



## JENNIFER I. ANSBERRY, ESQ.

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**C-suite executive** and trusted boardroom advisor assisting a Fortune 1000, publicly-traded company execute on its strategy. Extensive leadership experience in corporate governance, enterprise risk management (ERM), environmental, social and governance (ESG) strategy, crisis management, environmental, health and safety (EHS), M&A, business integration and restructuring, regulatory affairs and compliance. Consistently recognized as a thought leader and driver of continuous improvement. Demonstrated success in building and leading highly effective global teams.

### EXPERIENCE

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**LINCOLN ELECTRIC HOLDINGS, INC.** / Cleveland, OH / 2004-present

**EXECUTIVE VICE PRESIDENT, GENERAL COUNSEL & SECRETARY** / 2017-Present

- Oversees the Legal, Compliance and Environmental, Health & Safety (EHS) and Sustainability functions for a publicly-traded global company (Nasdaq: LECO) operating across 55+ manufacturing facilities in 19 countries, with 10,000+ employees. Responsible for corporate governance, environmental, social and governance (ESG) matters, SEC disclosures, M&A, joint ventures, liability management, regulatory affairs, labor/employment, intellectual property and compliance.
- Extensive boardroom experience counseling the Board and its committees. Responsible for environmental, social and governance (ESG) strategy development and execution. Reports to the Board and meets with investors on ESG and sustainability matters.
- Key executive leader serving on the company's enterprise risk management (ERM) committee; reports to the Board on various ERM matters.
- Extensive experience with international M&A, joint ventures, strategic negotiations and business integration and restructuring. Lead role in over 45 global transactions representing over \$1B in purchased assets. Key executive leading post-acquisition business restructurings, including in Europe and China. Broad experience representing the company in front of foreign offices and regulators.
- Leads the global Environmental, Health & Safety (EHS) function, including product stewardship, and collaborates with global operations. Oversees the safety program where the company is a top quartile performer in its industry.
- Oversees the global intellectual property function supporting R&D and product innovation where the company maintains a "vitality index" (revenue derived from new products) of over 30%.
- Serves as the Chief Compliance Officer and leads the Compliance function where the company has been recognized by *Ethisphere* as one of the "World's Most Ethical Companies"; oversees related investigations and reports to the Board.

**VICE PRESIDENT, DEPUTY GENERAL COUNSEL** / 2014-2017

- Deputy General Counsel role expanded to include oversight for global Environmental, Health & Safety (EHS) function. Responsible for product stewardship, EHS policy compliance and site reviews at all global manufacturing facilities.
- Led initiative to broaden the company's ESG and sustainability program, including establishment and publication of long-term sustainability metrics. Key participant in investor outreach on ESG matters.
- Provided legal advice to all levels of management, including the C-suite and business unit leaders. Boardroom experience in presenting to the Board; played a lead role in advising the Nominating and Corporate Governance Committee of the Board.

**DEPUTY GENERAL COUNSEL / 2004-2014**

- Lead corporate counsel responsible for 20+ global M&A and joint venture transactions, SEC disclosure and compliance, global subsidiary management, commercial transactions and insurance coverage strategy and renewal.
- Lead counsel on corporate compliance matters and investigations.

**THOMPSON HINE LLP / Cleveland, OH / 2002-2004**

- Corporate associate (M&A and securities)

**KEATING, MUETHING & KLEKAMP PLL / Cincinnati, OH / 1998-2002**

- Corporate associate (1999-2002) and summer associate (1998); member of the Hiring Committee.

**ARTHUR ANDERSEN LLP / Cincinnati, OH / 1993-1997**

- Tax department co-op during undergraduate program & summer intern.

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**EDUCATION & LICENSURE**

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**UNIV. OF CINCINNATI / Cincinnati, OH**

Juris Doctor (JD) / College of Law

- Law Review
- Lawrence Maxwell Memorial Advocacy Award

Bachelor of Business Administration (BBA) / Accounting / College of Business Administration

**THUNDERBIRD - GARVIN SCHOOL OF INTERNATIONAL MANAGEMENT / Phoenix, AZ**

- International business development program

**SUPREME COURT OF OHIO**

Licensed Attorney

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**PROFESSIONAL AFFILIATIONS & ENGAGEMENT**

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Cleveland Leadership Center / Board Member / 2021-present

Cleveland Zoological Society / Board Member / 2017-2020

City Year Cleveland (an AmeriCorps program) / Board Member / 2012-2017

Avon Schools Educational Endowment Fund / Board Member / 2013-2015

Leadership Cleveland / Class of 2017

Society of Corporate Secretaries & Governance Professionals

- Northeast Ohio Chapter President / 2009-2010