

Carrie S. Penman
Chief Risk and Compliance Officer
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As one of the earliest ethics officers in the industry, Carrie Penman has been with NAVEX Global since 2003 after serving four years as deputy director of the Ethics and Compliance Officer Association (ECO) now ECI. A scientist by training, she developed and directed the first corporate-wide global ethics program at Westinghouse Electric Corporation from 1994-1999.

As Chief Risk and Compliance Officer for NAVEX Global, Carrie leads the company's formal risk management processes. She also oversees its internal ethics and compliance activities employing many of the best practices that NAVEX Global recommends to its customers.

Carrie has extensive client-facing risk and compliance consulting experience, including more than 15 years as an advisor to boards and executive teams; most recently as NAVEX Global's Senior Vice President of Advisory Services. She has also served as a corporate monitor and independent consultant for companies with government settlement agreements.

Carrie is the author of numerous compliance related articles and commentary and is regularly featured or quoted as a compliance expert in the press. Carrie was featured in the *Wall Street Journal's Risk and Compliance Journal* and on the cover of *Compliance Week* magazine. Carrie is a recognized expert in the area of hotline reporting and is the author of NAVEX Global's annual Hotline Benchmark Report which evaluates data from over one million hotline reports annually.

Carrie is an Executive Fellow at the Bentley University Center for Business Ethics. She previously served on the ECOA Board of Directors and its Executive Committee and served on the Advisory Board for the Duquesne University, Beard Center for Leadership in Ethics.

Carrie is a regular speaker at leading ethics and compliance conferences and events. She is a 20-year member of the faculty of the Managing Ethics in Organizations course that is co-sponsored by ECI and the Center for Business Ethics at Bentley University.

In 2017, Carrie received the Ethics & Compliance Initiative (ECI) Carol R. Marshall Award for Innovation in Corporate Ethics for an extensive career contributing to the advancement of the ethics and compliance field worldwide.