

Stephen B. Harris

Steve is an experienced ethics and compliance leader with a reputation for building exceptional ethics and compliance programs. He is known for critical and strategic thinking, creativity, careful listening and practical problem solving, all of which have contributed to his success at building strong partnerships with business leaders and regulators.

Steve is Senior Vice President, Chief Ethics & Compliance Officer at Lincoln Financial Group. Lincoln is a Fortune 250 financial services company founded in 1905. In this role, Steve has ultimate accountability for the effectiveness of the compliance programs covering all of the company's businesses and functions, which include Life Insurance, Annuities, Retirement Plans, Group Protection and Mutual Funds. Prior to joining Lincoln, Steve worked at The Hartford Financial Services Group, Inc. for 12 years, including 6 years as Vice President, Corporate Chief Compliance Officer. During Steve's tenure leading the corporate compliance program, The Hartford was designated as one of the World's Most Ethical Companies™ six times by the Ethisphere Institute. Prior to becoming an ethics and compliance officer, Steve was an employment lawyer for 25 years.

Steve has been a frequent speaker at national and regional conferences on ethics and compliance, and was featured in an interview in the Wall Street Journal's Risk & Compliance Journal. He is also the principal author of the legal treatise *Connecticut Employment Law* (Thomson-West), originally published in 2005 and supplemented annually, as part of the well-known Connecticut Practice Book Series. Steve is a member of the Society of Corporate Compliance and Ethics (SCCE) and the Ethics & Compliance Initiative (ECI) and is a Certified Compliance & Ethics Professional (CCEP).

In the community, Steve has served on the Board of the Hartford Symphony Orchestra, where he also chaired its Education and Community Engagement Committee, as well as the Advisory Boards of the Greater Hartford Arts Council and The Pro Bono Partnership.