



# Kim Conklin Board of Directors Profile

## FUNCTIONAL EXPERTISE

Global HR Leadership  
Executive Compensation & Incentive Plans  
Mergers & Acquisitions  
Integrations  
Turnaround & Divestitures

## CAREER EXPERIENCE

2012–Present: KC Consulting Resources, LLC  
2010–2012: Sensus  
2007–2010: BP  
1996–2007: General Electric  
1995–1996: Colgate-Palmolive Company  
1992–1995: Welch Foods, Inc.  
1989–1992: Lord Corporation

## EDUCATION

MBA, Pennsylvania State University  
BA, Business, Mercyhurst University

## PROFESSIONAL AFFILIATIONS

National Association of Corporate Directors

## Executive Summary

- ◆ Kim has the depth of US and global experience to operate as the talent and compensation director for a public or private entity in manufacturing, technology and specialty chemical industries

## Business Highlights

- ◆ Kim is the Principal of KC Consulting Resources, LLC; she works with CEOs and their Executive teams to address Change, Turnaround, Growth, and HR Processes. Her specialties include Interim CHRO assignments, Organization and HR Assessments, implementation of Talent Management, Performance Management, and Leadership Assessment Processes as well as Executive Coaching
- ◆ With over 30 years of leadership in business, Kim brings global experience in Fortune 10 and privately held organizations across a wide array of industries; she has partnered with numerous Board leadership and CEO teams in development of business strategy and execution of annual operating processes and maintained involvement in overall broad policy developments and corporate compliance initiatives
- ◆ In her capacity as a C-Suite executive, Kim has had accountability for BOD Compensation Committee matters; she has also led the recruitment process across multiple organizations in conjunction with Board leadership to staff many C-Suite roles, including CEO, CFO, CHRO, General Counsel, Chief Operating Officer and Chief Procurement Officer
- ◆ Kim has extensive experience in business life cycles, including acquisitions, mergers, integrations, turnarounds, and divestitures

## Board Experience

- ◆ 2020–2023: AVIAN, Inc. Board of Advisors
- ◆ 2012–2018: Follow the Child Board of Directors
  - ◆ Personnel Committee Chair (2014–2018)
  - ◆ Personnel Committee Member (2012–2014)
- ◆ 1992–1995: Erie Rape Crisis Center Board of Directors

