

Professional Resume of  
**Lee Crawford**

Accomplished attorney with Fortune 500 executive level management experience. Executive competencies include managing complex risk, working within organizational culture, and project and work team leadership.

## **Professional Experience**

### **2009-present: Division Chief / City of Austin Law Department**

- Manages staff of eleven (seven attorneys and four paraprofessionals)
- Chief legal advisor for all public safety operations (police, fire, and emergency medical services), municipal court, and all City labor/employment legal matters
- Primary legal counsel for Austin Convention Enterprises, Inc. legal matters
- Primary legal counsel for all pension and deferred compensation plan issues
- Compliance Officer for the City under U.S. Department of Justice consent decree involving 5,000+ firefighter job applicants (2013-18)
- Appointed to City Manager's core executive team on reimagining public safety (2020)
- Appointed to City's Human Capital Management Governing Board (2017-20)
- Graduate of the City's executive management development academy

### **1996-2009: Temple-Inland Inc.**

#### **2005-2009: Executive Management Positions**

- 2005 – promoted to Vice President of Human Resources for this Fortune 500 company with responsibility for staff of 70+ employees and \$11 million budget
- 2007 – promoted to Senior VP – Chief Operating Officer for a \$300 million financial services subsidiary division with responsibility for all administrative operations
- 2008 – promoted to EVP – Chief Human Resources Officer of NYSE-listed financial services spinoff company (Guaranty Financial Group, Inc.), with responsibility for all HR operations, executive compensation, and employment law issues

#### **1996-2004: Assistant General Counsel, Labor and Employment**

### **Pre-1996: Private Law Practice**

- Paul Hastings (Los Angeles and Atlanta) – 6 years
- Matthews & Branscomb (predecessor to Bracewell Law Firm) – 2 years
- Focus areas – employment and labor law, commercial litigation, and commercial real estate law

## Other Experience

- Significant experience with enterprise fund accounting principles and financial reports
- Significant experience with condominium legal and management issues

## Professional Credentials and Activities

### LICENSED ATTORNEY:

- California, Georgia, and Texas

### EDUCATION:

- Emory University School of Law – J.D.
- Brandeis University – B. A. (*cum laude*), History and Government

### CERTIFICATIONS AND ACTIVITIES:

- Board Certified, Labor and Employment Law Specialist (TX State Board of Legal Specialization)
- Member – American Employment Law Council
- Planning Committee and Faculty – Advanced Employment and Labor Law Conference (University of Texas School of Law, 1994-2020)
- Chair, Advisory Board of Directors, Pioneer Bancshares, Inc. (2014-2018)
- Certified six sigma-based process improvement leader (The Juran Group)