



### **Earnie Broughton**

Earnie Broughton presently serves as Executive Director, Ethics Program Coordinator for United Services Automobile Association (USAA). In this capacity, he is responsible for providing training, communication, support, and reporting mechanisms that help USAA sustain its commitment to the highest standards of ethics and business conduct.

Prior to accepting the Ethics position in May 2000, Earnie was an Executive Director in the Consumer Finance and Auto Services department at USAA Federal Savings Bank for six years. He has an additional 14 years experience in Human Resources executive management in the financial services sector.

Earnie serves on the Board of Directors of the Ethics and Compliance Officer Association, the world's largest membership association for ethics and compliance practitioners. From January 2006 to July 2008 he served as Vice Chair of the Washington-based Ethics Resource Center (ERC) Fellows Program. He continues to serve on the ERC Fellows Advisory Group. The Ethics Resource Center is the oldest non-profit in the United States dedicated to the study of organizational ethics.

Earnie served as an Advisory Panel Member on the National Business Ethics Survey in 2005 and 2007 and as a Judge in the 2008 National Championship Competition of the Intercollegiate Ethics Bowl. He is also Chair-elect of the 2010 San Antonio Ethics in Business Awards presented by the San Antonio Ecumenical Center for Religion and Health in collaboration with the UTSA School of Business.

Earnie is a graduate of Texas State University with a Bachelor's degree in Sociology and he has a Master's degree in Industrial & Organizational Psychology from St. Mary's University in San Antonio.