

Jacob Leon Beier.

Minneapolis, MN / (202) 372-7551 / jacobbeier@gmail.com / jacob.dignityworks.co

Legal and compliance executive who builds the systems behind confident business decisions. Chief Compliance Officer and regional lead counsel at a \$2B+ private equity-backed distributor; former multinational head of legal and compliance. Combines executive and board committee advisory with commercial negotiation, M&A integration, and cross-border experience across distribution, consumer technology, media, and financial services. A deliberate, design-led operator who turns complex requirements into clear ownership, practical tools, and business capability.

CORE EXPERTISE

Executive counsel & governance

Board committee advisory · Enterprise risk
Investigations · Regulatory compliance

Legal operations & capability

Team leadership · Outside counsel
Decision frameworks · Playbooks and self-service

Commercial strategy & transactions

Technology and commercial agreements
M&A integration · Restructuring and sale diligence

Global business & technology

Cross-border operations · Data protection
AI governance analysis · Business transformation

LEGAL AND COMPLIANCE LEADERSHIP

TRIMARK USA

Chief Compliance Officer & Counsel

Mar 2022–Present / Remote

- Serve as lead counsel for the West region and government contracts at a \$2B+ foodservice distributor; negotiate technology, procurement, supply, construction, and services agreements.
- Redesign commercial contracting through standard agreements, playbooks, approval authority, and training that clarify risk allocation and business ownership.
- Rebuilt enterprise compliance after a DOJ investigation: Code of Conduct, reporting, supplier standards, climate and EPR readiness; lead investigations and advise executives and the Audit & Risk Committee on risk and remediation.
- Lead compliance and contract teams; prioritize resources and manage outside counsel and consultant spend around business needs.
- Resolve supplier and customer disputes, performance concerns, and payment issues to preserve business continuity and avoid litigation.
- Designed and built government and project sales organizations and channels, connecting contracting, licensing, decision authority, supplier onboarding, and technology plans with turnaround strategy and growth.

MOBY GROUP

Head of Legal & Compliance

Jul 2020–Mar 2021 / Dubai, UAE & Kabul, Afghanistan

- Directed multinational legal and compliance operations; negotiated vendor, licensing, and distribution agreements across jurisdictions.
- Oversaw restructuring and due diligence during a business sale, maintaining legal continuity through organizational change.
- Managed external advisers and built contracting frameworks, whistleblower programs, and locally adapted training.

A broad lens. A practical edge.

U.S. GOVERNMENT ACCOUNTABILITY OFFICE

Senior Program Analyst

2021–2022 / Washington, DC / Science, Technology Assessment & Analytics

- Evaluated federal investments in AI and blockchain, producing governance and compliance recommendations adopted by congressional leaders.
- Advised the House Select Committee on Modernization on legal and regulatory issues in congressional innovation; briefed leaders on ethics, compliance, and acquisition policy.

CAREEM / UBER

Senior Compliance Manager

Jan 2020–Jun 2020 / Dubai, UAE

- Advised on post-acquisition compliance integration and antitrust reporting; partnered with legal, privacy, and operations teams on controls across Gulf Cooperation Council markets.
- Conducted enterprise risk assessments and led conflicts-of-interest disclosures and investigations.

PROMONTORY FINANCIAL GROUP / IBM

Trust and Compliance Officer & Program Auditor

Aug 2017–Jun 2019 / Washington, DC

- Partnered with business leaders on audits and investigations involving data protection, financial integrity, anti-bribery, and workplace conduct.
- Reported risk findings to the C-suite and strengthened post-acquisition protocols for vendor risk, conflicts of interest, government contacts, and gifts and entertainment.
- Developed and delivered business conduct and anti-bribery training across U.S., Asian, and Latin American markets.

U.S. GOVERNMENT ACCOUNTABILITY OFFICE

Senior Program Analyst

2009–2017 / Washington, DC & Kabul, Afghanistan / Acquisition & Sourcing Management

- Led audits and investigations of multibillion-dollar federal acquisition programs, informing policy reforms and strengthening contract accountability.
- Conducted oversight at the U.S. Embassy in Kabul in 2014; briefed senior agency and congressional leaders on national security and acquisition policy. Earned agency awards for leadership and collaboration.

EDUCATION AND ADMISSION

Juris Doctor / Master of Arts, Law & Political Science

Syracuse University College of Law & Maxwell School
Editor-in-Chief, Human Rights Law Journal

BS, Politics & Government / summa cum laude

Illinois State University

New York State Bar / Admitted 2012