

RHEEM MANUFACTURING COMPANY

Position Description

Job Title: Corporate Counsel, Compliance
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Department: Law Department
Reports To: **Director – Compliance & Privacy**
FLSA Status: **EXEMPT**
Prepared Date:
Approved Date:

As a leading manufacturer of heating, cooling, and water heating equipment, Rheem Manufacturing is continually innovating new ways to deliver just the right degree of environmental comfort to every home and business while saving energy, and water, and supporting a more sustainable future. It is an exciting challenge that requires a team of talented, passionate people with a diverse set of skills. From engineers to accountants, sales professionals to support experts, we depend on talented individuals to power our innovations. Join our team and help shape the future of products that impact lives—every day.

SUMMARY:

The Corporate Counsel – Compliance, as a member of the Legal Compliance team, provides direction and integration of compliance activities to fulfill company needs. This position promotes the Compliance Program, ensuring compliance with the rules and regulations that govern the company, its policies and procedures, and the Code of Business Conduct & Ethics. Additionally, this role will be responsible for accessing risk, providing advice and counsel, and being up to date on applicable laws and regulations.

This position will serve Rheem North America located in Atlanta, Georgia.

WHAT YOU'LL DO:

- Oversee the maintenance of compliance policies and procedures, communications strategies, employee training programs, and compliance-related controls.
- Monitor the performance of the ethics and compliance program and related activities on a continuous basis, taking appropriate steps to improve its effectiveness.
- Assist in the development of multifaceted compliance training programs so that employees and management are knowledgeable of institutional policies and applicable regulations.

- Oversee environmental compliance initiatives including but not limited to Per- and polyfluoroalkyl substances (PFAS) reporting, Extended Producer Responsibility regulations and ensure adherence to applicable environmental regulations.
- Participate in acquisition due diligence and integration related to the compliance program.
- Manage and conduct internal compliance and risk assessments to assess compliance with institutional policies and procedures and applicable laws and regulations and propose action plans to mitigate risks and supervise the implementation of action plans.
- Assist with Rheem's company-wide and law department adoption of Artificial Intelligence (AI) technologies, ensuring compliance with current and emerging regulations while staying abreast of industry best practices and legal developments.
- Assist with marketing compliance including review of product level claims and marketing such as our Sustainability Report to ensure compliance with legal and regulatory standards.
- Assist with the independent review and evaluation of Ethics Helpline issues/concerns.
- Monitor Data Privacy Laws, including General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), as well as compliance with current and emerging privacy regulations, to drive compliance, including assessing and responding to privacy risk and regulatory requirements.
- Assist with the creation and implementation of training for Rheem staff regarding Company policies and procedures (Code of Business Conduct & Ethics, Fraud Prevention, Executive Training).
- Work directly with other members of the Law Department and outside counsel as appropriate.
- Manage systems to ensure compliance with trade sanctions regulations, and counsels business on such requirements.

WHAT YOU'LL NEED:

- Bachelor's degree and Juris Doctor from an accredited law school and 5+ years of experience in a large law firm or corporation.
- Privacy, data protection, and/or information risk management experience (leading law firm/top tier consulting firm preferred).
- Knowledge of data privacy regimes including GDPR, CCPA, LGPD, legal and regulatory data transfer mechanisms, data localization legal requirements, and data de-identification and pseudonymization techniques.
- Knowledge of incident and breach management laws, regulations and techniques, data loss prevention, insider risk, and fraud detection laws and regulations.
- Ability to use independent judgment and to manage and impart confidential information.
- Ability to analyze new laws and regulations for potential impacts on business goals and objectives.
- Strong interpersonal and communication skills and the ability to present to a wide range of constituencies.
- Holds self and other team members to the highest ethical standards.
- Effectively delegates responsibility.
- Anticipates reputational impact of decisions.

CERTIFICATES, LICENSES, AND REGISTRATIONS

- Licensed to practice law in a US state.
- Preferred certification in Data Privacy, IAPP.

TRAVEL REQUIREMENTS

- This position may require up to 10% travel.

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Notice to Third Party Recruitment Agencies:

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In the event a recruiter or agency submits a resume or candidate without an agreement, Rheem and its subsidiaries shall explicitly reserve the right to pursue and hire those candidate(s) without any financial obligation to the recruiter or agency. Any unsolicited resumes, including those submitted to hiring managers, shall be deemed the property of Rheem.