

## HENRY C. EICKELBERG, CPA, JD, LL.M

3810 N.E. 23<sup>rd</sup> Avenue, Lighthouse Point, Florida 33064

20440 Swan Creek Ct., Sterling, Virginia 20165

Cell Phone: (703) 819-0571 • E-mail: hce6@outlook.com

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Accomplished executive, former law partner, adjunct law professor and CPA with a passion for strategic thinking, negotiations, process improvement, innovation, creativity and collaboration across a diverse set of stakeholders. Recognized “consensus-builder” and trusted advisor to the Board of Directors and C-Suite executives of a Fortune 100 company. Proven leader in maximizing organizational effectiveness given financial, policy and legal constraints. Recognized expert in addressing complex matters including contract negotiations, global employee relations, accounting, tax, human resources, and other legal matters. Select areas of expertise:

Complex Legal Compliance — Trusted Board and C-Suite Advisor — Government Accounting  
Mergers & Acquisition — Domestic and International Labor Relations & Negotiations  
Budget Administration & Accountability — Shared Services — IT Services & Procurement

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### Career History and Select Accomplishments

**General Dynamics Corporation (NYSE: GD)**, Falls Church, VA 1997 – May, 2015  
Defense & Aerospace conglomerate employing approximately 90,000 individuals and generating more than \$33B in annual turnover.

**Corporate Vice President — Human Resources & Shared Services** (2010 – May, 2015)

**Corporate Vice President — Human Capital Processes** (2007 - 2010)

**Staff Vice President — Human Capital Processes** (2002 - 2007)

**Staff Vice President — Benefit Programs** (1997 - 2002)

Elected corporate officer responsible for leading and managing a team of 225+ direct and indirect reports with an \$80+M budget that tracked and reported over \$9.0B in corporate spending. Oversaw the procurement, negotiations, and contracting for numerous external benefit and administrative vendors. Oversaw the HR and employee relations aspects of corporate M&A activities. Oversaw corporate IT security and network infrastructure.

- Involved in approving 50+ collective bargaining agreements
- Participated in numerous ‘small table’ negotiations for collective bargaining agreements
- Led the M&A transition for all in-bound and out-bound transitions, including transitional support arrangements with all buying and selling organizations including coordinating transfer of all HR and pension records, assets, liabilities and actuarial valuation data.
- Oversaw the procurement, transition and administration of the Company’s complex employee benefits outsourcing relationship (affecting over 225,000 individuals) with virtually no disruption while achieving a significant annual cost savings.
- Responsible for documenting and substantiating over \$1.0 billion in benefit-related costs audited by the United States Government through the Defense Contract Audit Agency (DCAA)

**Jenner & Block**, Chicago, IL

1994 - 1997

A national law firm comprised of 450 attorneys with offices in Chicago, New York and Washington, D.C. Jenner & Block is recognized as an “A List Law Firm” by the American Lawyer.

#### Tax Partner specializing in ERISA & Executive Compensation

Practice focused on ERISA matters representing a full portfolio of clients that ranged from mid-size corporate clients to Fortune 500 companies. Counseled clients on a diverse spectrum of labor and employment law matters including qualified and nonqualified retirement, health and welfare plans, executive compensation, litigation analysis/support, and settlement negotiations. Conducted extensive M&A due diligence on behalf of firm clients.

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#### Early Career History Includes

**William M. Mercer**, Chicago, IL – ERISA Consultant

1986 – 1994

**Ernst & Whinney**, Chicago, IL – Senior Tax Accountant

1983 - 1986

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### Other Significant Professional / Career Positions

**Georgetown University Law Center**, Washington, DC 2005 - Present  
One of the top two LL.M. programs in the United States.

**Adjunct Professor of Law and Faculty Advisor for the Employee Benefit Certificate Program**  
Recipient of the 2015 Charles Fahy Distinguished Adjunct Professor Award. Faculty advisor for the LL.M ERISA certificate program with responsibility for determining required course content, assistance with faculty staffing and student career planning. Monitor, write and speak on current legal trends facing the ERISA and executive compensation area. Taught graduate level law courses on ERISA litigation and employee benefits in corporate transactions.

**Pension Benefit Guaranty Corporation**, Washington, DC 2016 - Present  
Provides financial security to the U.S. pension system (both private and multiemployer pension programs).

#### Member of the PBGC Advisory Committee

Appointed by President Barak Obama to serve on the PBGC's advisory committee. The Advisory Committee reports into the PBGC Director and the PBGC Board of Directors, comprised of the Secretary of the Treasury, Secretary of Labor and Secretary of Commerce. The Advisory Committee assists with establishing the PBGC's strategic initiatives.

**DirectPath Health**, Birmingham, AL 2015 - Present  
Provides strategic advice to Fortune 1000 companies looking to engage employees in their healthcare choices.

#### Member of the Board of Directors

Work with the CEO and senior management regarding the company's strategic direction, resource allocations, sales pipeline, succession planning, financial review and business planning.

**IAM National Pension Plan and IAM Nation 401(k) Plan**, Washington, D.C. 2012 - Present  
The Nation's fifth largest multiemployer pension and 401(k) plans with over \$12.0 billion in assets and 190,000 active International Association of Machinists & Aerospace Workers and associated retirees.

#### Employer Co-Chair, Multiemployer Retirement Trust

Together with the Union Co-Chair, oversee the governance of the Multiemployer Retirement Trusts (\$11.5 billion in assets). Oversee the selection and monitoring of critical personnel and vendors (including legal counsel, actuarial, investment management, and 401(k) recordkeeping service providers). Oversee the Fund's budgeting process and investment strategy, as well as other board actions including management of litigation, investment policy changes, benefit changes, withdrawal liability considerations and the disposition of liabilities associated with bankrupt employers.

**American Bar Association / Joint Committee on Employee Benefits**, Washington, DC 2010 - Present  
M&A Due Diligence for ERISA Attorneys: A Case Study.

#### Lead Program Attorney – M&A Due Diligence Workshop

Developed and teach a full day continuing legal education program for practicing attorneys. The program is an advanced, hands-on mergers & acquisitions case study that addresses both domestic and international due diligence in the employee benefits, executive compensation and employee relations arena.

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### Education and Licenses

LL.M., The John Marshall Law School, Chicago, IL (Master of Law in Taxation), 1986  
J.D., with Distinction, The John Marshall Law School, Chicago, IL, 1983  
Elected – The Order of John Marshall Honor Society  
Certified Public Accountant (CPA) – State of Illinois, 1980  
B.S.C., DePaul University, Chicago, IL (Degree in Accounting and Personnel Management), 1979  
Admitted to Practice Law in the District of Columbia (2007), Florida (2012) and Illinois (1983)\*  
Top Secret Security Clearance  
\* - Currently inactive in Illinois