

Jacob Leon Beier

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Trust is the currency.
Confidence is the product.

Jacob Beier applies deliberate, design-led thinking to legal and compliance leadership. Across industries, his focus is the same: build trust, strengthen capability, and give people confidence to make sound decisions.

A player-coach and system designer, he connects executive advice with the details of implementation. At TriMark USA, a \$2B+ private equity-backed distributor, he serves as Chief Compliance Officer and Counsel, leads regional and government contracting work, and advises executives and the Audit & Risk Committee. He has rebuilt enterprise compliance infrastructure and redesigned commercial contracting around clear authority, practical playbooks, and business ownership.



His experience includes leading legal and compliance for Moby Group, working on post-acquisition compliance at Uber/Careem and IBM-owned Promontory, and evaluating major acquisitions and emerging technologies at the U.S. Government Accountability Office. That range informs how he works through organizational change: understand the business, establish trust, and design systems that survive real operating conditions.

HOW I LEAD

Trust

Earn credibility through clear advice, consistent judgment, and respect for the people doing the work.

Capability

Build usable tools and shared ownership so the organization can act with greater independence.

Confidence

Help leaders move forward with a clear view of the risks, responsibilities, and next steps.

BEYOND THE WORK

Jacob lives in Minneapolis with his wife, Katie, their son, Gus, and their Australian Shepherd, Chico. A past life in sound design still shapes his attention to detail. These days, he makes room for long-distance running, gravel cycling, and photography. The common thread is careful attention to how things work—and how they feel to the person experiencing them.

J.D. and M.A., Syracuse University / BS, summa cum laude, Illinois State University
New York Bar, admitted 2012