

TIFFANY FELIX

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Corporate Executive with 30+ years of extensive experience in all aspects of Enterprise Risk Management, ESG/CSR, EHS, Sustainability, Security, and other corporate service functions. Successful Coaching, Visionary, and Adaptive Leader with extraordinary influential and interpersonal skills who can passionately engage with all levels of an organization. Trained and educated as a traditional professional in EHS and evolved into a progressive leader to ensure the entirety of how people live, think, feel, interact, and simply exist within this society.

AREAS OF EXPERTISE

- International Operations (Americas/APAC/LATAM/EMEA)
- Organizational Restructuring (M&A)
- Duty of Care
- EHS & Data Privacy Compliance
- Global Crisis Management & Business Continuity
- Real Estate & Facilities Management
- Due Diligence and Risk Evaluation
- Development of Sustainable Business Ops
- Public, Private & Nonprofit Organizations
- Industrial & Risk Engineering
- Trust & Safety
- Security Operations
- Technology Optimization
- Sustainability/Environmentality (CSR/ESG)

PROFESSIONAL EXPERIENCE

SVP, Environmental Health & Safety

(04/21-09/24)

Paramount Global

Los Angeles CA

Recruited to fill a newly created role as part of the global security team to provide strategic oversight and leadership for Paramount Global in the areas of environmental, health, and safety regulatory compliance and risk mitigation. Serve as the subject matter expert (SME) and trusted lead advisor for a wide range of Global EHS matters, in the workplace and public-facing environments that include 300 usable acres of fixed assets, non-production events, production of content, and 24/7 support of CBS News, while supporting ~20 different business units and 20K+ employees. Led and executed the development of enterprise-wide safety, health, and environmental policies, management systems, programs, metrics/KPIs, and auditing procedures. Created an EHS (best in class) culture throughout the entire organization that includes mental health and psychological safety. Chief Covid Compliance Officer and Lead ADA/accessibility Expert for all non-production events, which were not part of the primary scope of EHS for this role.

- Created a Special Event Form used at 1000+ events over 4 years with Trust & Safety Elements
- Developed ADA compliance elements that were used and implemented at 750+ events
- Led the EHS/ESG committee of 10+ members and developed KPIs that were successfully achieved and documented in the 2022 & 2023 ESG annual report
- Used the Veoci software to develop and implement the IIPP, EAEP, HazCom, SE Form, and WVPP for over 200 global facilities
- Implemented Vismo as the safety & protection software for CBS News at 20+ potentially high-profile hostile events and weather coverage for the tracking of our talent & operations teams
- Modified the Business Conduct Statement to be inclusive of mental health and psychological safety as elements of EHS, which had not been done in over 3 decades

VP, Enterprise Risk Solutions

(09/19-07/20)

Oh My Green/Garten

Burlingame CA

Newly created role, reporting to COO & CHRO, for a \$100M employee wellness company with a tech platform that provides a healthy workplace alternative snack program to some of the top Fortune 500 companies in the way of micro kitchens, culinary, smart refrigerators, and snack from home services. Led all aspects of enterprise risk management throughout the US with a focus on repairing missteps associated with a startup. Managed the staff of 5 direct report risk professionals. Primary responsibility consisted of risk management, environmental health & safety, food safety, real estate & facilities, business continuity & global crisis management, corporate social responsibility, and physical security at 15 US locations.

- Managed the P&L and budget of \$7M.
- Created an enterprise risk framework with the initial objective of compliance with Food Safety, Workplace Safety, and Data Privacy
- Facilitated development & implementation of CSR/ESG with extensive attention to sustainability, DE&I, and Corp® certification
- Successful Development and Implementation of COVID-19 internal & external Response Protocol

VP, Global Corporate Services & Enterprise Risk Compliance**(06/17-09/19)****Oakwood Worldwide****Long Beach CA**

Senior Leader, reporting to the CEO, of a global corporate housing, serviced apartment, and asset management entity with \$2.9B AUM and 3,000 employees. Developed a new department of 10 direct reports with global responsibility for corporate services, enterprise risk management, legal, compliance, corporate social responsibility, diversity & inclusion, security, and crisis management & business continuity with offices in the Americas, London, Japan, China, and Singapore. Developed and implemented risk strategies to facilitate a turnaround plan for Oakwood as part of the new risk-averse ownership.

- Reduction in workers' compensation costs by \$1.9M in the first 12 months.
- Reduction in litigation costs by \$2.1M by minimizing the use of outside counsel and hiring 2 in-house attorneys
- Full global compliance with Data Privacy regulations (GDPR)
- Initiated an insurance program that will generate a potential profit of \$1.3M in the first year and reduce damages to properties by \$250K
- Developed diversity and inclusion parameters as part of corporate procurement
- Relocation of Corporate HQ from Los Angeles to Long Beach under budget and on time
- Development and implementation of the ERM program
- CSR/ESG annual reports received a Silver rating through EcoVadis in 2017 & 2018

Senior Vice President, Risk Management & Corporate Social Responsibility**(3/16 – 3/17)****American Apparel****Los Angeles CA**

Responsible for global risk & corporate social responsibility at a multinational clothing manufacturer and retail company of 9,500 employees located in 18 countries worldwide. Reporting to the CEO with functional responsibility for EH&S, insurance & claims, sustainability, social compliance, diversity & inclusion, facilities maintenance, security, and crisis management, all to minimize organizational costs/risks/liabilities with a \$22M budget and a team of 120 employees, including exempt and nonexempt

- Completed competitive bid process with 5 insurance brokers to reduce insurance costs, resulting in the reduction of workers' comp costs by 30% in 6 months.
- Facilitated EH&S professionals to develop 3 OSHA-mandated programs for full implementation domestically. Developed and implemented a global facilities/risk management infrastructure with the necessary programs and framework for immediate compliance in the United Kingdom, Germany, and Italy
- Leading the strategy for social compliance with the CA Supply Chains Act and sustainable practices as reported in the organization's first CSR/ESG report.

Director, Risk Engineering**(2/12–3/16)****NBCUniversal/Comcast****Los Angeles CA**

Newly created position with the primary function of creating a global strategy to incorporate risk engineering into the operations, renovation & construction of any NBCUniversal & Comcast real estate projects, inclusive of theme park attractions, broadcast facilities, data centers, head ends, and office buildings to minimize the loss of property and revenue with sustainable operations that include a global scope of ~600 NBCU facilities and ~3,000 Comcast domestic locations.

- Develop a comprehensive inspection process encompassing partnership with EHS, Engineering, Facilities, Real Estate & Operations, resulting in the completion of over 60 facility risk inspections/assessments in 6 months throughout the US and UK
- Reduction in loss expectancy (LE) by \$2.1BN & implementation of 186 recommendations in 12 mos.
- Most notable projects risk engineered with their associated budgets include (1) LA-based Harry Potter World at ~\$550M; (2) Comcast Tower in Philadelphia with 1M square feet at a cost of \$1B+, and (3) Los Angeles KNBC & KVEA Production Facility with ~150K square feet

Associate Director, EH&S and Sustainability**(11/08-2/12)****ESPN****Los Angeles CA**

Hired to commission ESPN's new production studio at LA Live and expand the Environmental, Health, Safety & Sustainability presence both regionally and internationally in the western hemisphere as part of the global security team by supporting 13 offices and over 100 remote sporting events.

- Commissioning of the new 75,000SF production center in downtown Los Angeles with 30K+SF of technical space at a cost of ~\$140M
- Drafted the company-wide injury and illness prevention program based on Cal-OSHA standards that is utilized at ESPN locations nationally
- Designed, created, and implemented a customized operational EHS post report that is used globally, departmentally and electronically
- Developed and implemented sustainability efforts at ESPN-owned and operated events, including but not limited to 8 college bowl games, ESPY awards, Summer & Winter X Games, etc.

Risk and EH&S Management Consultant & Insurance Broker**(12/97-11/08)****EH&S Resources & Insurance Services****Long Beach, CA**

Primary consultant for a full-service risk management and insurance broker agency. Specializing in risk assessment, industrial hygiene, program development, and training for small, medium, and large businesses, as well as providing P&C and Life/Health insurance to businesses and individuals.

- Trained over 8,000 people on EHS-related and risk management programs.
- Performed over 500 assessments/audits at over 50 different organizations to evaluate and identify their property and regulatory deficiencies
- Represented over 6 clients in Cal-OSHA informal conferences and appeals while working with their executive management to make safety a part of operational culture
- 80% of revenue from repeat business to customers who represented over 25 different SIC codes
- Provided P&C insurance to over 50 different businesses in conjunction with risk management services to reduce their loss potential, which primarily consisted of casualty coverage such as workers' compensation, general liability, and auto liability

Environmental, Safety & Workers' Comp Manager**(11/95-2/98)****Ingram Micro****Santa Ana, CA**

Recruited to successfully complete the initial development and implementation of a national EH&S program compliant with local, state, and federal regulations for a company of 10,000 employees.

- Developed and implemented the company's first Environmental & Safety Program nationally
- Trained 3,000 employees at the corporate headquarters on the IIPP, EAP, Ergonomics, and Hazard Communication
- Reduced workers' compensation incurred costs by 33% in the first year of managing this function
- Supported 15 distribution centers throughout the United States, which included managing 8 direct-report risk management and EHS professionals
- Oversight of workers' compensation, which resulted in a 13% reduction of incurred cost for workers' compensation • claims after the implementation of a full safety program.

Environmental/Safety Manager**(4/92-11/95)****Nissan Motor Corporation****Carson, CA**

Began my tenure as the environmental & safety coordinator and was promoted to the management position with the responsibility of EHS regulatory compliance for all facilities, including the 13 distribution centers and over 2500 employees, while managing a professional staff of 5 direct reports

- Instrumental in the successful and environmentally compliant closure of 3 distribution centers per their state requirements.
- Developed and implemented compliance programs consisting of the emergency response, IIPP, Hazardous Materials & Waste Handling, and several others for over 25 facilities throughout the United States to ensure the safety of each employee
- Participated in a collaborative compliance effort to ensure the safe production of the Quest Minivan, being manufactured by Mercury/Lincoln along with the Villager.

EDUCATION & DESIGNATIONS

Bachelor's Degree, Environmental Sciences, University of California at Berkeley

Master's Degree, Business Administration with an emphasis in Global Business, University of Redlands (study abroad to Costa Rica in Green Business & Eco-Tourism)

Master's Degree, Leadership, University of Southern California

Certified Safety Professional, Board of Certified Safety Professionals (CSP No. 20881)

PUBLIC SPEAKING ENGAGEMENTS

Featured Speaker: OHS Leaders Conference, <i>EHS Part of the Risk Management Puzzle</i>	October 2018
Panel Speaker: University of Redlands, <i>Diversity in America</i>	June 2020
Task Member: American Society of Safety Professionals - Diversity, Equity & Inclusion	February-July 2021
Featured Speaker: HSE Global Series, <i>Safety & Mental Health</i>	March 2023
Keynote Speaker: Verdantix, <i>The Invisible Parts of Worker Health & Safety</i>	October 2023

COMMUNITY INVOLVEMENT

University of Redlands – School of Business, <i>Mentor Program</i>	2019-2020
Volunteer Abroad – Dominican Republic, Peru, Nicaragua, Panama	2013-2019
Board Member – <i>ACI</i> , Long Beach CA	2021-Present
Founder of Non-Profit organization - <i>Wholistic Soul</i>	2024-Present