

# TERRY A. BELL

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## ETHICS AND COMPLIANCE LEADER

Hands-on leader, experienced in building a world-class ethics and compliance program from the ground up. Excels at creating practical solutions for complex problems. Able to synthesize and communicate complicated topics in simple terms in order to drive organizational collaboration and support.

## PROFESSIONAL EXPERIENCE

### **Motorola Solutions, Chicago, IL**

#### **Vice President, Chief Ethics and Compliance Officer**

**2012 to Present**

Leader for the Office of Ethics, Global Trade Compliance, Security, Crisis Management, Corporate Responsibility, and Environment, Health and Safety (EHS), organizations. Responsible for protecting and enhancing the company's brand through implementation of a premier ethics and compliance program that drives compliance with laws and regulations around the world. Reports to the General Counsel/Chief Administrative Officer and the Audit Committee of the Board of Directors.

- Implemented simple, yet powerful, mission and strategic operating model for the Office of Ethics.
- Re-engineered ethics program briefings for the Audit Committee, CEO, CFO and General Counsel to re-focus time and resources on highest risk compliance areas.
- Created Risk Working Group committee to leverage experts from Audit Services, Legal, Human Resources, IT, Finance, Privacy, Crisis Management, and more to facilitate risk assessment and best-practice sharing.
- Managed high impact compliance investigations to minimize exposure from enforcement authority actions, while satisfying external auditors.
- Designed and implemented comprehensive anti-corruption program to minimize risk related to the US FCPA, UK Bribery Act, and other similar anti-corruption laws.
- Implemented outreach program for meeting with key stakeholders across the company, including every vice president, to seek individual feedback on the ethics program and discuss senior leader responsibilities.
- Created Project Milestones, a communications campaign designed to catch employees when they are doing something right, by sending personal congratulatory notes to every new hire and promoted employee which emphasizes the career value in being recognized as an ethical leader. (Approx. 2500 messages per year.)

### **Motorola Inc., Schaumburg, IL**

#### **Senior Director / Director, Ethics and Global Trade Compliance**

**2007 to 2011**

Responsible for creating the infrastructure of a world class ethics and compliance program.

- Implemented state-of-the-art online system for performing due diligence on prospective third party sales representatives to minimize FCPA risk. (Identified by the CEB General Counsel Roundtable as an industry best practice and featured in a CEB GCR whitepaper and seminar.)
- Delivered ethics and compliance training around the world to employees and higher risk third parties.
- Partnered with leaders to create ethics messaging which demonstrates tone at the top and middle.
- Facilitator for the company's global and regional Ethics Councils, comprised of the corporation's most senior leaders.
- Collaborated on complete overhaul of company's Code of Business Conduct, changing it from a legalistic document to an attractive, common language, employee-centric resource guide.
- Drafted and implemented compliance policies for areas including anti-corruption, money laundering, export controls, customs, and government contracting.

- Optimized global trade compliance function through development of clear mission statement and focus.
- Developed and published monthly metrics for driving compliance with key initiatives.

**Motorola Inc., Schaumburg, IL**

**Director / Senior Manager / Manager, Global Financial Shared Services (GFSS) 2000 to 2006**

Responsible for leading financial shared services operations in order to drive down cost while meeting customer and work partner performance metrics.

- Managed a team of up to 80 employees with responsibility for processing two million invoices, 300,000 expense statements, 100,000 customer phone calls and emails, 50,000 asset transactions, and more than \$10 billion in payments annually using Oracle Financials system.
- Recruited, hired, coached, evaluated and promoted staff.
- Partnered with GFSS colleagues in Asia and Europe to re-engineer processes to allow maximum usage of lower cost labor while maintaining core US presence for high touch customer areas and problem resolution. Realized savings exceeded \$1 million per year.
- Collaborated with Procurement to aggressively manage supplier payment terms resulting in multi-million dollar positive cash flow impact for Motorola.
- Created internal Accounts Payable Profit Recovery function to scrub payment data to identify Purchase Order pricing errors and other defects. Realized savings exceeded \$1 million per year.

**Compliance Manager. Office of Ethics & Compliance 1997 to 1999**

- Recruited by Motorola's original Chief Ethics Officer to assist in the creation of Motorola's Office of Ethics and Compliance.
- Wrote or co-wrote Motorola policies related to US Federal, State and Local, and International Government compliance, including its policy related to the "U.S. Foreign Corrupt Practices Act (FCPA)" and similar anti-corruption legislation.
- Conducted employee focus groups around the world to evaluate Motorola's business ethics climate.
- Assisted in the development and implementation of company's internal control program for managing global government contract compliance risk.
- Designed and delivered ethics and compliance training for Motorola employees around the world.

**Audit Manager / Senior Auditor / Auditor, Motorola Corporate Audit 1992 to 1996**

- Completed risk assessment process for determining optimal allocation of the department's annual 50,000 man hour audit plan.
- Performed government compliance, contract management, procurement, revenue, manufacturing, environmental, construction, and human resource audits.
- Recruited, hired, trained and developed auditors.

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**EDUCATION & PROFESSIONAL DEVELOPMENT**

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Masters of Business Administration, Washington University in St. Louis

Bachelor of Science, Finance, University of Missouri-Columbia

Certified Public Accountant

Executive Sponsor, Motorola Solutions People with Disabilities and Allies Council

Recipient, Dr. Martin Luther King, Jr., Award for Disability Inclusion and Talent Development (2016)

Presenter: 2015 International Anti-Corruption Academy (Vienna, Austria)

Presenter: 2013 Global Anti-Corruption Congress (DC)

Presenter: 2013 Law Bulletin Seminar on White Collar Crime + Corporate Governance (Chicago)