



# Nicholas Johnson *He/Him*

Ethics & Compliance Program Leader

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## Summary

Accomplished Ethics & Compliance professional with extensive experience managing key compliance programs across multiple industries, including aviation and technology. Proven ability to build cross-functional relationships with diverse teams, develop effective communication strategies, and drive the development and implementation of compliance training programs. Certified Compliance and Ethics Professional (CCEP) with a Master of Science in Management & Leadership and a Bachelor of Science in Business Management.

## Experience

### Workday

Senior Manager, Ethics & Compliance Program | Jun. 2022 – Nov. 2022 | Pleasanton, CA

- Managed revisions of corporate legal policies including employee, partner, & supplier codes
- Developed multichannel communications and reinforcement messaging strategy in response to investigation findings, audit reports, employee feedback, and other inputs
- Planned and executed companywide outreach initiatives including an annual Integrity Week

### Adobe

Manager, Ethics & Compliance Training | Sep. 2021 – Jun. 2022 | San Jose, CA

- Managed delivery, scheduling, recordkeeping, metrics of compliance trainings to diverse, global workforce
- Maintained on-demand and live compliance and ethics learning curriculum, supported consistent and effective operation of Adobe's worldwide training programs
- Worked independently and collaboratively with cross-functional teams to support delivery and administration of trainings

### JetBlue

Senior Analyst, Ethics & Compliance | Jan. 2018 – Sep. 2021 | New York, NY

- Played a key role in rapidly scaling JetBlue's newly formed E&C program by working closely with senior leaders to develop program strategy and maintain consistent delivery of program enhancement activities, and report progress to JetBlue's Board of Directors/Audit Committee
- Led development of a high-caliber, benchmarked code of conduct using cost-neutral, in-house resources
- Managed governance of corporate policies including benchmarking reviews and revisions
- Provided SME advisory on diverse topics including anti-bribery & corruption, hotline, corporate code of conduct, gifts, insider trading, conflicts of interest, and related persons transactions
- Direct supervisory experience of ethics and compliance team interns

Analyst, Inflight Regulatory Standards | Aug. 2015 – Jan. 2018 | New York, NY

- Analyzed and interpreted regulatory requirements related to inflight operations, and ensured compliance with applicable regulations by an org. unit of 4800+ employees
- Worked collaboratively with cross-functional teams to develop and implement policies, procedures, and training programs to meet regulatory requirements
- Conducted audits, risk assessments, and investigations to identify areas for improvement and mitigate risk

## Education

**Master of Science, Management & Leadership** | Western Governors University

**Bachelor of Science, Business Management** | Cardinal Stritch University

## Certification

**Certified Compliance and Ethics Professional (CCEP)** | Society of Corporate Compliance & Ethics

## Pro Bono

**Clean Slate Utah** | Criminal Case Review | 2022

**Crisis Text Line** | Crisis Counselor | 2018 - 2020

## Skills

- Experience managing compliance programs while championing a company's ethical culture and core values
- Proven ability to build cross-functional relationships and work collaboratively with diverse teams including Legal, HR/Employee Relations, Internal Audit, IT, Corporate Security/Investigations, Procurement, Sourcing
- Strong communication skills with experience developing and implementing effective solutions/technology and providing quarterly reporting metrics to Chief Compliance Officer, General Counsel, Board of Directors/Audit Committee
- Identifies and rapidly escalates compliance concerns and practical solutions to colleagues and leaders