



Kim Stith

Vice President and General Counsel
Waste Management

Kimberly Gee Stith Vice President and General Counsel -- Employment & Benefits Waste Management Kim Stith has practiced employment law for over 30 years and is currently Vice President and General Counsel at Waste Management contributing to the Company's Employment, Compensation and Benefits law, Employment Screening, Digital Forensics, Compliance and Security strategies by providing leadership and legal counsel for matters impacting the Company's 50,000 employees across the United States and Canada.

Kim is a strategic business partner known for providing practical advice to senior leadership and key stakeholders, minimizing risks and delivering cost conscience results. She oversees a team consisting of lawyers, paralegals, investigators and security professionals managing a broad range of issues, such as:

- Establishing best practices and policies for the Company on a wide range of legal employment matters, such as ADA, ADEA, Title VII, FMLA, FLSA, and related federal, state and local laws, rules, and regulations
- Collaborating with senior leadership, human resources and management on employment relations issues
- Managing class action and single plaintiff litigation
- Protecting the Company's confidential data and trade secrets
- Representing the Company before state and federal regulatory agencies

- Conducting and designing compliance training
- Managing a team of investigators and establishing procedures for and conducting internal workplace investigations
- Managing arbitrations under collective bargaining agreements
- Implementing and compliant drug testing and background check programs
- Selecting and managing activities of and billing by outside counsel with respect to employment and employee benefits-related matters
- Affirmative action planning and auditing
- Executive compensation and benefits
- Minimizing risks and liability under union multi-employer plans
- Settlement negotiations and mediations in pending and threatened litigation
- Immigration Compliance

Managing the Company's eDiscovery and digital forensics process and policies Prior to joining Waste Management, Kim was a partner in Littler Mendelson's Houston office where she advised clients on and litigated cases involving all aspects of employment law. Kim began her legal career in Houston at Bracewell LLP (then known as Bracewell & Patterson) in its Labor & Employment section after receiving her law degree from the University of Virginia School of Law in 1991. She received a bachelor's degree with honors from the University of Texas at Austin in 1987.