

**Keith T. Darcy** is Executive Director of the Ethics & Compliance Officer Association (ECO). ECOA is the largest association of ethics and compliance executives worldwide with over 1,400 members across six continents. Darcy also serves as President of the ECOA Foundation.

Darcy has combined a 30-year career in the financial services industry with his profession as an educator and his long-term involvement in business ethics, corporate governance and organizational leadership. Darcy serves as Chairman of the Board of the Better Business Bureau Foundation, which supports the Better Business Bureau of New York, where he chairs the Audit Committee. He also serves on the board of advisors of Deepmile Networks, a firm that provides consulting advice to the U.S. intelligence community. Previously Darcy served on the board of directors of E\*Trade Bank and its affiliates where he chaired the Nominating and Governance Committee, and served on the Audit Committee. He also served on the board of directors of New York National Bank, which merged in 2006 with Hudson Valley National Bank.

Prior to its merger in 2002, Darcy served as Executive Vice President and a member of the Office of the President of IBJ Whitehall Bank & Trust Company (IBJW), NYC. In the early-1990's Darcy helped Prudential Securities Inc. establish the first Ethics Office among Wall Street firms in conformance with standards promulgated by the U.S. Sentencing Commission. For fifteen years he was a senior executive at Marine Midland Bank, N.A. (now HSBC) where he headed both consumer banking and corporate finance groups and was a key advisor to the President of Marine Midland Bank, NY. Darcy also served as Chief Executive Officer of IGM, an insurance company jointly owned by General Reinsurance Corporation and Frank B. Hall & Company, and served as CEO of a related derivatives trading company.

Since 1994 Darcy has been teaching *Ethics* and *Leadership* in the Executive Programs at The Wharton School, University of Pennsylvania. He is a Teaching Fellow at the R.H. Smith School of Business, University of Maryland and Executive-in-Residence at Manhattanville College, Purchase, NY, where he serves as Executive Director of the Center for Business Ethics. Darcy also is an Executive Fellow of the Ethics Resource Center in Washington, D.C., an Executive Fellow of the Center for Business Ethics at Bentley College in Waltham, MA and a member of the Scientific Board of the Chair of Excellency, University of Cergy, Cergy du Pontois, France. He is also a member of the Global Council on Corruption of the World Economic Forum, headquartered in Davos, Switzerland. He previously served as Associate Dean and Distinguished Professor of Business at Georgetown University's McDonough School of Business.

In 2005, Darcy was appointed to the blue ribbon Committee on Food Marketing and the Diets of Children and Youth sponsored by the Institute of Medicine of the National Academies. The findings were presented to congress and have resulted in a wide range of private and public sector initiatives to address the crisis of childhood obesity.

Darcy holds a B.S. degree from Fordham University's College of Business, an M.B.A from the Hagan Graduate School of Business at Iona College, and has done additional post-graduate study at New York Theological Seminary. In addition, he received a Doctor of Humane Letters, *honoris causa*, from Manhattanville College.

Mr. Darcy has contributed his expertise to numerous books including *Food Marketing for Children and Youth: Threat or Opportunity* (Institute of Medicine of the National Academies), *The Change Management Handbook* (Irwin Press), *A Companion to Business Ethics* (Blackwell Publishers, Oxford) and *Restoring Trust: HR's Role in Corporate Governance* (HR Society Publishing). He is featured in *Survival Skills for the Financial Services Industry* (John Wiley & Sons), *Winning the People Wars* (Financial Times-Prentice Hall), *The Ethical Edge* (Mastermedia Publishers), *The Portable Executive* (Simon and Schuster), *Merchants of Vision* (Berret Koehler Publishers), and *Career Crossroads* (Workworld Press) and is widely published, quoted and referenced in newspapers and magazines. Over the years, he has been a keynote speaker and panelist in hundreds of venues. His biography is included in *Who's Who in the World*, *Who's Who in Finance* and *Who's Who in American Education* among others.