

Perry A. Minnis
Director, Ethics, Compliance & Advisory Services
Pittsburgh, PA

Perry Minnis is responsible for implementing Alcoa's Ethics and Compliance Program worldwide. Alcoa has operations in 45 countries and as the company grew the focus on appropriate business conduct gained greater significance. He assumed leadership for Alcoa's efforts in ethics and compliance, and business conduct in 2000.

Perry Minnis began his career at Alcoa in 1968 in the Finance organization at the company's Cleveland Works location. After transferring to several operating locations he transferred to the company's Pittsburgh office initially working in financial accounting and then assumed federal and international taxation positions, culminating as Manager, Corporate Taxes. In 1988, Perry was asked to join the newly formed Corporate Quality group and after four months of total quality management (TQM) training, involving training in Japan, he facilitated Alcoa's corporate quality initiative by teaching total quality management skills throughout Alcoa's global locations. He was appointed Director, Advisory Services in 1995 responsible for implementing TQM in administrative departments. In 2000, when Alcoa focused greater effort on its ethics and compliance program, he was asked to lead this implementation.

Perry is a member of the board of directors of the Ethics Officer Association, a professional association that promotes ethical business practices and serves as a forum for senior ethics officers to exchange ideas for designing and enhancing ethics and compliance programs. He is also past chairman of the Manufacturers Alliance Ethics and Compliance Council, a leading executive development and business research organization serving the needs of senior management.

Perry obtained a bachelor's degree in accounting and an MBA from John Carroll University, in Cleveland, Ohio. He has achieved professional certifications as a Certified Management Accountant (CMA) and is also a Certified Quality Manager (CQM). In addition, Perry is a member of the American Society for Quality, the Institute of Management Accountants, and past officer of the Tax Executives Institute. Perry is currently teaching ethics and leadership at Duquesne University.

Perry and his wife, (Gail), have been married for 43 years and have six grown children and seven grandchildren. He is president of the homeowners association in his township and loves to play golf and enjoys attending his grandchildren's sports activities.