

# THADDEUS L. PITNEY

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## EXPERIENCED LEGAL, COMPLIANCE, HR & PRIVACY EXECUTIVE

Board Management • M&A Guidance • Debt/Equity Finance • CIPP/US • Data Privacy  
Commercial & SaaS Agreements • Compliance • Corporate Governance • SEC/NYSE Reporting  
Change Leadership • Handled Investigations • Advised Senior Leaders • \$200B+ Transactions

### WORK EXPERIENCE

<b>DataCamp, Inc., New York, NY</b>	<b>March 2022 – present</b>
<b>General Counsel &amp; Chief Administrative Officer</b>	<b>January 2024 – present</b>
<b>General Counsel</b>	<b>March 2022 – January 2024</b>
<ul style="list-style-type: none"><li>Manage team of 10 legal, security, privacy and HR professionals, including hiring 50% of team.</li><li>Serve as strategic legal advisor to executive leadership and Board of Directors on all global legal, regulatory, and compliance matters, including material transactions, litigation strategy, and sanctions compliance.</li><li>Lead negotiation and execution of all SaaS and commercial agreements, implementing a scalable contracting framework through custom playbooks, contract management and automation solutions, and AI tools, to accelerate enterprise sales and mitigate risk supporting 25%+ annual sales growth.</li><li>Direct global IP strategy, including oversight of trademark and copyright portfolios, DMCA takedowns, IP acquisition/licensing for product content and advising on AI policies and use in product and content development and general business applications.</li><li>Oversee all global labor and employment issues across 26 countries and 15 states, including workforce reductions, executive employment agreements, internal investigations, and separation strategies across 20+ jurisdictions.</li><li>Spearhead global compliance and privacy program across CCPA, CPRA, GDPR, FCPA, sanctions, anti-harassment, anti-slavery, and bribery standards; developed Code of Conduct and implemented cross-functional compliance training and reporting frameworks.</li><li>Manage and lead all litigation, internal investigations, regulatory inquiries, and contract disputes in multiple jurisdictions, including consumer class actions, IP infringement claims, data breach matters, employment litigation, and government agency interactions.</li><li>Maintain library of global contract templates covering B2B SaaS, NDAs, DPAs, MSAs, IP acquisition and licensing, and reseller/referral agreements.</li><li>Partner with COO and CRO to develop new distribution channel partnerships, including development of negotiation strategy and tactics.</li><li>Lead cross-functional team responsible Information Security Management System, with primary responsibility for annual ISO 27001 audit.</li><li>Oversee incident response framework and assist in incident response management.</li><li>Lead global risk management initiatives, including enterprise risk management reporting and global insurance program.</li><li>Effectively manage and optimize external counsel relationships across multiple jurisdictions, reducing legal spend by 35%.</li></ul>	

**General Counsel & Head of Administrative Operations**

- Advised Board of Directors and senior leadership team on all legal matters, litigation and risk management, including corporate governance, data privacy, information and cyber security, corporate policies and procedures, employment and labor law, and regulatory compliance.
- Led multiple debt and equity financings, raising ~\$45M venture capital.
- Drafted and implemented policies and procedures relating to internal controls, human resources, privacy, cybersecurity, business continuity, incident response and information security.
- Oversaw all employment-related issues such as internal investigations, terminations, compensation and benefit plan development.
- Managed litigation, contract disputes, regulatory investigations and government agency inquiries.
- Liaise with Board of Directors and Board Committees, managing quarterly meetings and partnering with senior management to prepare agenda, materials, and required actions.
- Piloted an enterprise information security and data program to comply with state, federal, and international data privacy laws (CCPA, GLBA, FCRA, GDPR), technical best practices and standards (NIST), and contracts.
- Collaborate with engineering team to design and implement data governance policies and structures.
- Oversee incident response framework and assist in incident response management.
- Partner with engineering team to implement secure software development lifecycle framework.
- Design and implement effective data privacy and information security training and awareness programs and foster privacy-centric culture within the Company.
- Head 6-person cross functional team for annual SOC 2 audit, delivering results 50% below budget.
- Spearhead annual enterprise, privacy and security risk assessment and management initiatives to identify emerging and existing business risks, and develop effective and practical mitigation processes and policies.
- Generated 20% decrease in client acquisition time by building responsive sales contracting process.
- Develop new distribution channels by negotiating 2-4 strategic partnerships quarterly.
- Negotiate 25+ enterprise sales contracts each month while protecting company interests and achieving strategic business goals.
- Review and draft security and data privacy addendums, terms of use and other SaaS agreements.

**C.R. Bard / Becton Dickinson, New Providence, NJ****Jan 2015 – Feb 2016****Assistant General Counsel – Governance, SEC, M&A, & Commercial**

- Championed \$2.5B in financing by advising senior management on financial and deal terms.
- Directed 1934 Exchange Act and 1933 Securities Act compliance, SEC and NYSE reporting.
- Managed preparation of SEC filings for 10-Ks, 10-Qs, 8-Ks, Proxy statements, Form 4s, S-3s and S-8s. Member of Disclosure Committee, including liaising with senior executives.
- Managed team of 3 to execute all corporate governance activities and manage preparation of Board of Directors and Board Committee materials, plus compensation and benefit plan updates and amendments, and related disclosures, for up to 6 meetings annually.
- Partnered with internal audit for annual risk management review for presentation to Board.
- Designed and implemented policies and procedures for supply chain and sustainability reporting.
- Led 1934 Exchange Act reporting, securities laws compliance, finance and governance matters with proactive monitoring and communication of updates regarding relevant laws and regulations.

- Managed review of merger documents, letters of intent, and oversight of regulatory investigations and inquiries from state and federal agencies.

**Barclays Capital Inc., New York, NY**

**July 2014 – Jan 2015**

**Secondee – Investment Banking Legal Group**

- Structured, drafted, and negotiated business agreements.
- Prepared fairness opinions and managed transaction execution.
- Managed external counsel in 1933 Act capital markets transactions for IPOs and shelf-takedowns.
- Led drafting and preparation of agreements and ensured compliance with internal policies, applicable laws and regulations through monitoring of relevant areas of law.

**Shearman & Sterling LLP, New York, NY**

**Feb 2011 – Jan 2015**

**Associate – General Corporate Advisory, Capital Matters and Leveraged Finance**

- Provided legal counsel to senior executives, boards, and business teams on strategic transactions, deal terms, and disclosure obligations.
- Negotiated and drafted financing transaction agreements, commercial contracts, commitment papers, underwriting agreements, indentures, prospectuses, and registration statements.
- Represented underwriters and issuers in over 100 domestic and international capital markets.
- Completed \$100B+ in transactions, including Securities Act of 1933 IPOs, follow-on and shelf take-down offerings, investment grade and Rule 144A high yield debt offerings, leveraged buyouts, and tender offers.
- Managed multinational teams of attorneys, local counsel, and subject matter experts.

**Cravath, Swaine, & Moore LLP, New York, NY**

**Sep 2006 – Feb 2011**

**Associate – General Corporate Advisory, Capital Markets, M&A**

- Provided legal counsel to senior executives, boards, and business teams for strategic transactions, deal terms, and disclosure obligations.
- Managed negotiation and drafting of complex transactional documents, like M&A agreements.
- Advised on \$65B+ in transactions while representing underwriters and issuers in over 50 domestic and international capital markets transactions.
- Advised companies and private equity sponsors on 20+ domestic and international M&As, asset purchases, and dispositions with an aggregate transaction value of \$30B.

***Other Experience:***

***Start-Up Advisor and Attorney;***

***Fiduciary Trust Company International, Business Development Officer / Product Manager***

**BOARDS & VOLUNTEERING**

**Hudson Highlands Land Trust**

**2018 – present**

**Board of Directors, Finance Committee, Audit Committee**

**Syracuse University Law Alumni Association**

**2009 – 2018**

**Board of Directors**

## **EDUCATION**

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**Syracuse University College of Law, Syracuse, NY**

**Doctor of Law (J.D.), *summa cum laude***

**Princeton University, Princeton, NJ**

**Bachelor of Arts, Political Economics**

## **TECHNOLOGIES**

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Python, SQL, HTML/CSS, Virtual Machines, Linux, Amazon Web Services, WordPress, Microsoft Word, Microsoft Excel, HubSpot, Asana, Adobe, AI (ChatGPT, Claude, Perplexity),