

KENNETH MITCHELL, J.D., M.S.

Regulatory & Employment Compliance Executive

Bellemont, AZ | 503-453-4307 | kmitchellphillips@yahoo.com | [linkedin.com/in/kenmitchellphillips](https://www.linkedin.com/in/kenmitchellphillips)

Executive Summary

Compliance & risk management leader with expertise aligning legal, HR, and operational compliance strategy with organizational goals while preserving workforce productivity and protecting regulatory continuity. Proven success implementing compliance frameworks, conducting investigations and risk assessments, and supporting governance and executive reporting across financial services, healthcare, government, higher education, and technology environments.

Skills & Core Competencies

Regulatory Compliance Oversight | HR Policy Governance | Operational Risk Strategy | AML Compliance | Corporate Governance | Contract Negotiation | Workplace Investigations | Ethics & Compliance Training | SEC Reporting | M&A Risk Analysis

- Regulatory Strategy Alignment
 - Internal Controls & Compliance Audits
 - Employment Law Compliance & HR Accountability
 - Policy Development & Workforce Training
 - Cross-Functional Leadership & Collaboration
-

Professional Experience

Principal Consultant — KMP Business Consulting Services

OR, WA & AZ | 2018–Present

- Lead regulatory compliance reviews, HR compliance modernization, and corrective action frameworks.
- Guide compliant business formation, governance structures, and operational scalability.
- ✓ Negotiated dispute resolution resulting in **\$1.5M savings**
- ✓ Preserved business operations by resolving compliance vulnerabilities preventing shutdown

General Counsel • VP HR • Chief Compliance Officer — NxSystems, Inc.

Portland, OR | 2012–2014

- Directed enterprise compliance programs across U.S., EU & Canada including AML and consumer compliance.
- Implemented multijurisdictional HR compliance systems including investigations and training.
- ✓ Reduced outside legal spend by **\$500K+** annually
- ✓ Built AML program preventing enforcement/regulatory disruption

Business Law, Ethics & Healthcare Compliance Faculty (MBA) — Northern Arizona University

Remote, United States | 2021–Present

- Teach business law, corporate governance, ethical leadership, and healthcare regulatory compliance to executives, managers, and clinical leaders.
- Develop applied curriculum connecting regulatory frameworks to operational decision-making and workforce risk mitigation.
- Courses: *Business Law & Compliance, Corporate Governance, Ethics & Decision-Making*
- ✓ Strengthening compliance capabilities for leadership-track healthcare professionals
- ✓ Recognized for advancing governance sophistication and ethical accountability

Business Law & Human Resource Management Faculty — University of Arizona Global Campus

Remote, United States | 2022–Present

- Instruct working professionals on employment compliance, workforce policy, and legal risk controls.
- Train HR and business leaders in applying practical legal frameworks that improve compliance culture and operational accountability.
- Courses: *Business Law, HR Management, Employment Compliance & Policy*
- ✓ Delivered compliance-focused instruction to **300+ professionals nationwide**
- ✓ Rated **4.9/5.0** average learner satisfaction across multiple terms

Attorney | President — Law Offices of Ken Mitchell-Phillips, P.C.

Portland, OR | 2009–2018

- Represented organizations facing regulatory enforcement, contract disputes, and workforce compliance issues.
- ✓ Secured **\$500K+** in regulatory settlement savings
- ✓ Managed negotiation for **\$4.1M** commercial litigation resolution

Attorney — Davis Wright Tremaine LLP

Portland, OR | 2006–2009

- Supported public companies with SEC regulatory reporting compliance.
- ✓ Enabled compliant restructuring of **\$22M** healthcare merger

Earlier HR & Legal Foundations

- HR Supervisor — State Farm Insurance (workforce compliance & employee relations)
- Law Clerk — Adidas (commercial compliance support)
- Law Clerk — Bonneville Power Administration & Oregon Governor's Office (regulatory research)

Education

J.D., Business Law — Lewis & Clark Law School
M.S., Business Management — Troy University
MBA Coursework — Willamette University (Governance, Labor & HR Law)
B.A., English — University of Maryland Eastern Shore

Certifications

CCEP Certification Candidate — SCCE
SHRM Professional Membership — In Progress

Professional Affiliations

Academy of Legal Studies in Business (Member) | 2019 – Present
Oregon State Bar Board of Governors (Chair, Access to Justice Committee | 2009 – 2012
American Bar Association, (Member) | 2012 – 2017
American Bar Association, (Lawyer Referral and Information Service Committee) | 2012 – 2017
American Bar Association, (Standing Committee on Paralegals) | 2012 – 2017
Portland Public Schools Foundation Board Member (Executive Committee) | 2010 – 2012
p:ear (Board Member) | 2006 - 2009
Energy Trust Board of Oregon (Board Member) | 2014 – 2016
Oregon Ballet Theater Board Member (Executive Committee) | 2009 – 2012
Alumni Board for Lewis and Clark Law School (Member) | 2010 – 2017
Roosevelt Robinson Scholarship Committee (Member) | 2006 - 2017