

Simplified

自 传 资 料

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从1976年的 22年期间，Tim 一直为一间以明尼苏达州为基地的农业企业 Hubbard 工公司工作。在1997年的并购前，Hubbard是当时世界上第二大私营商标宠物食品生产商，而且还是横贯玉米带各州的一家动物饲料主要生产商。作为副总裁兼首席法律顾问，Tim负责Hubbard的法律部门，其职责包括了主理全美国的诉讼及并购，挑选及指导外界律师，制定诉讼预算，控制法律支出和赔偿费用，以及达到与公司目标一致的结果。Tim还负责公司的保险，风险管理和安全部门。作为高层管理的一员，Tim负责策略规划，环境遵守，政府关系，审计，人力资源，薪水，工程和资本开支，以及航班运作。Tim参与过多项合并，收购，合资企业以及方拆项目。他负责公司延期补偿基金投资，担任公司首席代表及谈判员处理劳工与工会关系，并且担任公司与媒体关系联络人。

For 22 years, beginning in 1976, Tim worked for Hubbard Milling Company, a Minnesota-based agribusiness. Before its acquisition in 1997, Hubbard was the second largest manufacturer of private label pet food in the world and a major manufacturer of animal feeds throughout the “ corn belt” states. As Vice President and General Counsel, Tim was responsible for Hubbard’ s legal department. His responsibilities included managing litigation and acquisitions throughout the United States, selecting and supervising outside lawyers, setting litigation budgets, controlling legal expenses and indemnity costs, and achieving results consistent with corporate goals. Tim also managed the insurance, risk management and safety departments of the company. As a part of senior management, Tim was responsible for strategic planning, environmental compliance, governmental relations, auditing, human resources, payroll, engineering and capital expenditures, and flight operations. Tim worked on multiple mergers, acquisitions, joint ventures, and divestitures. He managed corporate deferred compensation fund investments, acted as the chief company representative/negotiator in labor/union relations, and served as the company media relations contact.

从2001年起，Tim一直担任The Harmonie集团的执行董事。Harmonie是一家遍布美国的各个独立律师事务所的协会。Harmonie网络里的各个辩护律师事务所为各

大公司，第三方财产管理人，保险公司，风险留存和购置集团，以及政府各单位处理复杂而又高代价诉讼。寻觅律师的过程总是花费大量时间，充满未知因素并且十分困难。Harmonie为一家仅受理获邀律师事务所的网络，该等律师事务所在获邀加入之前，须经过严密的审理程序以符合Harmonie的标准，行为准则和价值观念。

Since 2001, Tim has served as the Executive Director of The Harmonie Group. Harmonie is an association of independent law firms throughout the United States. The defense firms in the Harmonie network handle complex and difficult high-stakes litigation for corporations, third-party administrators, insurance companies, captives, risk retention and purchasing groups, and governmental entities. The process of looking for lawyers can be time-consuming, uncertain, and difficult. Harmonie is a by- invitation-only network where the firms are subjected to a rigorous review process to meet Harmonie' s standards, ethics and values before they are invited to join.

Tim Violet于1973年从明尼苏达大学获得文学士学位，主修人类学，政治科学和刑事司法。Tim 以荣誉生毕业，从Hamline大学法学院获得博士学位。他获准在美国高等法院，美国明尼苏达州地区地方法院，美国第8巡回区上诉法庭，美国哥伦比亚特区上诉法庭，以及明尼苏达州高级法院执业。

Tim Violet received his Bachelor of Arts degree from the University of Minnesota in 1973. He earned majors in anthropology, political science and criminal justice. Tim received his Juris Doctor degree in 1976 from Hamline University School of Law, graduating cum laude. He is admitted to practice before the U.S. Supreme Court, U.S. District Court for the District of Minnesota, the U.S. Court of Appeals for the 8th Circuit, the U.S. Court of Appeals for the District of Columbia, and the Minnesota Supreme Court.

Tim曾任许多民间和慈善组织的成员，包括明尼苏达州商会；明尼苏达世贸中心农业理事会；全能圣祖瑟医院(现为Mayo诊所一部分)主席；YMCA(明尼苏达州Mankato市)捐助投资委员会主席；Mankato(现为明尼苏达)州立大学国际学生捐助基金驱动会主席；Mankato(现为明尼苏达)州立大学多元文化理事会社区代表；儿童成就/项目事业主席；团结路协会；旋转会；明尼苏达州私立学院基金会；以及Mankato领袖委员会。

Tim has served as a member of many civic and charitable organizations, including the Minnesota Chamber of Commerce; Minnesota World Trade Center-Agricultural Board; Chairman of Immanuel St. Joseph' s Hospital (now part of Mayo Clinic); Chairman of the YMCA (Mankato, Minnesota) Endowment Investment Committee; Chairman of the Mankato (now Minnesota) State University International Student Endowment Fund Drive; Community Representative for the Mankato (now Minnesota) State University Cultural Diversity Board; Chairman of the Junior Achievement/Project Business; United Way; Rotary; Minnesota Private College Fund;

and the Mankato Leadership Council.

Tim和他的太太在明尼苏达州圣保罗居住。他们在大学就相识并于1972年完婚。他们有两个小孩，29岁的 Lee Anne 和 27 岁的 Jake。闲时他们喜欢打高尔夫球，去旅游，以及享受天伦。

Tim and his wife Anne live in St. Paul, Minnesota. They met in college and were married in 1972. They have two children, Lee Anne, 31, and Jake, 29. In their free time they enjoy golf, travel, and family activities.