigation, cost reduction and litigation and business strategy protecting company brand and government, media and community relationships. Disposed of 5 of 6 anti-trust class action lawsuits alleging price-fixing and \$2B in damages within 3 years of inheriting after 16 years of

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preceding litigation. Created cost transformation initiatives with congruent objectives for vendors and business units reducing outside vendor expenditures by 20%. Proffered a suite of strategic recommendations for handling and dismissal of complex lawsuits resulting in 20 dismissals over a five-year period.

**OFFICER AND ATTORNEY - WHITE AND STEELE, P.C.,** Denver, CO **2008 - 2012**  
Lead counsel in over 40 bench trials and 7 jury trials.

**PARTNER AND ATTORNEY - SULLIVAN & WARD, P.C.,** Des Moines, IA **1999 - 2008**  
Primary defense counsel for 3 international tobacco companies in product liability case. Developed substantial appellate experience and presented oral arguments and/or authored briefs in 10+ state appellate cases and 1 U.S. Court of Appeals, Eighth Circuit Court.

## BOARD EXPERIENCE

**Board Director,** Denver Board of Public Health and Environment (2020 – Present)  
**Board Director, Litigation & D&I Chair,** Colorado Association of Corporate Counsel (2018 – Present)  
**Co-President and Board Director,** Colorado Pledge to Diversity (2016 – 2020)  
**Board Director,** Colorado Women’s Bar Association Foundation (2016-2019)  
**Board Director and Secretary,** Ballet Nouveau Colorado nka Wonderbound (2010-2013)  
**Director and Founding Officer,** Ballet Des Moines (2002-2008)

## PROFESSIONAL ORGANIZATIONS

**BoardBound,** Women’s Foundation, 2021 Cohort  
**Member and Xcel Energy Representative,** Construction Safety Research Alliance (2019 – Present)  
**Member and Company Rep.,** Edison Electric Institute Leading Indicators Group (2019 – Present)

## PUBLICATIONS

“The 5 W’s and 1H of Drafting Indemnification Provisions in Energy Contracts”, ACC Docket, 2020  
“A Letter of Intent Should Not Spoil the Venture”, ACC Docket, 2020  
“A Civil Litigator’s OSHA Guide,” ACC Docket, 2018  
“Want to Improve Law Firm Diversity? Hint: Start Upstream,” National Law Journal, 2018  
“Complying with OSHA’s ‘New’ Anti-Retaliation Provisions,” ACC Docket, 2017

## EDUCATION AND CERTIFICATIONS

**Bachelor of Science, magna cum laude,** Occupational Safety & Health, 2017  
Columbia Southern University  
**Juris Doctor,** 1999  
University of Nebraska College of Law  
**Bachelor of Arts,** Political Science, 1995  
University of Nebraska - Lincoln  
Associate Safety Professional, BCSP  
OSHA 30-hour General Industry certification

**HONORS**

Corporate Counsel *2020 Women, Influence & Power in Law Award* (2020)  
Law Week Colorado *Barrister's Best In-House Counsel Lawyer* (2019 & 2020)  
Denver Business Journal *Outstanding Women in Business - Energy* finalist (2019)  
Chamber *Women in Law Outstanding Contribution to Advancing Gender Diversity* award (2017)  
Center for Legal Inclusiveness *Inclusiveness @ Work Award* (2017)  
Chamber *In-House Minority Lawyer of the Year* finalist (2016)  
Law Week Colorado 2016 *Top Women Lawyers*  
Denver Business Journal 2015 *Who's Who in Energy - Utilities*  
Denver Business Journal 2015 *Top Women in Energy*