

Daphné Pierre, Esq.

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PROFESSIONAL SUMMARY

Strategic innovative tech Co-founder and General Counsel with extensive experience driving corporate governance, sustainable growth, and scalable innovation across complex multi-entity environments. Adept at bridging startup agility with rigorous legal strategy to build mission-driven platforms that champion ethical technology, responsible AI, and global data privacy. Offers deep expertise navigating stringent regulatory landscapes, including cybersecurity frameworks, federal contracting standards (FAR/DFARS), and international compliance—to proactively mitigate risk. Proven track record of advising senior leadership and developing robust global frameworks for fair employment, accessibility, and EEO/AA compliance. Leverages a decade of entrepreneurial experience in strategic partnerships and user acquisition to accelerate market expansion and drive social impact. A trusted executive partner who seamlessly translates cutting-edge regulatory acumen into strategic business initiatives, maximizing both investor returns and organizational integrity.

CURRENT EXPERIENCE

StartNoo

Miami, Florida & New York, NY

Co-Founder

March 2014 - Present

- **Conceptualized and Launched Platform:** Co-founder of a vertical SaaS solution designed to enhance student recruitment and retention for universities by enabling students and alumni to reduce tuition and student loans through incentivized service, resulting in increased institutional interest and adoption.
- **Stakeholder Collaboration:** Working closely with university stakeholders to identify critical challenges in student engagement and financial aid, leading to the development of a platform tailored to address these challenges effectively.
- **Team Leadership:** Leading cross-functional teams in product design, development, and marketing, successfully delivering a user-centric platform that attracted significant engagement from students and alumni.
- **Strategic Partnerships:** Developing and implementing partnerships with universities, non-profits, donors, and corporations, creating a scalable network that facilitated access to service opportunities and financial benefits.
- **Fundraising and Investments:** Securing funding and investments to support platform development and scaling, enabling the expansion of platform features and outreach initiatives.
- **Marketing and User Adoption:** Designing and executing marketing strategies that contribute to a measurable increase in platform adoption by students, alumni, nonprofit leaders, donors, and university administrators.
- **Data-Driven Optimization:** Analyzing user data and feedback to refine platform features, resulting in improved user satisfaction and enhanced operational efficiency.
- **Social Impact Advocacy:** Advocating for social impact initiatives, successfully integrating financial accessibility with community service to support the mission of improving education affordability.
- **Independently Funded:** Bootstrapping a company for over 12 years and navigating with agility through pivots from B2C to B2B to B2C2B.

Pierre, LLC

New York, NY

Founding Attorney – StartupCLO.com and MyLegacyGC.com Brands

October 2024 – Present

- **Part-Time Boutique Law Firm:** Founder of boutique law firm specializing in advising tech entrepreneurs on business formation, capital raising, privacy compliance, AI regulations, employment law, and executive compensation, ensuring adherence to evolving regulatory standards.
- **Legal Products:** Delivering Fortune 50 legal products to startups, scaleups, and small businesses, allowing small companies to operate at higher levels with sophistication.
- **Legal Advisory:** Delivered strategic legal advisory services with a focus on aligning legal compliance, risk management, and corporate governance best practices to support scalable business growth.
- **Capital Strategy:** Guiding founders through capital raising and corporate structuring initiatives, including equity and debt financing, SAFE agreements, and venture capital negotiations while emphasizing sound contractual terms and organizational governance.
- **AI Governance:** Providing counsel on AI governance and privacy compliance matters, advising clients on data protection laws (GDPR, CCPA, etc.) and risk mitigation strategies for emerging technologies.
- **Employment Strategy:** Structuring employment agreements and executive compensation packages to ensure compliance with labor laws and fair workplace practices, reinforcing robust risk management and dispute resolution frameworks.
- **Business-Minded Attorney:** Collaborating cross-functionally with founders, investors, and executive teams to integrate legal strategy with business objectives, enhancing operational efficiency and readiness for growth opportunities.

HISTORICAL RELEVANT EXPERIENCE

Citi

New York, NY

Head of Fair Employment Practices

June 2020 - June 2024

- **Legal Oversight:** Socialized employment equity data, trends, and analytics with senior leadership, including the Executive Management Team, influencing corporate strategy and ensuring legal compliance with employment laws, which led to improved alignment with regulatory standards and minimized legal exposure.
- **Regulatory Compliance & Risk Management:** Managed shareholder and media inquiries related to employment equity, ensuring accurate and legally sound responses to mitigate reputational and legal risk, contributing to the firm's strong public image and reduced legal scrutiny.
- **Accessibility & Legal Standards:** Spearheaded workplace accessibility initiatives, expanding digital accessibility standards to comply with ADA and other relevant regulations, resulting in enhanced inclusivity and reduced legal risk related to accessibility compliance.
- **Employment Law & Inclusion:** Led global employment equity efforts by overseeing controls and legal compliance in fair employment practices activities, ensuring adherence to anti-discrimination laws, which helped improve diversity and inclusion metrics while maintaining legal risk mitigation.
- **Risk Mitigation:** Protected the firm through comprehensive human capital, compliance, and operational risk management related to fair employment practices, including U.S. Equal Employment Opportunity/Affirmative Action regulations, resulting in successful audits and minimized risk exposure.
- **Training & Education:** Strengthened firm-wide understanding and implementation of the affirmative action program through educational initiatives, ensuring legal compliance and effective execution, which led to improved program outcomes and reduced legal disputes.
- **Client & Legal Business Development:** Managed the support of employment equity RFP deliverables to help win and maintain government and institutional business, ensuring legal soundness in all agreements and partnerships, which contributed to the firm securing new contracts and strengthening client relationships.
- **Governance & Data Protection:** Developed and oversaw global governance frameworks for fair employment practices, including diversity data governance and data protection protocols to ensure compliance with privacy laws, resulting in enhanced data security and compliance with international regulations.

Vice President of Consumer Fairness

July 2017 - May 2020

- **Compliance & Risk Management:** Conducted legal risk assessments and compliance reviews for Fair Lending, ADA (Americans with Disabilities Act), and Elder Abuse laws to ensure adherence to regulatory requirements and mitigate potential liabilities.
- **Legal Training & Education:** Developed Web-Based Trainings (WBTs) covering key regulatory requirements for 30,000+ employees, enhancing awareness of legal compliance in banking operations.
- **Digital Accessibility & Legal Compliance:** Served as a subject matter expert for digital accessibility, advising on legal standards to create a more inclusive bank while ensuring compliance with ADA and other regulations.
- **Regulatory Governance:** Participated in legal governance efforts related to Fair Lending and the Community Reinvestment Act (CRA), ensuring Citi's compliance with financial regulations and social responsibility standards.
- **Corporate Social Responsibility & Legal Oversight:** Coordinated regional volunteer efforts through #CitiVolunteers, ensuring alignment with legal requirements while fostering positive community impact through initiatives like Global Community Day.

Management Associate

August 2015 - July 2017

- **Compliance Assurance:** Conducted reconciliations for Compliance Assurance within the Institutional Clients Group (ICG), ensuring adherence to regulatory requirements and mitigating compliance risks.
- **Internal Audits & Risk Management:** Assisted with internal audit reviews, identifying and addressing compliance issues to ensure operational and regulatory integrity.
- **Regulatory Oversight:** Prepared regulatory overviews for annual plan meetings, ensuring alignment with current legal and regulatory frameworks to support strategic decision-making.
- **Legal Documentation:** Drafted standard review programs for Dodd-Frank reviews, ensuring the firm's compliance with financial regulations and promoting legal transparency.
- **Anti-Money Laundering (AML):** Coordinated regional reviews related to money laundering, assisting in identifying and addressing compliance risks within LATAM operations.
- **Reporting & Legal Analysis:** Produced regional weekly reports for senior management, highlighting key compliance and legal issues in LATAM to support informed decision-making.
- **Transaction Oversight:** Prepared transaction reports for country visits, ensuring that all activities aligned with legal and regulatory standards to maintain compliance.
- **AML Legal Framework:** Developed a regional Anti-Money Laundering (AML) Country Officer assessment tool, policy, and guidelines, ensuring that LATAM operations complied with AML regulations and legal best practices.

Transactional Law Clinic - NYLS

Student Attorney

New York, NY

August 2014 - May 2015

- **Legal Advisory:** Drafted entity selection memorandums to assist clients in making informed decisions regarding business structure, resulting in optimal legal and tax strategies that aligned with clients' long-term goals.
- **Entity Formation:** Formed legal entities for startups and nonprofit organizations, successfully establishing 10+ businesses with sound legal foundations that facilitated their operational growth.
- **Nonprofit Compliance:** Successfully obtained 501(c)(3) status for nonprofit clients, enabling them to secure tax-exempt status and access government grants and donations, strengthening their financial sustainability.
- **Corporate Governance:** Drafted corporate governance documents, including bylaws and shareholder agreements, which ensured the smooth operational flow and legal compliance of 5+ new companies, safeguarding owners' rights and responsibilities.
- **Contract Analysis:** Analyzed product distribution contracts, identifying and mitigating legal risks, which helped clients secure favorable terms, reducing potential liabilities.
- **Intellectual Property:** Filed copyrights and trademarks, protecting clients' intellectual property and securing exclusive rights, enhancing their competitive advantage and brand recognition.

Russell Reynolds Associates

Legal Intern

New York, NY

June 2014 - August 2014

- **Client Engagement:** Hosted clients during company-sponsored events, facilitating interactions with executives across multiple industries, which strengthened client relationships and contributed to the firm's high satisfaction rates.
- **Business Documentation:** Drafted business memos and guidelines, helping streamline internal communication and providing clarity on corporate governance and legal matters for senior management.
- **Executive Search Support:** Prepared business practices presentations for executive search consulting, supporting executive-level recruitment efforts that resulted in the successful placement of key leadership positions.
- **Document Review:** Performed document review to ensure legal compliance with company policies and industry standards, identifying critical issues that improved the overall quality of internal documentation.
- **Data Privacy Compliance:** Reviewed and drafted data privacy consent forms, ensuring alignment with relevant data protection laws (e.g., GDPR), enhancing the firm's compliance and safeguarding client information.
- **Employment Law Research:** Researched employment law issues, providing insights that helped resolve legal challenges and contributed to maintaining the firm's compliance with evolving labor regulations.
- **Global Expansion & Legal Compliance:** Researched global expansion opportunities, including employment equity laws for US multinational corporations, helping the firm advise clients on international expansion while ensuring compliance with local employment regulations.

Organization for the Harmonization of Business Laws in the Caribbean ("OHADAC")

Chapter Establishment Officer

Port-au-Prince, Haiti

December 2011 - July 2013

- **UN NGO Formation:** Organized the formation of a United Nations (UN) non-governmental organization (NGO) chapter, contributing to the establishment of OHADAC's presence in Haiti and strengthening international cooperation on business law harmonization.
- **Legal Formation Assistance:** Assisted with the legal formation of the Haitian chapter, ensuring compliance with national laws and regulations, which enabled the chapter's successful registration and operational start.
- **Constitution Drafting & Translation:** Drafted and translated the French Haitian chapter constitution into English and Spanish with a team, facilitating cross-lingual communication and ensuring accessibility for a broader international audience.
- **International Arbitration Forum:** Hosted an international arbitration forum, providing a platform for professionals to discuss and resolve legal disputes, enhancing OHADAC's visibility and reputation within the global legal community.
- **Arbitral Awards Research:** Researched arbitral awards affecting Haiti, providing insights that informed the organization's approach to international arbitration and contributed to strengthening Haiti's legal framework for arbitration.

United Nations

Partnership for Global Justice NGO - Volunteer

New York, NY

September 2010 - December 2011

- **UN General Assembly Recommendations:** Contributed recommendations for the UN General Assembly while serving on the NGO Financing for Development Committee, providing strategic insights that supported global economic development initiatives.
- **Advocacy & Awareness:** Composed the score for and developed a mini-documentary trailer, "UNDOMICILED," highlighting homelessness advocacy, which helped raise awareness of homelessness issues and contributed to UN-related humanitarian outreach efforts.

NGO Research Intern, Religious Sacred Heart of Mary

September 2008 - May 2009

- **Research & Presentation:** Completed and presented a term thesis on regional development banks and their role in enhancing the Caribbean economy, offering policy recommendations that contributed to the organization's understanding of regional economic development strategies.

Goldman Sachs

GSAM Summer Analyst

New York, NY | Jersey City, NJ

June 2008 - August 2008

- **Operational Efficiency:** Developed an internal trading desk dashboard, streamlining operations support programs for GSAM hedge funds, which improved real-time decision-making and efficiency.
- **Management Presentation:** Presented the trading desk dashboard to management, resulting in greater visibility into desk operations and influencing improvements in operational workflows.
- **Trading Data Analytics:** Assisted in client meetings and analyzed trading data, supporting relationship management and providing actionable insights to enhance client interactions.

- **Repo Desk Support:** Supported the repurchasing agreements (“repos”) trading desk by ensuring accurate execution and timely confirmations of transactions, contributing to the smooth operation of GSAM’s investment activities.
- **Trade Confirmation:** Booked and confirmed repo trades within the GSAM Investment Management Division, ensuring precise recordkeeping and compliance with internal procedures.

EDUCATION

New York Law School

New York, NY

Juris Doctor (J.D.)

May 2015

- Associate, Center for Business and Financial Law; International Associate, Center for International Law
- Editor, New York City Startup Report 1Q 2014; Editor, Loan Report 2Q 2014
- **Relevant Coursework:** Federal Income Tax, Securities Regulation, Business Planning Startups and VC, International
- Business Transactions, International Corporate and Financial Services Law, Commercial Law, Corporate Finance

New York University

New York, NY

Diploma in Paralegal Studies

August 2011

St. John’s University

Queens, NY | Rome, Italy

Master of Arts in International Relations & Diplomacy; Advanced Certificate in International Law & Diplomacy

January 2011

- Graduate Assistant, Vincentian Institute for Social Action (“VISA”) Scholarship

Bachelor of Arts in Government & Politics

June 2009

- Member, President’s Society; Member, Omicron Delta Kappa, Phi Delta Phi and Phi Eta Sigma (honor societies)

LICENSES

New Mexico

Bar Admission

SKILLS & INTERESTS

Skills: Google Cloud, Ruby on Rails, HTML, CSS, JavaScript, PostgreSQL, Jira, Slack, Generative AI Tools, Microsoft Office (Excel, Word, PowerPoint)

Interests: Piano; Singing (Alto); Horseback Riding; SocialTech; Volunteering