BUILDING
an ethical culture

DANIELS FUND
ETHICS INITIATIVE
2016 Ethics Consortium Summit
Participant Guide

#DFEthicsSummit
# Contents

- **A Message from Linda Childears, Daniels Fund President & CEO** .......................... 1

## Daniels Fund Ethics Initiative:

- Collegiate Program Overview ............................................................................... 3
- Principles ............................................................................................................. 5

## Ethics Summit:

- Ethics Summit Overview ..................................................................................... 7
- Our Co-Hosts ....................................................................................................... 8
- Full Agenda ......................................................................................................... 10
- Speakers and Panelists ...................................................................................... 11
- Grand America Hotel Map ................................................................................ 12
- Grand America Hotel Factsheet ........................................................................ 13

## Friday:

- Friday Agenda .................................................................................................... 15
- Dave McCann Biography .................................................................................... 16
- Linda Childears Biography ................................................................................ 17
- Bill Brierly Biography ....................................................................................... 19

## Saturday:

- Saturday Agenda .................................................................................................. 21
- Jim Parke Biography ........................................................................................... 22
- Business Panel Biographies ................................................................................. 24
- Jim Quigley Biography ....................................................................................... 27
- Faculty Panel Biographies ................................................................................. 29
- Sonny Cave Biography ....................................................................................... 31

---

**Follow us and share at:**

Twitter: @Daniels_Fund
#DFEthicsSummit

Facebook: Facebook.com/DanielsFund
I am pleased to welcome you to Salt Lake City for the third annual Daniels Fund Ethics Consortium Summit.

The focus of this year’s Ethics Summit is “Building an Ethical Culture” — a topic which couldn’t be timelier. When you read the recent headlines of ethical failures, it becomes clear how important it is for organizations to build a strong culture of ethics.

Culture permeates every aspect of an organization — it sets the tone for how the company does business and reflects its core values. A company with a culture of doing business with strong ethics, instead of focusing only on short-term gain, will be more successful in the long run. Making it clear that unethical behavior will not be tolerated in an organization, from entry-level employees to top management, protects against the damaging effects of ethical failures that can ruin a reputation in an instant.

Bill Daniels set the tone for his companies — he led by example and stressed to employees how important it was to him that business be done in the right way. Of course, Bill was competitive — he wanted to win and to succeed, but he didn’t want his competitors to feel like he had won unfairly. Bill believed the best deal was a fair deal. He was pleased when one of his employees did a big deal for a client. But he was more impressed by an employee who had repeat business with the same client. Why? Because that meant the client was satisfied with the first transaction.

Bill considered his reputation for ethics and integrity to be his most valuable asset, and he built a culture that led to tremendous success.

I know Bill would be pleased to see everyone here devoting time and thought to a subject he considered so important, and I’m certain we will learn much from each other that we can apply to our own lives and organizations.

Sincerely,

Linda Childears
President and CEO
Daniels Fund
The Daniels Fund Ethics Initiative Collegiate Program drives the strengthening of principle-based ethics education with the ultimate goal of instilling a high standard of ethics in our young people. Based on Bill Daniels’ personal commitment to ethics and integrity, the Daniels Fund Board of Directors established the Collegiate Program in 2009 as a five-year pilot.

The effort was officially launched in early 2010 with eight business schools at universities in Colorado, New Mexico, Utah, and Wyoming as initial partners. Due to its success during the pilot phase, the Collegiate Program was renewed in 2014 for an additional five years (2015 – 2019) and expanded the number of partners to include ten business schools and one law school.

**Objectives**

The Daniels Fund Ethics Initiative Collegiate Program extends beyond philosophy and theory to real-world practical application in the use of ethical principles as a framework for personal and organizational decision-making and leadership. Our belief is that ethics education must convey that principles are constant foundations — not relative to a specific situation — and that doing what is right prevails over self-interest when the two may appear to be in conflict. The Collegiate Program works to integrate ethics instruction throughout the curriculum, include practical applications, involve exposure to business practitioners, and maintain relevance to the ever-changing business environment.

The Collegiate Program is anchored in the partner school, and each school is responsible for designing and implementing the Collegiate Program on their campus to advance these defined objectives:

- Student learning
- Involvement of the business community
- Collaboration through the Daniels Fund Ethics Consortium
- Outreach to other educational institutions of higher education and community constituents
- Outreach to non-business disciplines on campus

(continued on page 4)
Participating Schools
The Daniels Fund’s partners in the Collegiate Program include:

- Colorado Mesa University
- Colorado State University
- New Mexico State University
- University of Colorado Colorado Springs
- University of Colorado Denver
- University of Colorado Law School
- University of Denver
- University of New Mexico
- University of Northern Colorado
- University of Utah
- University of Wyoming

Daniels Fund Ethics Consortium
Participating schools in the Collegiate Program become members of the Daniels Fund Ethics Consortium. Members work together to ensure the Ethics Consortium leverages individual school achievements to further strengthen and expand ethics education in the region. Shared expertise and resources include curriculum, case studies, instructional approaches, and co-curricular activities.


**Daniels Fund Ethics Initiative**

**Principles**

**Integrity**
Act with honesty in all situations

**Trust**
Build trust in all stakeholder relationships

**Accountability**
Accept responsibility for all decisions

**Transparency**
Maintain open and truthful communications

**Fairness**
Engage in fair competition and create equitable and just relationships

**Respect**
Honor the rights, freedoms, views, and property of others

**Rule of Law**
Comply with the spirit and intent of laws and regulations

**Viability**
Create long-term value for all relevant stakeholders
The third annual Daniels Fund Ethics Consortium Summit is being held October 21 - 22, 2016, at the Grand America Hotel in Salt Lake City, Utah. The event, hosted by the University of Utah and the University of Wyoming, will utilize a format consisting of presentations and facilitated small group discussions to connect a broad audience of undergraduate students, university faculty, and business leaders to principle-based ethics through discussion and education.

**Purpose and Format**
The Daniels Fund Ethics Consortium Summit — an event of the Daniels Fund Ethics Initiative Collegiate Program — is designed to be an immersive and relevant educational experience that promotes and demonstrates the value of principle-based ethics.

The Ethics Summit facilitates direct interaction and conversation among participants in a series of keynote presentations, panels, and facilitated small group discussions. A primary focus is the engagement of business leaders to extend the Ethics Summit’s relevance and value beyond the campus and into the business world.

**Goals**
- Demonstrate that education and ethics are critical and central to the creation of long-term value in business and society
- Expand the awareness and impact of the Daniels Fund Ethics Initiative Collegiate Program
- Increase the involvement of business in ethics education and the Daniels Fund Ethics Initiative Collegiate Program
- Maintain relevance through the involvement of business leaders

**Participants**
To ensure local relationships are strengthened and all attendees benefit from a range of experiences and perspectives, each school will be represented by twelve participants:
- Four undergraduate students
- Four business leaders
- Four members of the university faculty

**Topic**
“Building an Ethical Culture” is the topic for the 2016 Ethics Summit.
The David Eccles School of Business at the University of Utah builds a foundation for ethical business leadership by creating, discovering, and communicating knowledge about leading-edge research, innovation, and best management practices. By preparing graduates to be engaged citizens of the rapidly changing global world of business, and through the synergy of research, education, and service, the David Eccles School of Business strives to be among the most respected business schools in the world. The school’s innovative approach to education combines rigorous academics and exploratory learning that moves ideas from the classroom to the boardroom.

The Eccles School’s graduate and undergraduate programs focus heavily on experiential learning, with initiatives such as the Student Investment Fund and the University Venture Fund — the largest student-run venture capital fund in the country. The Eccles School faculty includes many of the most respected researchers in their fields as well as highly successful entrepreneurs and business leaders. Undergraduate programs include accounting, business administration, entrepreneurship, finance, information systems, management, marketing, and operations management. Graduate programs include accounting, business administration, finance, healthcare administration, information systems, and real estate development.
The College of Business at the University of Wyoming (UW) was founded in 1899 as the University of Wyoming School of Commerce and Industry. While the business programs offered have changed over the years, the college remains firmly committed to a tradition of excellence. This includes dedication to excellence in teaching, internationally recognized intellectual contributions, integration of teaching with scholarship, and service that has tangible impacts on the state and professional community. Through these efforts, the College of Business is an AACSB Internationally accredited institution, an industry standard of excellence which is achieved by fewer than 5% of business schools worldwide.

The College of Business is home to over 1,300 students, including undergraduate and graduate students. It features three academic departments: Accounting, Economics and Finance, and Management and Marketing. The college also houses its own career center, a student internship program, and a focus on experiential learning — each of which is instrumental in maintaining the college’s link with the business world.

The college offers majors in accounting, economics, finance, management, and marketing. It also offers minors in all of these areas, as well as in banking and financial services, decision science, entrepreneurship, information management, international business, marketing communications, and sustainable business practices. UW’s graduate-level business programs include master’s degrees in accounting, economics, and finance, an MBA program, and PhD programs in economics and marketing.
### Agenda

#### Friday, October 21, 2016

<table>
<thead>
<tr>
<th>TIME</th>
<th>EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:00 PM – 6:00 PM</td>
<td>On-Site Registration</td>
<td>Grand Ballroom Foyer</td>
</tr>
</tbody>
</table>
| 6:30 PM – 8:30 PM | Kick-Off Reception and Dinner  
|               | Welcome Address: Linda Childears    | Grand Ballroom C          |
|              | Keynote Address: Bill Brierly       |                           |

#### Saturday, October 22, 2016

<table>
<thead>
<tr>
<th>TIME</th>
<th>EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM – 8:35 AM</td>
<td>Continental Breakfast / Networking</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td>8:40 AM – 8:50 AM</td>
<td>Welcoming Remarks</td>
<td></td>
</tr>
<tr>
<td>8:50 AM – 9:25 AM</td>
<td>Keynote Address: Jim Parke</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>9:25 AM – 10:05 AM</td>
<td>Business Panel</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>10:05 AM – 10:15 AM</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>10:20 AM – 10:55 AM</td>
<td>Keynote Address: Jim Quigley</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>11:00 AM – 11:30 AM</td>
<td>Small Group Discussion</td>
<td>Grand Ballroom B</td>
</tr>
<tr>
<td>11:30 AM – 12:15 PM</td>
<td>Lunch</td>
<td></td>
</tr>
<tr>
<td>12:15 PM – 12:55 PM</td>
<td>Faculty Panel</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>12:55 PM – 1:30 PM</td>
<td>Keynote Address: Sonny Cave</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>1:35 PM – 2:05 PM</td>
<td>Small Group Discussion</td>
<td>Grand Ballroom B</td>
</tr>
<tr>
<td>2:10 PM – 2:15 PM</td>
<td>Closing Remarks</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td>Keynote Speakers</td>
<td>Business Panelists</td>
<td>Faculty Panelists</td>
</tr>
<tr>
<td>------------------</td>
<td>--------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td><strong>Linda Childears</strong>&lt;br&gt;President and CEO&lt;br&gt;Daniels Fund</td>
<td><strong>Bill Brierly</strong>&lt;br&gt;Chief Ethics &amp; Compliance Officer&lt;br&gt;CH2M</td>
<td><strong>Martha Eining</strong>&lt;br&gt;Director of Accounting Programs&lt;br&gt;David Eccles School of Business&lt;br&gt;University of Utah</td>
</tr>
<tr>
<td><strong>Sonny Cave</strong>&lt;br&gt;Executive Vice President and&lt;br&gt;Chief Compliance &amp; Ethics Officer&lt;br&gt;ON Semiconductor</td>
<td><strong>Jim Parke</strong>&lt;br&gt;Chief Executive Officer&lt;br&gt;Otter Products&lt;br&gt;and Blue Ocean Enterprises</td>
<td><strong>Nicole Mouskondis</strong>&lt;br&gt;Co-Chief Executive Officer&lt;br&gt;Nicholas &amp; Company</td>
</tr>
<tr>
<td><strong>Jim Quigley</strong>&lt;br&gt;Chief Executive Officer Emeritus&lt;br&gt;Deloitte</td>
<td><strong>Matt Minkevitch</strong>&lt;br&gt;Executive Director&lt;br&gt;The Road Home</td>
<td><strong>Jill Taylor</strong>&lt;br&gt;Regional President&lt;br&gt;KeyBank</td>
</tr>
</tbody>
</table>
Ethics Summit Registration
Kick-off Reception & Dinner and Summit Program
Small Group Discussions
Luggage Storage — After you check out on Saturday, you may store your luggage here for the remainder of the program.
The Grand America Hotel is Salt Lake City’s only AAA Five Diamond property.

Inspired by the charm and craftsmanship of Europe’s classic hotels, the Grand America offers 775 elegant rooms, including 396 sumptuous suites. The individually decorated rooms feature Murano glass chandeliers, handcrafted Richelieu furniture, English wool carpets and Italian Carrera marble, as well as balconies with stunning views.

Amenities include the award-winning Garden Café restaurant, La Bonne Vie patisserie, two lounges, a full-service spa, indoor and outdoor pools, a fitness center, retail shops, a business center, and concierge and valet services. The hotel also offers more than 75,000 square feet of meeting space, ranging from ornate ballrooms to state-of-the-art meeting rooms, and provides catering services that receive rave reviews.
<table>
<thead>
<tr>
<th>TIME</th>
<th>EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:00 PM – 6:00 PM</td>
<td>On-Site Registration</td>
<td>Grand Ballroom Foyer</td>
</tr>
<tr>
<td>6:30 PM – 8:30 PM</td>
<td>Kick-Off Reception and Dinner</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Welcome Address: Linda Childears</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Keynote Address: Bill Brierly</td>
<td></td>
</tr>
</tbody>
</table>
Dave McCann co-anchors the evening news and hosts a variety of programs at KSL Television (NBC) in Salt Lake City. He is also lead-announcer of Brigham Young University (BYU) football and basketball broadcasts and hosts several other programs broadcast worldwide on BYUtv.

Prior to KSL and BYUtv, McCann worked as a sports and news anchor for nearly 20 years in Las Vegas at KLAS Television (CBS). During that same time period, he spent six seasons announcing BYU football and basketball games and 14 seasons as the radio voice of UNLV football. He also wrote regularly for the Las Vegas Review Journal.

Before working in Las Vegas and during his senior year at BYU in 1990, McCann worked as a reporter for ABC’s Good Morning America.

McCann graduated from Brigham Young University in 1991.
Linda Childears joined the Daniels Fund in July 2005. Bill Daniels appointed her a trustee of his estate and named her to the original Daniels Fund Board of Directors. Linda implements the Board’s strategic direction and leads all programs and operations of the Daniels Fund. Her leadership reflects her strong dedication to honoring Bill Daniels’ philanthropic intent.

Linda met Bill Daniels when he hired her company, The Financial Consortium, to help overcome the unprecedented operational, legal, and regulatory challenges of opening Young Americans Bank, his bank for kids. By the time of the bank’s grand opening in August 1987, Linda had accepted Bill’s offer to become its President & CEO.

Prior to Young Americans, Linda spent several years in “adult” banking as President of Equitable Bank of Littleton and Vice President of First National Bancorporation.

Linda has received honorary doctorate degrees from Johnson & Wales University and University of Denver.
Bill Brierly
Chief Ethics & Compliance Officer
CH2M

Bill Brierly is the Chief Ethics & Compliance Officer for CH2M, a Fortune 500 global engineering and construction services company based in Colorado. In this role, Bill specializes in counseling CH2M’s board of directors and executive leaders on ethical business practices and in designing and operating an effective culture of compliance for all of CH2M’s 25,000 employees operating in more than 90 countries.

Before joining CH2M in 2012, Bill served for three years as Head of Legal Affairs and Secretary for TeleTech Holdings, Inc., a NASDAQ-listed (TTEC) business process services company, where he led the Legal and Compliance Departments for TeleTech’s 40,000 employees operating in 18 countries. Prior to that role, he served as the Vice President for Compliance and as the senior counsel responsible for all of TeleTech’s commercial litigation and government affairs.

Bill earned a law degree from the University of Denver Sturm College of Law (Order of St. Ives) and a bachelor’s degree in economics from Colorado College.
<table>
<thead>
<tr>
<th>TIME</th>
<th>EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM – 8:35 AM</td>
<td>Continental Breakfast / Networking</td>
<td></td>
</tr>
<tr>
<td>8:40 AM – 8:50 AM</td>
<td>Welcoming Remarks</td>
<td></td>
</tr>
<tr>
<td>8:50 AM – 9:25 AM</td>
<td>Keynote Address: Jim Parke</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>9:25 AM – 10:05 AM</td>
<td>Business Panel</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>10:05 AM – 10:15 AM</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>10:20 AM – 10:55 AM</td>
<td>Keynote Address: Jim Quigley</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>11:00 AM – 11:30 AM</td>
<td>Small Group Discussion</td>
<td>Grand Ballroom B</td>
</tr>
<tr>
<td>11:30 AM – 12:15 PM</td>
<td>Lunch</td>
<td></td>
</tr>
<tr>
<td>12:15 PM – 12:55 PM</td>
<td>Faculty Panel</td>
<td>Grand Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>12:55 PM – 1:30 PM</td>
<td>Keynote Address: Sonny Cave</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Q&amp;A</td>
<td></td>
</tr>
<tr>
<td>1:35 PM – 2:05 PM</td>
<td>Small Group Discussion</td>
<td>Grand Ballroom B</td>
</tr>
<tr>
<td>2:10 PM – 2:15 PM</td>
<td>Closing Remarks</td>
<td>Grand Ballroom C</td>
</tr>
</tbody>
</table>
Jim Parke
Chief Executive Officer
Otter Products, LLC
and Blue Ocean Enterprises, Inc.

As Chief Executive Officer of Otter Products, Jim Parke drives strategic development for a global mobile leader with the OtterBox and LifeProof brands of protective mobile device accessories. Jim brings to this role a deep understanding of corporate operations, structure, and finance as well as extensive experience developing innovative companies.

Jim also serves as the CEO for Blue Ocean Enterprises, which is the parent company of Otter Products, as well as a number of other companies across a variety of industries and geographies. Blue Ocean Enterprises focuses its operations on management and mentoring of privately held companies, real estate development and management, and charitable giving.

Prior to serving as CEO, Jim served as the Chief Legal Officer for both Blue Ocean Enterprises and Otter Products. Before that, he worked for the law firm of Minor & Brown, P.C. in Denver, representing high net worth clients and private business in structuring complex transactions with emphasis on tax efficiencies.

Jim earned a juris doctor degree from Gonzaga University and a master of laws degree in taxation from New York University School of Law. He received a bachelor’s degree in political science and Spanish from Weber State University.
Matt Minkevitch
Executive Director
The Road Home

Matt Minkevitch has dedicated most of his career in service to people living in poverty since 1988. For the past 16 years, he has served as Executive Director of The Road Home, a nationally recognized nonprofit organization which exists to help people overcome homelessness. The Road Home serves 1,000 people each night and 1,600 people in housing programs each day.

Before 2000, Matt held positions at Catholic Community Services and in state government.

Matt graduated with a master’s in business administration from the University of Utah.

Nicole Mouskondis
Co-Chief Executive Officer
Nicholas & Company, Inc.

Nicole Mouskondis currently serves as Co-Chief Executive Officer of Nicholas & Company, a third generation family-owned and operated broadline foodservice distribution company, servicing customers in the intermountain west.

Nicole began her career at Nicholas & Company as the Human Resources Assistant, and worked up through the department to become the Vice President of Human Resources for seven years, followed by serving as a senior vice president for twelve years. Prior to her tenure at Nicholas & Company, Nicole was the Marketing & Program Director for Rocky Mountain Gymnastics, and worked with Coca-Cola USA to market elite gymnastics competitions throughout the country.

Nicole graduated from the University of Utah with a bachelor of science degree in behavioral science and health, and received a master’s degree in strategic communication and leadership from Seton Hall University.
Jill Taylor is the Regional President of Consumer and Small Business for the Rocky Mountain Region. In this role, she has full responsibility for growing KeyBank’s client base and profitability in Colorado, Idaho, and Utah. KeyBank’s operations in the Rocky Mountain Region include 135 branches and more than 700 employees.

Previously, Jill spent eight years as President of the Utah market with direct oversight of Commercial Banking, Private Banking, Business Banking and Consumer Banking. Under her leadership, the Utah market was consistently in the top five of 23 markets across KeyBank’s footprint.

Jill began her banking career as a part-time teller at Bank One while attending college, and later served as First Vice President and Retail District Manager for Bank One in Utah.

Jill earned her bachelor of science degree in communications from the University of Utah.
Jim Quigley, Chief Executive Officer Emeritus, retired as Senior Partner from Deloitte U.S. in 2012. From 2007 until 2011, he was CEO of Deloitte Touche Tohmatsu Limited, Deloitte’s global network. Previously, from 2003 until 2007, Jim was CEO, Deloitte U.S. Throughout his 38 years with the organization, Jim has held numerous key leadership roles and built a distinguished track record of service to many multinational clients.

Jim is the co-author of *As One: Individual Action, Collective Power*, a best-selling book that addresses the leadership challenge of creating environments that inspire large groups to work together toward a common goal.

Jim earned a bachelor of science degree and received an honorary doctorate of business from Utah State University. He was awarded an honorary doctor of commercial science degree from Bentley College.
Dr. Martha McDonald Eining
Director of Accounting Programs
David Eccles School of Business
University of Utah

Martha Eining, David Eccles Professor, is the Director of Accounting Programs at the University of Utah. She teaches fraud and auditing. Her research interests include professional skepticism, management fraud, ethical issues, and nonprofit governance.

Dr. Eining has been published in various journals, including Contemporary Accounting Research, Auditing: A Journal of Practice and Theory, and Journal of Information Systems.

Her professional experience includes small business consulting, auditing, and serving as a systems administrator. She served as Grant Thornton’s first National Professor in Residence. She has also served as a consultant to the KPMG Audit Research Group developing tools for the determination of management fraud.

Martha earned her PhD in accounting and information systems from Oklahoma State University and her undergraduate and master’s in business administration from Fort Hays State University.

Dr. Lynn Suksdorf
Associate Instructor
David Eccles School of Business
University of Utah

Lynn Suksdorf is currently a part-time Associate Instructor in the University of Utah’s David Eccles School of Business, Department of Management. He began teaching international management at the University of Utah while he was Associate Professor of International Management and FTLC Associate Director of International Studies at Salt Lake Community College.

Lynn also consults with both domestic and international companies on issues of management and cross-cultural awareness.

Lynn earned his PhD in management and organizations from UCLA, a master’s in business administration from the University of Washington, and his bachelor of science from the University of Hawai‘i, where was a Resident Fellow in Asian Studies.
Sonny Cave is the founding General Counsel and Corporate Secretary at ON Semiconductor, which was spun out from Motorola Inc. in 1999. He is also Executive Vice President, Chief Compliance & Ethics Officer and Chief Risk Officer. His extensive legal and business experience spans over 30 years, including seven years with Motorola where he was promoted to Senior Environmental, Health and Safety Counsel and led a team of attorneys covering all of the company’s worldwide operations.

During his 17-year tenure at ON Semiconductor, Sonny built the Law Department from the ground up into a global team with offices in Phoenix, Santa Clara, Belgium, Switzerland, and Japan. Under his leadership, ON Semiconductor created a new Corporate Compliance and Ethics Program using a model where Compliance and Ethics Liaisons are appointed at every significant company site across the globe. Sonny’s leadership in these areas culminated in the company being recognized by The Ethisphere Institute on the World’s Most Ethical Companies list in 2016.

Before joining Motorola, Sonny practiced law for six years with two large firms in Denver and Phoenix, where he focused on environmental and natural resource matters and cases.

Sonny holds a juris doctorate degree from the University of Colorado School of Law, a master of science degree from Arizona State University in botany/plant ecology, and a bachelor of science degree, cum laude with distinction, in botany from Duke University.
I have always believed a person's integrity is the cornerstone of success in business and an indispensable part of personal relationships built on trust.

— Bill Daniels