

Julie Tschida Brown, MBA, CFP

Global Human and Financial Capital Executive Board Member



Corporate Governance
Financial Acumen
Compensation Strategy
Succession Planning
Culture and Inclusion

Julie is a global human and financial capital executive who has focused her career partnering with Boards of Directors and C-suite colleagues to drive organizational growth, transformation, and culture.

Julie's differentiator is *leveraging the intersection of financial and human capital strategies*. She believes strongly that long-term sustainable growth requires balanced decision making in these areas to progressively evolve organizations.

Julie has a deep history in developing strategy to monetize assets for growth. She started her career in wealth management and investment advisory where she was licensed with FINRA and became a Certified Financial Planner. From there, she transitioned to executive compensation consulting for large multinationals where she advised Compensation Committees and leadership on strategies to be fiscally responsible and maintain high governance standards while establishing cultures that attract and retain top talent. Julie's career then evolved to various executive positions in human capital where she influenced and evolved organizations from the inside as part of the leadership team. In these roles, she focused on business and cultural transformations as a key partner to her colleagues, external community stakeholders and the Board.

Julie is currently the Chief People & Culture Officer at **Zayo** where she collaborates with her peers, investors and Board to optimize business results and foster employee engagement in a dynamic, entrepreneurial environment. Prior to Zayo, Julie was the Chief People Officer at **Transamerica**. In this role, she drove the realization of business objectives and accelerated transformation through creating an environment where both people and the business can grow and thrive.

Prior executive roles include: **IHS Markit** (SVP of Human Resources), **Jacobs Engineering** (Vice President of Global Compensation, Benefits and HR Shared Services) and **Microsoft** (General Manager of Global Compensation Programs and Performance Management). Julie has also held leadership positions with **Washington Group International (AECOM)** and **Hewitt Associates (AON)**.

Julie has experience across numerous industries including technology, engineering, business analytics and financial services.

About Julie:

- 25+ years global leadership experience focused on Fortune 500 organizations
- Responsible for billion-dollar budgets and employee populations in the tens of thousands
- Well suited for Compensation Committee Chair, Audit and Nominating and Governance membership
- Expertise in mergers, acquisitions, divestitures, and organizational transformations
- Strong knowledge of external public reporting, executive compensation and investor perspective
- Proven experience in driving cultural change to evolve organizations and foster growth
- Background as entrepreneur, consultant and multinational executive provide well rounded strategic perspective to contribute to Boards

Education and Personal Development:

- BA, Finance, Iowa State University
- MBA, Finance and Accounting
University of Minnesota Carlson School of Business
- Certified Financial Planner CFP®
- Governor's Fellow – State of Colorado

Board Roles and External Experience:

- Member of Board of Directors and Advisor at non-profit, private and start-up organizations; focus areas include human resource, financial services, technology and community engagement
- 10+ years of corporate fiduciary roles; member of investment, finance and benefits committees
- Mentor for University MBA and business executives
- National public speaker and panelist