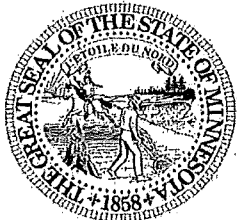


STATE OF MINNESOTA



TIM WALZ
GOVERNOR

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JAN 09 2019

President of the Senate

NOTICE OF APPOINTMENT

Nancy Leppink

443 Lafayette Road North
St. Paul, MN 55155
County of Ramsey
Congressional District 4

Because of the special trust and confidence I have in your integrity, judgment, and ability, I have appointed and commissioned you to have and to hold the office of:

COMMISSIONER

MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY


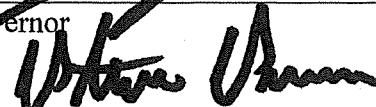
Effective: March 4, 2019

Term Expires: January 2, 2023

This appointment carries with it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Minnesota to be affixed at the State Capitol in the City of Saint Paul, January 7, 2019.




Governor

Secretary of State

Replacing: Kenneth Peterson

NANCY J. LEPPINK

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Rue du Colombier 12
1202 Geneva, Switzerland

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QUALIFICATIONS: Thirty years experience as a leader and strategist in labor, employment and human rights policy, law, administration, enforcement and compliance. Significant experience in public service leadership positions at the international, national and state levels. Extensive knowledge and practice in the areas of labor and employment standards, human rights and occupational safety and health. Highly skilled in the development and strategic implementation of policy, legislation and regulations. Proven success in leading outreach to engage government, workers, employers and civil society to increase understanding and commitment to compliance with labor, human rights and employment standards. Dynamically managed diverse groups and organizations ranging from small teams to the 1,600+ employees of the Wage and Hour Division of United States Department of Labor.

President of the Senate

INTERNATIONAL EXPERIENCE:

International Labor Organization (ILO), Geneva, Switzerland

Chief - Labor Administration, Labor Inspection and Occupational Safety and Health Branch (6/2014-present)

- Lead the Branch responsible for establishing strategic direction for the implementation of ILO international labor standards and related instruments in the areas of labor administration, labor inspection and occupational safety and health (OSH) and providing technical support to the ILO's operations in its 187 member states.
 - Manage a team of 32 professional and administrative staff and oversee the work of technical staff in ILO field offices.
 - Designed the ILO global flagship program which defines ILO's global intervention framework and operational strategy for occupational safety and health.
 - Created a universal "strategic compliance" approach to labor law enforcement and designed comprehensive "strategic compliance" capacity building program, resources and training to assistance national labor law enforcement agencies in achieving compliance with national and international labor standards.
 - Led the development of the Global OSH Coalition focused on developing practical and pragmatic solutions to global OSH challenges including future of work, migrant labor, small and medium sized enterprises, occupational cancer and OSH data.
 - Responsible for oversight of the implementation of multi-donor Vision Zero Fund and development of multi-stakeholder strategies and resources focused on improving compliance with labor standards in global supply chains.

- Provided technical expertise to Global Reporting Initiative (GRI) development of OSH sustainability reporting standard for publicly traded companies and the ISO OSH Management System Standard.
- Requested speaker at international and national forums as international expert on labor, employment, human rights and occupational safety and health policy.
- Developed strong partnerships with the World Health Organization, European Commission, EU OSHA, ICOH, IOSH, IOHA and national OSH agencies and institutes.
- Established an innovation accelerator hub to support forward-leaning national labor law enforcement agencies in meeting the challenges of the future of work.

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UNITED STATES - FEDERAL GOVERNMENT EXPERIENCE:

Wage and Hour Division, United States Department of Labor, Washington, D.C. President of the Senate
Wage and Hour Administrator/Deputy Wage and Hour Administrator (9/2009-12/2012)

- Led the Wage and Hour Division as the acting Administrator and a member of U.S. Department of Labor's executive leadership team. Presidential appointee in the Senior Executive Service. Reported to the Secretary of Labor.
 - Provided critical leadership and strategic direction to the Wage and Hour Division, which is responsible for the development and implementation of the United States' employment and labor standards policies and the administration and enforcement of the Fair Labor Standards Act, including minimum wage, overtime, and child labor protections, the Davis-Bacon and Service Contract Prevailing Wage Acts, the Family and Medical Leave Act, the Migrant and Seasonal Agricultural Protection Act, the field sanitation provisions of the Occupational Safety and Health Act, and the wage and employment protections of the H-2A, H-2B and H-1B foreign guest worker programs.
 - Effectively managed the Wage and Hour Division's operations including the national office, five regional offices, and fifty-two field offices nationwide and its annual budget of over \$260 million USD.
 - Re-imagined the Wage and Hour Division as a proactive, effective and efficient enforcement agency by rebuilding its capacity, re-engineering its compliance strategies and tools - refocusing its resources on low wage and vulnerable workers and leveling the playing field for compliant employers.
 - Hired, promoted and trained over 500 employees at all levels of the organization, significantly increasing the Division's diversity and the number of multi-lingual and multi-cultural investigators and staff.
 - Developed and implemented a strategic compliance model that dramatically shifted the Division's enforcement and compliance resources from reactive, complaint driven investigations to multifaceted, proactive, collaborative and strategic compliance initiatives.
 - Reorganized the Division's national office structure and redefined position responsibilities to functionally align with the Division's priorities and compliance strategies.

- Worked to rebuild the Division's IT infrastructure, equipment, and systems to support the Division's planning, performance, evaluation, communications, data management and investigation activities.
- Pursued an ambitious regulatory agenda that was responsive to current and future employment conditions and workplace environments and drafted regulations that extended minimum wage and overtime protections for home care workers and that extended family leave protections to all American families.
- Created collaborative partnerships with federal, state, and local government agencies and with private and non-profit sectors to leverage influence in achieving compliance with employment and labor laws.
- Launched "We Can Help" public awareness campaign to reintroduce the Division to the public it serves, particularly low wage and vulnerable workers.
- Created a community outreach position in district offices to engender stronger engagement and collaboration with workers, employers and communities.

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UNITED STATES - STATE GOVERNMENT EXPERIENCE:

Department of Commerce, State of Minnesota, St. Paul, Minnesota
Assistant Commissioner for Enforcement (12/2012 -4/2014)

President of the Senate

- Led the Enforcement Division of the Minnesota Department of Commerce and member of the department's executive leadership team. Appointed by the Governor and reported to the Commissioner of Commerce.
 - Provided leadership to the Enforcement Division which is responsible for development, implementation and enforcement of state banking, securities, insurance, business and occupational licensure policies, laws and regulations.
 - Worked to improve efficiency and effectiveness of the Enforcement Division's enforcement actions.

Department of Labor and Industry, State of Minnesota, St. Paul, Minnesota
Chief General Counsel/Director of Legal Services (1999-2009)

- Chief General Counsel for Minnesota Department of Labor and Industry on all policy, regulatory, and litigation matters related to the Department's administration and enforcement of the state occupational safety and health, labor standards, prevailing wage, workers' compensation, apprenticeship and construction code and licensing laws.
 - Managed the Legal Services Unit comprised of ten attorneys responsible for legal advice, investigation support, rulemaking, legislation, litigation and appellate work.
 - Provided comprehensive legal assistance to employees, employers, business and labor associations and organizations, legal community, government agencies, state legislature, and the general public on all department programs.
 - Actively participated as a member of the department's executive cabinet, the forum in which decisions were made regarding the department's

operations, personnel, programs, budget, policies, legislation, and rulemaking.

- Drafted and obtained passage of innovative legislation and rules that reduced the misclassification of employees as independent contractors in the construction industry.

Office of the Attorney General, State of Minnesota, St. Paul, Minnesota
Assistant Attorney General (1985-1999)

- Human Rights Division (1985-1988)/Employment and Labor Division (1988-1999)
 - Represented state departments in litigation before the office of administrative hearings and civil trial and appellate courts to enforce the state human rights, occupational safety and health, labor standards and prevailing wage laws.
 - Provided legal advice and assistance in the interpretation and application of statutes, regulations and case law for department leadership and staff.
 - Trained and mentored department and attorney general staff in conducting investigations and preparing cases for litigation to improve quality of work product.
 - Prepared and presented educational seminars, legislative testimony, speeches, and oral arguments.
 - Drafted and obtained passage of legislation that strengthened Minnesota's labor standards and human rights laws.

EDUCATION:

University of Minnesota School of Law, Minneapolis, Minnesota, United States
Juris Doctor, 1985

University of Washington, Seattle, Washington, United States
Bachelor of Science, Psychology, 1981

ADDITIONAL QUALIFICATIONS:

Harvard University John F. Kennedy School of Government
"Leadership for the 21st Century: Chaos, Conflict and Courage"
Executive Program, completed December - 2002

University of Minnesota Humphrey School of Public Affairs
"Leadership for the Common Good"
Mid-career graduate course, completed May - 2008

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Statement of economic interest for a public official

Official: Leppink, Nancy J

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Statement last updated: 2/25/2019

Occupation: Attorney

Employer:

443 Lafayette Rd
St Paul, MN 55155

Positions held

Agency	Position held	Appointment date	Appointment ends	Appointment authority
Medical Services Review Board (/reports-and-data/officials-financial-disclosure/agency/17300000/)	Acting Commissioner	2/13/2019	12/31/2022	Statutory
Rehabilitation Review Panel (/reports-and-data/officials-financial-disclosure/agency/17400000/)	Acting Commissioner	2/13/2019	12/31/2022	Statutory
Commerce, Department of (/reports-and-data/officials-financial-disclosure/agency/50500000/)	Assistant Commissioner	12/13/2012	5/9/2014	Commerce Commissioner
Labor and Industry, Department of (/reports-and-data/officials-financial-disclosure/agency/53100000/)	Acting Commissioner	2/13/2019	12/31/2022	Governor
Plumbing Board (/reports-and-data/officials-financial-disclosure/agency/78800000/)	Acting Commissioner	2/13/2019	12/31/2022	Statutory
Electricity, Board of (/reports-and-data/officials-financial-disclosure/agency/78900000/)	Acting Commissioner	2/13/2019	12/31/2022	Statutory

Agency	Position held	Appointment date	Appointment ends	Appointment authority
High Pressure Piping Systems, Board of (/reports-and-data/officials-financial-disclosure/agency/79000000/)	Acting Commissioner	2/13/2019	12/31/2022	Statutory

Sources of income

Name of source	Relationship to source							
	Director	Officer	Owner	Member	Partner	Employer	Employee	Honorarium
International Labour Organization							✓	
State of Minnesota							✓	

Business or professional activity categories

None reported

Securities

Name of security
The Parnassus Fund
Vanguard Target Retirement 2020

Real property

None reported

Pari-mutuel horse racing interests

None reported