

PRASHANTH JAYACHANDRAN

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RELEVANT EXPERIENCE

COLGATE-PALMOLIVE COMPANY

PISCATAWAY, NJ

Chief Supply Chain Counsel

January 2018 – Present

- Global head of Colgate's Supply Chain and Commercial Law group. Manage and supervise team of global commercial lawyers and legal professionals in contracting and related matters. Sit on Global Supply Chain Executive Leadership team, advising senior leaders on global manufacturing, customer services & logistics ("CS&L"), and procurement legal matters. Oversee contract management team at Colgate Business Service Center in Mexico. Advise senior business leaders on wide variety of legal issues related to supply chain, including commercial contracts, sustainability, outsourcing, international trade (import/export), environmental, employment/labor relations, responsible sourcing, occupational health and safety, litigation, government investigations, mergers & acquisitions, compliance, and regulatory.
- Lead counsel on corporate sustainability issues, including advice on climate goals, renewable energy program, third party collaborations, supplier engagement, and public disclosures. Frequent speaker and lecturer on corporate sustainability issues. Co-chair of cross-industry Global Responsible Sourcing Legal Roundtable.
- Led formation of international trade compliance program, including development of standard operating procedure, training program for multiple functions and stakeholders, and creation of Trade Specialist role.
- Led formation of global contract life cycle management (CLM) system to streamline contract intake and authoring process, in coordination with Direct/Indirect Procurement function. Formation of CLM system led to robust contract data analytics and contract process enhancements.
- Lead counsel/advisor to Global Information Technology (GIT) organization. Sit on GIT Executive Leadership team, advising on wide variety of legal issues, including cybersecurity, software licensing audits, and related issues.

Acting General Counsel, Colgate Asia (based in Hong Kong)

June 2017 – January 2018

- Lead counsel/advisor for \$3 billion multi-brand and multi-channel consumer goods business in Asia/South Pacific. Established legal strategy across comprehensive set of legal services. Managed twenty-five legal professionals throughout Asia/South Pacific. Advised Division President and functional heads on range of legal issues, including business development, e-Commerce, corporate, marketing, compliance (FCPA), litigation, employment/labor, and regulatory.

Chief Human Resources & Benefits Counsel

September 2013 – May 2017

- Global head of Colgate's employment and benefits law group. Managed and supervised team of employment and employee benefits lawyers and legal professionals. Counseled executives and senior business leaders on complex employment matters, including compliance with federal and state equal employment opportunity laws, reasonable accommodations, and medical leaves. Oversaw and conducted internal employment investigations. Advised business and human resources leaders on employee disciplinary issues. Provided counsel on labor law matters, including grievance and arbitration administration and collective bargaining negotiations. Provided counsel on global restructuring program.
- Provided extensive training to human resources and business leaders on U.S. employment laws. In 2015, created and implemented "Leading in A Diverse Workplace" training for over 3,000 Colgate human resources and business professionals in the United States. Training covered, in large part, the Americans with Disabilities Act, Title VII of the 1964 Civil Rights Act, Age Discrimination in Employment Act, Equal Pay Act, and federal affirmative action laws. Provided quarterly training to human resources managers in all facets of U.S. employment laws, including but not limited to the Fair Labor Standards Act and the National Labor Relations Act.

- Provided legal advice and counsel regarding all aspects of employee benefits matters, including qualified plans such Employee Stock Ownership Plan (ESOP), executive compensation plans, welfare plans, incentive plans and fringe benefit programs.
- Oversaw all US employment litigation matters (i.e., federal/state court cases and federal/state administrative charges).
- Provided counsel and advice to legal directors, human resources professionals, and business leaders outside the United States on various international employment law matters.

MORGAN, LEWIS & BOCKIUS LLP

PRINCETON, NJ

*Of Counsel, Labor and Employment Practice Group
Associate*

*April 2012 - September 2013
March 2004 - March 2012*

- Counseled multinational corporate clients, including multiple financial institutions, on complex employment matters, including reductions-in-force, restrictive covenants, investigations, employee discipline, reasonable accommodations, and separation agreements. Drafted and negotiated severance agreements and employment contracts.
- Completed six-month secondment at Johnson & Johnson. Partnered with business leaders, in-house counsel, and human resources professionals in corporate headquarters and operating companies on employment matters, including reductions-in-force, employee discipline, restrictive covenants, investigations, litigation, and analysis of employment policies. Provided extensive training to human resources professionals.
- Functioned as lead counsel on behalf of employers in single plaintiff litigation and EEOC claims involving allegations of discrimination, harassment, and/or retaliation. Supervised teams of attorneys in wage and hour class/collective actions in financial services and pharmaceutical industries throughout the United States. Co-chaired ten-week FINRA arbitration involving multi-million dollar claims for unpaid compensation. Represented clients in settlement conferences and mediations.
- Represented unionized clients in labor arbitrations. Negotiated multiple collective bargaining agreements.

MICHAEL BEST & FRIEDRICH, LLP

MILWAUKEE, WI

Associate, Labor and Employment Department

January 2001 - January 2004

BOND, SCHOENECK & KING, PLLC

SYRACUSE, NY

Associate, Labor and Employment Department

September 1998 - November 2000

EDUCATION

SYRACUSE UNIVERSITY COLLEGE OF LAW

SYRACUSE, NY

Juris Doctor, *Cum Laude*

May 1998

Senior Associate Editor, The Labor Lawyer

Class Rank: Top 25%

Research Assistant

Labor Law Scholarship recipient

SYRACUSE UNIVERSITY MAXWELL SCHOOL OF CITIZENSHIP AND PUBLIC AFFAIRS

Master of Public Administration

May 1998

UNIVERSITY OF WISCONSIN

MADISON, WI

Bachelor of Arts, Economics and Political Science

May 1995

RECOGNITION/COMMUNITY ACTIVITIES

- Distinguished Lecturer, Syracuse University College of Law, Corporate Sustainability.
- Chair, Board of Directors, Princeton Family YMCA; volunteer youth basketball coach.
- Member, Board of Visitors, Division of Student Affairs, University of Wisconsin.
- Co-Founder, New Jersey Youth Civics Coalition.
- In 2012, selected by *New Jersey Law Journal* as one of the “New Leaders of the Bar.”
- Former Member, Board of Directors, Big Brothers Big Sisters of Mercer County; former “Big Brother.”
- Former Member, Board of Directors, Syracuse University College of Law Alumni Association.