

# Antoinette M. Coakley, Esq.

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## SUMMARY

Educator and experienced corporate transactional attorney, strategic legal advisor and thought partner with extensive, diverse experience in commercial business transactions and regulatory compliance matters in a global corporate environment; demonstrated commitment to diversity, equity and inclusion and community engagement; strong analytical, communication and organizational skills; and ability to lead and work effectively with cross-functional teams, gain buy-in from stakeholders, vision and execute to accomplish business/organizational objectives.

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## EDUCATION

**Harvard Law School.** Cambridge, MA. JD Degree. Activities: *Hale & Dorr Legal Services Center Intern. Harvard Black Law Students Association:* Spring Conference Co-Chair and Committee Member, Street Law Clinic Workshop Leader, Career Placement Committee Member. *Harvard Committee on Sports & Entertainment Law.* Awards: Boston LINX Scholarship for Outstanding African-American Graduate Student

**Harvard-Radcliffe College.** Cambridge, MA. AB Degree in Government, Cum Laude Honors. Awards: Elizabeth Carey Agassiz Certificates of Merit, Harvard College Scholarship. Activities: Innerscity Outreach Afterschool Program Co-Director and Student Counselor. Harvard Black Students Association, Officer. Kuumba Singers Gospel Choir. Howard University (Washington, DC) academic exchange program participant.

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## EXPERIENCE

### TEACHING AND CORPORATE TRANSACTIONAL PRACTICE

NORTHEASTERN UNIVERSITY SCHOOL OF LAW

BOSTON, MA

ASSOCIATE PROFESSOR AND ASSISTANT DEAN FOR BAR SUCCESS PROGRAM

OCTOBER 2022 - PRESENT

Teach courses to upper level law students. Manage bar exam success program for upper level law students, including group and individual counseling sessions, workshops, and coordination with faculty, academic and student affairs and related student support staff and administrators in the Northeastern University community, management of outside bar companies and reporting responsibilities.

PART-TIME LECTURER OF LAW

SPRING 2022

Teach Negotiation course to upper level law students (experiential learning course with simulations). Actively engage with students.

RETAIL BUSINESS SERVICES LLC/AHOLD DELHAIZE U.S.A., INC./THE STOP & SHOP SUPERMARKET COMPANY Quincy, MA

**RBS – Director, Business & Regulatory Law**

2017-July 2021

**Ahold – Director, Business & Regulatory Law**

2012-2016

**Ahold – Director, Business Law**

2005-2012

**Ahold – Corporate Counsel**

2002-2005

**Stop & Shop – Business Law Counsel**

2001-2002

Retail Business Services LLC (RBS) is the corporate shared services arm of multi-billion dollar, international grocery retail company Ahold Delhaize NV, which operates supermarkets and ecommerce retail operations in the United States and Europe. RBS supports 5 supermarket Brands in the United States – The Stop & Shop Supermarket Company, Giant Food, The GIANT Company, Food Lion and Hannaford – as well as Peapod (online grocery retailer) and Peapod Digital Labs (PDL) (ecommerce/digital support services). Together, they operate nearly 2000 stores (including 752 pharmacies) and distribution centers and employ more than 220,000 associates in 23 states and the District of Columbia.

- **Strategic Thought Partnership.** Advise senior management in strategic development and execution of key corporate projects/initiatives. Provide sound, well-reasoned legal counsel to many departments within RBS, the Brands and PDL on a range of legal, regulatory and compliance matters. Demonstrate strong communication, analytical, decision-making and problem-solving skills.
- **Contract Management & Compliance.** Draft, review and negotiate full complement of corporate contracts, running the gamut from simple confidentiality agreements to complex global transactions, product procurement and promotional agreements, data contracts (privacy, security, monetization), distributor contracts, professional services contracts, consulting contracts, vehicle & equipment leases, intellectual property licensing agreements, transportation & logistics contracts, health & welfare benefits contracts, and intercompany agreements. Create and update company standard

contract templates. Connect various stakeholders across the companies in corporate initiatives to maximize outcomes. Develop contracts compliance guidelines and bills of authority for each US business entity and related training materials. Deliver contracts compliance training to the relevant business stakeholder units.

- **eCommerce, Data Monetization, Privacy & Security.** Work closely with eCommerce Strategy team to develop data and media monetization strategies, structure eCommerce deals and negotiate favorable terms for significant, revenue-generating contracts with consumer data insights and media marketing vendor partners. Analyze and provide advice regarding legal and business risks, including data privacy & security issues. Draft, review and negotiate applicable documentation. Work with the Global Information Security Office to develop data and systems security standards and negotiate contracts with vendors accessing company systems or data. Selected to serve on Data Governance Committee tasked with developing strategy, guidelines, protocols and processes for internal and external data sharing.
- **Regulatory Compliance/Operations Support.** Provide legal support and guidance to Brand Operations and Store Management teams in addressing regulatory compliance matters, resolving customer complaints and responding to regulatory infractions. Develop corporate compliance training materials (e.g. antitrust, procurement and contracting processes), including electronic module development, and deliver training. Provide contingency contract support on expedited basis to ensure continued store support in event of work stoppage (labor/union).
- **Antitrust Compliance and Training.** Responsible for delivery of antitrust compliance training to company associates (including development and updating of electronic training), in satisfaction of key corporate compliance deliverables. Provide advice and counsel to the Merchandising/Category Management, NFR and Sourcing teams and Brand leadership regarding various antitrust issues.
- **Information Technology (IT) Brand Counsel.** Serve as Legal Department liaison for the IT Department and member of the IT executive leadership team. Responsible for legal guidance, audit support, contracts management support, issue resolution and training for the IT Department. Recommend and implement contracting process improvements.
- **Procurement/Sourcing Support.** Provide advice, counsel, contracting and negotiation support to Supply Chain, Sourcing, Merchandising/Category Management, Not for Resale (NFR), Pharmacy, and HR teams as well as assistance with bidding/request for proposal (RFP) processes for products and services.
- **Cross-Functional Leadership.** Supervise, mentor and train junior attorneys, paralegals, and legal support staff. Serve as Legal Department Lead on various cross-functional teams executing company projects and initiatives. Lead working group convened to provide ongoing support and real-time solutioning for vendor contracting issues experienced by the Sourcing and Merchandising/Category teams.
- **Government Investigations & Audits.** Interface with various government agencies and regulators (e.g. FTC, DOJ, State Attorneys General) on companies' behalf. Formerly served as primary company liaison responsible for responding to various regulatory inquiries and investigations. Managed company response to various federal and state Civil Investigative Demands (e.g. consumer data, selling practices) and federal regulatory agency audits.
- **Dispute Resolution & Litigation Management.** Provide support to business units in resolving vendor disputes and managing termination issues. Experienced in managing vendor litigation and third-party subpoena response. Formerly managed antitrust litigation impacting the companies (e.g. pharmaceutical and commodities antitrust cases), securing over \$7 Million in recoveries for our companies.
- **Government Affairs & Sustainability.** Review and analyze proposed legislation impacting our companies and provide advice and guidance to Government Affairs and Sustainability teams and other company stakeholders.
- **Vendor Compliance & Communications.** Work closely with the business stakeholders to develop vendor programs, vendor and company policies and to draft and review related communications materials.
- **Acknowledgments/Honors:** Nominated by co-workers across RBS and the Brands as one of the companies' "Women Who Rock" (2017), Ahold USA Better Neighbor Award Honoree (for community service)(2017), LegalEASE (Legal Team Engagement Committee) – Attorney of the Month (peer award)(2016).

ROPES & GRAY

Corporate Associate

Represented clients in a variety of corporate transactions, including mergers and acquisitions, venture capital transactions, institutional lending, municipal bond financing and investment company matters. Drafted and negotiated contracts and advised clients regarding corporate statutory and regulatory compliance.

Boston, MA

1995-2000

#### PRIOR TEACHING EXPERIENCE

- **RBS/Ahold - Contract Management & Compliance Training.** Developed contracts compliance guidelines and bills of authority for each US business entity and related training materials. Delivered in-person contracts compliance training to the relevant business stakeholder units across the ADUSA companies.

- **RBS/Ahold - Procurement Process Training.** Spearheaded initiative with a cross-functional team (Finance, Risk & Controls & Legal) to develop comprehensive training materials for the business units that simplified the Company's complicated controls and processes for procuring goods or services into one easily comprehensible course. Prepared legal content, delivered training and created online training.
- **RBS/Ahold - Antitrust Compliance Training.** Delivered in-person antitrust compliance training to Merchandising/Category Management team and other company associates. Developed curriculum and training materials and created electronic training modules.
- **Harvard Law School – Black Law Students Association Street Law Clinic.** Delivered training to students in Boston Public School and Massachusetts juvenile detention centers regarding safety and law enforcement interactions.
- **Harvard/Radcliffe College – Innerscity Outreach After School Program.** Tutored (and supervised tutors for) elementary and middle school students residing in Boston public housing communities.
- **Roxbury Center for the Performing Arts.** Taught dance to children and adults in Boston dance school

#### DIVERSITY, EQUITY AND INCLUSION

- **Diversity and Inclusion Certificate Program - Cornell University.** Completed April 2022.
- **EDGE (Encouraging Diversity, Growth & Equity for Black Associates) Business Resource Group.** (August 2020 - July 2021) As member of the Racial Justice Subcommittee for this employee/business resource group created by Black associates at Ahold Delhaize companies in the aftermath of the George Floyd murder and subsequent racial justice protests in 2020, worked with team to develop racial justice and equity strategic plan for our workplace to present to company executive leadership that identified areas of opportunity to advance corporate diversity and inclusion efforts as well as specific commitment asks of leadership to address these gaps, resulting in among other things creation of a Diversity Council, engagement of external diversity consultant and collection and internal dissemination of workforce diversity data.
- **Difficult Conversations.** (August 2020 - July 2021) Took the initiative to lead difficult conversations regarding racism, diversity and inclusion within the Ahold Delhaize Legal Department and the IT senior leadership team.
- **Stop & Shop Community Partnership Scholarships.** Worked with Stop & Shop Government and Community Affairs team to donate \$50,000 in college scholarships for 3 consecutive years to local minority youth in Boston's Grove Hall (Dorchester/Roxbury) and surrounding neighborhoods, working in close partnership with The Freedom House and the Grove Hall Neighborhood Development Corporation.
- **The Freedom House.** Mentored youth and served as former Board Member (2010-2020) and Co-Chair of Board of Directors (2013-2015) for this local community-based organization in Dorchester founded in 1949 by social activists Otto and Muriel Snowden, dedicated to creating pathways to success for minority students from Boston and surrounding areas through education, leadership training and community service, and to promoting life-long learning and civic engagement for local community members of all ages.
- **CommonWealth Kitchen.** (July 2021 - Present) Currently serve as Board Member and Clerk for this local Boston non-profit "food business incubator" dedicated to the creation of a new food economy grounded in racial, social and economic justice, specifically by providing training, on-going support, commercial kitchen facilities and related services to small, local minority and women-owned businesses to assist them be successful.

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#### ORGANIZATIONS & ASSOCIATIONS

- **CommonWealth Kitchen** - Board Member (July 2021 - Present).
- **Freedom House** – Board Member (2010- 2020). Co-Chair of Board of Directors (2013-2015).
- **Boston Latin Academy Alumni Association** – Member, Annual Career Day Volunteer.
- **Roxbury Center for the Performing Arts** – Long-time Dance Student, Parent Council Member and Volunteer. Dance Instructor to children and adults.
- **Bethel AME Church** – Member, former Sunday School Teacher, Youth Department Volunteer.
- **Boston Debate League** - Volunteer Judge for student debate competitions.

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#### BAR/PROFESSIONAL

Massachusetts Bar Association, Massachusetts Black Lawyers Association, The Partnership - Boston Fellows Program