

ADRIAN L. RANDOLPH

Omaha, NE

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PROFILE

Accomplished Chief Compliance Officer and Attorney with experience leading the legal function in large organizations and in working across all functions to develop and administer compliance policy. Adept at managing investigations which leads to a culture of openness and organizational justice. An effective communicator, creative thinker, proven leader with an intuitive sense of fairness.

EXPERIENCE

Father Flanagan's Boys' Home (aka Boys Town)

2016- Present

Associate General Counsel

As part of a team, manage the myriad legal issues facing Boys Town. Boys Town is a 100-year-old complex organization with interesting and challenging legal issues. In addition to providing youth and family services, Boys Town operates a research hospital, in-patient and out-patient behavioral health clinics, K-12 education facilities, and has operations in New England, Florida, Louisiana, Nevada and Iowa.

Boys Town is headquartered in the Village of Boys Town, Nebraska, which is a one square mile public municipality in Omaha, Nebraska. The Village has police and fire services, including a public museum, department store, restaurant and churches.

Thirty-plus years of experience in employment, tort, and constitutional law, along with compliance, regulatory, and trial experience are used to ensure Boys Town's three-thousand employee, noble mission thrives for another century and beyond.

Union Pacific Railroad

2007 – 2015

Chief Compliance Officer, Omaha, NE

2013-2015

Responsible for vast organizational and cultural compliance. Worked with all business groups (Audit, Human Resources, Information Technology, Law, Marketing, Sales and Operations) to identify, interpret and comply with external laws, regulations and other legal requirements. Worked within the organization to gain support and garner resources for initiatives. Routinely interact with regulatory agencies. Regularly conducted ethics training for hundreds of participants.

- Chaired the Compliance Committee where organizational compliance issues were vetted and compliance policies were created.

- Created an environment for a thriving organizational culture that adheres to a high degree of integrity.
- Negotiated first of its kind Rail Transport Mitigation Agreement which resulted in a \$600 million reduction in drug related penalties and created a public private partnership with Customs Border Protection to enhance southern border security.
- Managed and collaborated with groups to conduct ethics investigations.
- Provided quarterly updates to the Audit Committee of the Board of Directors and an annual update to the full Board.
- Chaired and counseled the Ethics Committee on consistency for discipline and organizational justice.
- Created a process that increased annual conflict of interest disclosures by 300%.
- Refreshed and rebranded the Ethics Business Conduct Policy.
- Created and instituted Annual Ethics Awareness Week to increase exposure to ethics and compliance issues across the organization.
- Provided in-person and online ethics training.

General Solicitor, Roseville, CA

2007-2013

Responsible for managing a multi-million dollar operating and indemnity budget. Managed two legal professional offices. Managed diverse legal affairs in California, Oregon, Washington, Arizona, New Mexico, Utah, Nevada, Idaho and Montana. Handled land use disputes, contracts, employment issues, personal injury claims and regulatory concerns. Responded to catastrophic incidents and worked with First Responders when warranted. Negotiated with federal and state agencies on permit and right-of-way issues.

- Negotiated with State of California access rights for the state's multi-billion dollar high-speed rail initiative.
- Successfully negotiated relief from a 60-year injunction that limited railroad operational activities in the State of Oregon.
- Successfully negotiated with the Department of Justice fire damage to US forest property.
- Represented Union Pacific before the National Transportation Safety Board regarding catastrophic incidents.
- Regularly resolved operational issues with the California Public Utilities Commission.

Randolph Cregger and Chalfant, Sacramento, CA

1991 – 2007

Started and led this private practice law firm. Represented public entities, large private corporations and railroads in various civil litigation. Arbitrated and mediated dozens of cases as either a party or as the problem solver. Tried dozens of cases to verdict before civil juries in federal and state courts. Conducted independent employment investigations. Handled numerous cases for public figures and high-profile clients.

EDUCATION

University of San Francisco School of Law, JD, 1987

San Jose State University, BA Political Science, 1984

CREDENTIALS

Licensed in Nebraska and California State Bars

American Board of Trial Advocates (ABOTA)

Member of Business Ethics Alliance, Omaha, NE