

## *Wilma Elizabeth Beaty* *Biography*

Wilma Beaty brings the perspective of a business executive, the risk-management mindset of a lawyer, and the practicality of an experienced professional to bear on business issues and opportunities. Her ability to build relationships and work toward common objectives is extraordinary and evidenced even in situations that others may find daunting.

Most recently the Vice-President, Chief Human Resources Officer, General Counsel and Secretary of Caraustar Industries, Inc., she was responsible for more than \$50M in annual expenditures. During her tenure, Ms. Beaty founded the company's legal department and since that time her responsibilities were expanded to include human resources, real estate and risk. She also served as chair of several committees including Retirement and Savings where she oversaw investments.

Caraustar Industries, Inc. is a private company (previously public) that emerged from chapter 11 restructuring with stunning speed. Ms. Beaty was instrumental to this success, helping to reduce the company's debt from \$500 million to \$75 million. This transformation was achieved through a five-year strategic process that left the company in better health than many expected. While completing the sale of 14 operating facilities, she helped to achieve a record high price while simultaneously minimizing environmental liability.

Ms. Beaty's reliable strategic advice and counsel on a range of matters from financial strategy to management of significant organizational change, lead Directors and C-level executives to seek her out routinely. She is knowledgeable and credible, demonstrating a mature, pragmatic approach while keeping an eye on investor value.

Prior to her tenure at Caraustar, she was Corporate Counsel at Wegmans Food Markets, Inc., in Rochester, New York. Ms. Beaty lobbied Congress, along with the Company President and Senior Vice-President of Human Resources to influence the Workforce Investment Act, giving her exposure to the complexities of Capitol Hill. She was one of five people in the company to participate in a cross-functional development program, having been nominated by the President, Danny Wegman.

Earlier in her career, Ms. Beaty was an attorney with Nixon Peabody, LLP. Her practice was in both litigation and labor and employment law where she successfully represented clients including the City of Rochester and Rochester Gas & Electric. While with the firm, she was the only associate asked to serve on the Partners' Diversity Committee.

Ms. Beaty attended Princeton University where she earned a Bachelor of Arts Degree in American History and a Certificate in Afro-American Studies. Later she attended The University of Texas Law School in Austin, Texas, where she earned a Juris Doctorate Degree. She has a striking ability to live and work in various geographies and successfully interact with people of all backgrounds.

Ms. Beaty lives in the Atlanta area with her husband and children. She is a member of the Bar Associations in both Georgia and New York.