



# DONALD M. REMY

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## CAREER SUMMARY

Currently serve as Chief Compliance Officer and Chief Legal Officer for national membership association governing colleges and universities intercollegiate athletics. Thirty years of broad legal, management, business, regulatory and policy experience balanced among private, nonprofit and government at the highest levels. Substantive expertise in class litigation, corporate governance, antitrust, legal and athletics compliance, risk management, internal investigations, intellectual property, government contracts, labor & employment, and higher education policy. Experienced in providing legal support and strategic advice as a member of the executive management team, managing personnel and budgets, managing outside counsel, providing support to CEOs and Boards of Directors. Leadership based on integrity, communication, collaboration, accountability, innovation, mentoring, inclusion and results.

## MANAGEMENT EXPERIENCE

- *Executive Officer* – Valuable contributor to intimate senior management teams
- *Trusted Advisor* – Confidant to University presidents, high level government and military officials, CEOs, Board Chairs, executive clients and federal judge
- *Chief Operating Officer* – Manager of operations, business and strategic plans for \$1b enterprise
- *Chief Legal Officer* – Handle all legal matters for leading association; select and manage extensive outside counsel network and government relations team
- *Chief Compliance Officer* – Independent and objective advisor to Board and management on all compliance issues in Fortune 500 Company
- *Staff and Budget Manager* – Directly manage teams and departments ranging from 5 to 1200 attorneys, executives, and other staff and budgets up to \$40 billion
- *Captain, US Army* – Proven leadership, management and team building in operations environment
- *Public Affairs* – Primary spokesperson on legal, legislative and policy matters, interacting with all major media outlets
- *Government Relations* – Provide congressional testimony, brief government agencies, work directly with national, state and local policymakers in multiple industries
- *Board Member* – Active member of various Boards, including compliance and audit committees
- *Strategic Planning* – Collaborate with executives as well as military leaders on short and long range organizational strategic planning
- *Crisis Management* – Manage and develop process and approach to handle complex issues that threaten to harm organization, stakeholders, or general public
- *Development & Fundraising* – Leader in fundraising efforts for local, regional, state and national political contests and nonprofit campaigns. Significant business generation as law firm partner

## LEGAL EXPERTISE

- *Litigation* – Manage and directly handle litigation, including trials and settlements
- *Board Governance & Secretary* – Advise and train Boards on fiduciary duties and responsibilities, develop agenda, organize meetings and maintain records
- *Regulatory* – Extensive experience in highly regulated industries with multiple government agencies
- *Securities Law Compliance* – SOX and NYSE, SEC filings, FASB, Reg FD compliance
- *Commercial transactions* – conclude commercial contract negotiations, including major media rights deal

## CAREER HISTORY

### **National Collegiate Athletic Association (NCAA) – Indianapolis, IN** **2011 – Present**

*Leading membership association and governing body for American intercollegiate athletics. Annually presents 90 Championships in 24 sports, including Final Four® and provides educational opportunities for over 460,000 students and over \$2.9 billion in scholarships to students through members. Provides governance structure, regulatory framework, enforcement protocols, training and assistance to almost 1200 members including colleges, universities and conferences with almost \$1 billion in annual revenue.*

Currently serve as second-in-command, **Chief Operating Officer and Chief Legal Officer**, managing strategic planning and operations. Initially hired through nationwide search as **Vice President of Legal Affairs and General Counsel** responsible for administration and management of the legal activities of the Association. Rapidly promoted to one of the top few decision makers in organization with support of Board and senior leadership to position of **Executive Vice President of Law, Policy & Governance and Chief Legal Officer**. Serve as key legal, policy and strategic advisor to President, Senior Staff, and Governance Cabinets, Committees, and Boards and as governance liaison (corporate secretary equivalent), policy advisor, medical policy strategist, research supervisor and public affairs spokesperson on all legal and legislative matters.

Some highlights of accomplishments are:

**Operations:** Leading efforts to solve college sports competition, financial, and health/wellness challenges presented by COVID-19 pandemic.

**Legal Affairs:** Achieved 97% success rate in litigation. Ushered in results-based client engagement for in-house clients. Through hiring practices and requests for proposals developed exceptional and diverse legal department and outside counsel team.

**Risk Management:** Identified weakness and created risk management and compliance position supported by cross-functional enterprise risk committee.

**Government Relations:** Utilized existing relationships and external lobbyist to greatly expand relationships with federal, state and local policymakers and relevant stakeholders.

**Governance:** Led a team assisting Division I in the development of strategy for governance system designed to provide flexibility to high resource conferences.

**Infractions:** Led significant process improvements in adjudication of cases arising from violation of Association Constitution, By-laws and Rules.

**Health and Wellness Policy:** Led team to collaborate with the Department of Defense in creation of largest ever study of concussion.

**Research:** Advanced data driving decision philosophy supported by the work of research staff.

**Public and Media Relations:** Collaborated with press team deploying effective strategy to communicate regarding legal and policy matters without impacting litigation position.

**Budget Management:** Successful in developing creative arrangements with outside counsel for legal expenses, resulting in reduction in individual case costs.

### **Latham & Watkins LLP – Washington, D.C.** **2006-2011**

*One of the world's largest law firms employing approximately 2,200 attorneys in the United States, Europe, the Middle East and Asia with annual revenue of over \$2.8 billion.*

**Partner and Global Chair, Aerospace, Defense and Government Services Industry Practice Group**, as well as member of Global Recruiting Committee and local hiring manager. Successfully defended clients in white-collar matters and government investigations, including appearing before regulators, advising corporations, and conducting internal investigations on issues involving the ITAR, OFAC, FCPA, as well as matters relating to financial, accounting, contract fraud and corporate governance. Also, successfully litigated government contract, antitrust, securities, health care, employment and other general litigation matters.

**Obama-Biden Transition – Washington, D.C.** **2008 – 2009**  
*Teams completed thorough review of key departments, agencies and commissions of the United States government, as well as the White House and prepared briefing papers.*

On leave of absence from Latham & Watkins from November 2008 through January 2009 as a member of the Department of Justice Agency Review Team working on justice, defense, and national security policy issues to provide the President-elect, Vice President-elect, and key advisors with information needed to make strategic policy, budgetary, and personnel decisions prior to the inauguration.

**Fannie Mae – Washington, D.C.** **2000-2006**  
*Top 25 Fortune 500 company that buys and holds mortgages, and issues and sells guaranteed mortgage-backed securities to facilitate housing ownership for low to middle-income Americans.*

During tenure at Fannie Mae, promoted rapidly and held various key strategic legal and business positions including: **Senior Vice President, Housing and Community Development** -- Business lead on Hurricane Katrina Gulf Coast Redevelopment and Lending Strategy Team; **Senior Vice President & Chief Compliance Officer** – First legal and regulatory compliance officer; and **Senior Vice President & Deputy General Counsel** with responsibility for all litigation, employment, antitrust, insurance coverage, internal investigations and government contracts. Managed budget ranging from \$5 million to \$40 billion and managing a staff of 5 to 25. Reporting relationships to EVP and General Counsel, business unit EVP, the CEO and Chair of the Audit Committee of the Board.

**United States Department of Justice, Civil Division – Washington, D.C.** **1997-2000**  
*U.S. Department responsible for the enforcement of the law and administration of justice. The largest division with \$300 million budget each year, the Civil Division represents 200 client agencies including the United States, its departments and agencies, members of Congress, cabinet officers, and other federal employees in approximately 50,000 different matters.*

As **Deputy Assistant Attorney General** managed and led the Torts Branch and Federal Programs Branch of Civil Division, including allocation of human and financial resources, as well as oversight of all litigation activities. Personally, led litigation and appellate teams on major cases, including matters arising out of the events at Waco and Ruby Ridge. Served as **Acting Assistant Attorney General** during brief transition period and on matters where AAG was recused. As **Senior Counsel for Policy** prior to promotion and appointment to DAAG, provided advice on policy, legal, legislative and regulatory matters, including tobacco legislation and tort reform.

**O'Melveny & Myers LLP – Washington, D.C. and Los Angeles, CA** **1996-1997**  
*With approximately 800 lawyers in 16 offices worldwide and the 29th largest law firm in the world, O'Melveny is heralded as one of America's top 25 most prestigious law firms and best firms to work.*

As a **Senior Associate Attorney** handled complex product liability and employment discrimination class action litigation. Also participated in cases involving securities, antitrust, transportation, telecommunications and government contracts matters.

**The United States Court of Appeals for the Sixth Circuit – Cincinnati, OH 1995-1996**  
*The federal court with appellate jurisdiction over the district courts in Kentucky, Michigan, Ohio and Tennessee.*

Served as Judicial Clerk for the Honorable Nathaniel R. Jones with responsibilities including preparing bench memoranda, drafting opinions and orders, and making recommendations to the Judge on final disposition of cases.

**Department of the Army, Office of the General Counsel - Pentagon 1991-1995**  
*Office responsible for determining the Army's position on any legal question and serving as legal counsel to the Secretary, Under Secretary, five Assistant Secretaries, and other members of the Army Secretariat. Also exercises civilian supervision over the Office of the Judge Advocate General, the Office of the Command Counsel, Army Materiel Command, and the Office of the Chief Counsel, Corps of Engineers.*

As an **Assistant to the General Counsel and Captain** in the United States Army served as a key advisor to senior military and civilian leadership in Army Secretariat on legal and policy issues concerning all aspects of domestic and international government contracting, including research and development of highly classified programs. Other key Pentagon assignments included: **Special Counsel to the Secretary of Defense**, where duties included a rewrite of Defense Procurement Policy and **Special Assistant to the Deputy Under Secretary of Defense** staffing the efforts of the Vice President's initiative to streamline and reform government acquisition.

## EDUCATION

**Howard University School of Law, Washington. D.C.**  
*Juris Doctorate Cum laude - Graduated # 3 in class*  
 Howard Law Journal, Executive Articles Editor

**Louisiana State University, Baton Rouge, L.A.**  
*Bachelor of Arts - Graduated with honors*  
 Major: Political Science; Minor: Business Administration  
 Four-Year Army ROTC Scholarship, Distinguished Military Graduate  
 Commissioned Second Lieutenant, United States Army

## MEMBERSHIPS & ASSOCIATIONS

(PAST AND PRESENT)

### LEGAL

- Member, American Bar Association, Sections on Litigation and Business Law
- Member, D.C. Bar Association
- Member, Indiana Bar Association
- Member, National Bar Association
- Member, National Association of College and University Attorneys
- Member, Pennsylvania Bar Association
- Member, Sports Lawyers Association
- Member, NAACP
- Delegate, American Bar Association
- Fellow, Litigation Counsel of America

**BUSINESS AND INDUSTRY**

- The Conference Board, Council on Corporate Compliance and Ethics
- The Conference Board, Council of Chief Legal Officers
- Corporate Executive Board, Legal, Risk & Compliance Leadership Council
- Board Member, National Sports Law Institute, Marquette University
- Board Member, Garretson Resolution Group - a Harvest Partners private equity company
- Board Member, Arbitrator Sports
- Principal, Omega Investment Partners - a venture capital firm

**CIVIC AND UNIVERSITY**

- Board Member, Louisiana State University, University College Board
- Board Co-Chair, Washington Lawyers Committee for Civil Rights and Urban Affairs
- Board Member, Abramson Foundation
- Board Member, AARP, Legal Counsel for the Elderly
- Coach, Amateur Athletic Union
- Member, Army Navy County Club

**SAMPLE PROFESSIONAL HONORS & AWARDS**

- John McLendon Hall of Fame Inductee
- Modern Counsel Magazine, The Game Changer (print ed. *March 2017*)
- Savoy Magazine, Most Influential Black Lawyers (print ed. *March 2015*)
- Black Enterprise, America's Most Powerful Executives Under 40
- Forbes Most Powerful People in College Sports
- Young Guns, 40 Lawyers Under 40
- United States Army, Meritorious Service Medal
- CBSSports.com, Most Influential in College Sports
- Commencement Speaker, University of Central Florida 2016
- Commencement Speaker, New Jersey City University 2019

**OTHER PROFESSIONAL INFORMATION**

- Admitted to Practice Law: Indiana, Pennsylvania, District of Columbia, U.S. Supreme Court, U.S. Courts of Appeals for the Armed Forces, U.S. Court of Federal Claims, Third, Fourth, Fifth, Sixth, Seventh, Eighth, and Ninth Circuits
- Frequent lecturer and keynote speaker at national legal, business and government conferences
- Regular author published and internal policy position papers and articles
- Lead and supporting counsel in litigation matters, including published cases
- Witness in Congressional hearings
- Presidential Appointee, Senior Executive Service, and Presidential Nominee