

## APPLICATION FOR CANDIDATE FOR SUPERIOR COURT JUDGE

Date of application: June 13, 2025

Position/region applied for: Superior Court Judge

### GENERAL

1. Name: Colin Owyang

2. Mailing address: [REDACTED]

Business address: VELCO, 366 Pinnacle Ridge Road, Rutland, VT 05701

Email address: [REDACTED]

3. Date of birth (required): [REDACTED]

4a. Are you a Vermont resident (see 4 V.S.A. § 602(c)(1))? ☒ Yes ☐ No

4b. Town of primary residence: Shelburne

5. Telephone nos. Home: \_\_\_\_\_ Business: \_\_\_\_\_ Cell: [REDACTED]

6a. Years practicing law (minimum 10 years, per 4 V.S.A. § 602(c)(1)): 28\*  
Years practicing law in Vermont (minimum 5 years, per 4 V.S.A. § 602(c)(1)): 8\*

6b. Have you practiced law in Vermont for a least five years immediately preceding this application (see 4 V.S.A. § 602(c)(1))? ☒ Yes ☐ No

6c. If the answer to 6b. above is NO, are you seeking an exception to the requirement that your 5 years of practice in Vermont be contiguous and immediately preceding your application (4 V.S.A. § 602(c)(1))? If so, please explain the basis for seeking this exception. Note: The Board may make exceptions to the "contiguous and immediately preceding" requirement for reasons including family, military, academic, or medical leave.

\*I have practiced law for over 28 years, including in Vermont since around 2016. Consistent with 4 V.S.A. § 602(c)(1), I have practiced law in VT for over five years contiguously and immediately preceding this application, just not full time. From February 2022 to September 2023, I served as Chief Operating Officer of VELCO. I maintained an active Vermont license and remained covered by the company's legal malpractice insurance as I still provided legal advice as occasionally requested by the company on employment and regulatory matters. Similarly, since leaving the U.S. Attorney's office in March 2025, I have worked part time at VELCO as Head of Commercial Development. I remain covered by the company's legal malpractice insurance as I still provide legal advice as occasionally requested by the company on commercial and regulatory matters.

**EDUCATION**

7. List colleges and law schools, dates attended, and degrees or credits received:

Please see attached resume.

8. Academic honors at the college or law school level, if any:

Please see attached resume.

9. If you clerked for admission to the bar instead of attending law school, please state the dates and for whom you clerked.

n/a

**PROFESSIONAL ADMISSIONS**

- 10a. List all courts (including state bar admissions) and administrative bodies having special admission requirements in which you are presently admitted or have previously been admitted to practice, giving the date of admission in each case.

Please see attached resume.

- 10b. Has your license to practice in any jurisdiction been suspended, revoked, or limited at any time? If so, please provide the date(s) and circumstances that led to such action.

No.

**EMPLOYMENT HISTORY**

11. Please list below, or include an attached resume or curriculum vitae that lists all legal jobs you have held since being admitted to the bar, including name and location of the employing or contracting entity(ies), dates of employment, and title(s).

Please see attached resume.

12. Please list below, or include an attached resume or curriculum vitae that lists the name and location of employing or contracting entity(ies), dates of employment, and title(s) held for any other full-time employment since graduation.

Please see attached resume.

### LEGAL EMPLOYMENT AND EXPERIENCE

13. Please describe your professional experience in each of the following legal arenas: family, civil, criminal, probate, juvenile, municipal, environmental or other. Include a description of any legal specialties you possess.

I have spent time throughout my career involved in civil, criminal, environmental and municipal matters. As a law clerk for three federal district judges, I provided research and draft rulings for matters spanning the typical portfolio of federal litigation: labor and employment, social security, commercial business disputes, tort claims, civil rights actions and federal criminal prosecutions. As a law firm associate, I handled civil litigation matters involving environmental insurance coverage, bankruptcy, federal civil rights, state and federal environmental matters in administrative proceedings and white collar criminal defense. As a Trial Attorney in the U.S. Department of Justice's Environmental Crimes Section, I prosecuted federal environmental crimes nationwide at both the trial and appellate levels, including matters involving the Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act and Hazardous Materials Transportation Act. As a Special Assistant U.S. Attorney in Washington, DC, I prosecuted general misdemeanor and felony matters in Superior Court, including bench and jury trials involving thefts, robberies, assaults, prostitution and narcotics. As an Assistant U.S. Attorney in Boston and Worcester, Massachusetts, I prosecuted federal crimes in U.S. District Court and handled appellate matter before the First Circuit involving terrorism, racketeering, violent crime, firearms, narcotics, bank robbery, identity theft, fraud and immigration. As an Assistant U.S. Attorney in Burlington, Vermont, I handled matters in U.S. District Court and appeals before the Second Circuit that also involve child sexual abuse materials, along with the broader variety of criminal matters I handled in Massachusetts. As the Deputy Attorney General in Massachusetts, I oversaw half of the office, including the Criminal Bureau and the Public Protection and Advocacy Bureau, involving a broad variety of criminal prosecution and civil rights and labor enforcement matters in state court.

For approximately 18 years, I served in various in-house legal and operational roles in the public utility and energy sector. In those roles, I oversaw and appeared in matters involving the public utilities commissions in Vermont, New Hampshire, Massachusetts, Rhode Island and New York and analogous federal matters before the Federal Energy Regulatory Commission. Those matters involved rates, tariffs, environmental permitting and enforcement matters and included matters before municipal and county conservation and siting commissions throughout New England and New York. As in-house counsel, I also oversaw civil litigation matters in state and federal courts in Vermont, Massachusetts, New York, Rhode Island and Illinois involving contract, real estate, commercial, tort and intellectual property disputes. While serving as in-house counsel, I also handled pro bono matters that included criminal appeals as a Special Assistant District Attorney in Massachusetts and one matrimonial matter in Rutland, Vermont. I do not recall ever handling any juvenile matters as a lawyer, although I regularly encountered questions involving juvenile considerations as an AUSA in Vermont.

14. During the past ten years what percentage of your work experience has involved litigation, including motions, hearings, appellate arguments, administrative hearings, trials, and other contested hearings? Please briefly describe the role you played in the litigation.

I have spent about eight of the past ten years in corporate legal and operational roles. In those roles, approximately 80-90% of my work involved overseeing litigation and regulatory matters before administrative and regulatory bodies. Most of the time, we had outside counsel assisting us, making my responsibilities supervisory -- providing strategic direction as the client, reviewing filings and making decisions regarding business resolution. None of the matters resulted in trials and just one went to mediation in U.S. District Court in Chicago, Illinois. During the remaining two and one-half of the last ten years, I have served as a state and federal prosecutor with about 95% of my time devoted to litigation. As the Deputy Attorney General, my supervisory responsibilities constituted about 70+% of my time, overseeing more significant civil and criminal matters in the bureaus for which I had responsibility. As an Assistant U.S. Attorney, I was a front-line prosecutor with 100% of my time devoted to litigation, motions hearings and trials.

15. During the past ten years what percentage of your work experience has involved each of the following:

a. family matters	<u>1</u> %
b. juvenile matters	<u>0</u> %
c. civil matters	<u>10</u> %
d. criminal matters	<u>25</u> %
e. probate	<u>0</u> %
f. administrative	<u>40</u> %
g. municipal	<u>12</u> %
h. environmental	<u>12</u> %
i. other	<u>0</u> %

16. Please estimate how many evidentiary hearings, including trials, you have participated in and briefly describe your role(s).

I estimate that I have handled approximately (a) 40 bench and jury trials in state and federal court as first- or second-chair and (b) 100 evidentiary hearings and appeals in state and federal court or before state or federal regulatory commissions as first- or second-chair. As general counsel, I estimate that I oversaw inside and outside counsel handling thousands of administrative and litigation matters before state and federal courts and administrative bodies through all stages of the proceedings.

17. Estimate the percentage of your total court time spent in each of the above courts over the last ten years.

a. criminal	<u>20</u> %
b. family	<u>0</u> %
c. civil	<u>10</u> %
d. probate	<u>0</u> %
e. federal trial	<u>20</u> %
f. federal appellate	<u>3</u> %
g. Vermont Supreme Court	<u>0</u> %
h. administrative body	<u>65</u> %
i. environmental court	<u>0</u> %
j. other court	<u>2</u> %

18. Please describe your professional experience in each of the following areas:

a. academics, including teaching, presentations, seminars

I have not taught any programs as a lawyer but participated as a panelist at numerous trade and professional association conferences.

b. management, including business, law firm, human relations, or other

As a lawyer, I have supervised legal teams of up to 250 people including in-house attorneys, compliance professionals and regulation and pricing analysts. As the first Deputy Attorney General in Massachusetts, I also oversaw the HR and IT departments. As a business person, I have overseen a small team in corporate strategy and over 100 people working in utility field operations, engineering and control room operations.

c. mediation, arbitration, or other dispute resolution

One of the federal judges for whom I clerked served in the federal mediation program in Boston. I attended 5-10 mediation sessions during the course of that clerkship, preparing bench memos and other research and analysis. As in-house counsel, I participated with outside counsel in numerous arbitration and mediation matters involving state and federal court claims, before private mediators/arbitrators and federal judges.

d. writing, including articles, journals, books, etc.

I have not published anything since law school.

19. If not otherwise described above, please describe why you have sufficient trial or other comparable experience that ensures knowledge of the Vermont Rules of Evidence and courtroom procedure (see 4 V.S.A. § 602(d)(9)).

The Vermont Rules of Evidence parallel the rules in federal and other state courts where I have spent over 28 years practicing. I will need to study Vermont rulings and learn Vermont customs and practice. My experience has prepared me well for continued research, writing and learning.

#### **JUDICIAL EXPERIENCE**

20. Have you ever held judicial office? If so, please state your position, the name of the court(s) and dates of your service.

No.

21. Have you ever served as an Acting Judge or Acting Magistrate in the Vermont court system? If so, please state the courts to which you have been assigned, approximate dates and the approximate number of assignments you have had.

No.

22. Have you ever served as an arbitrator, hearing officer, administrative law judge, or other administrative decision maker? If so, please describe the service and the approximate number of assignments you have had.

No. As a law clerk to three federal district court judges, I assisted judicial decision makers through mediations, trials and appeals.

23. Please state any quasi-judicial boards or commissions on which you have served, including the name(s) of the agency(ies) for which you served, the position(s) held, the issues under your jurisdiction, and the dates of such service.

I have not served on any quasi-judicial boards or commissions. Please see the attached resume for other board and commission experience.

24. Calculating all of your judicial or quasi-judicial experience, approximately how many times have you:
- |  |                   |
|--|-------------------|
| a. prepared a written decision on a contested matter | only as law clerk |
| b. issued an oral decision on a contested matter     | 0                 |
| c. handled motions or other contested proceedings    | 0                 |
| d. conducted an evidentiary hearing or proceeding    | 0                 |

#### **PUBLICATIONS**

25. If you have published any books or articles not identified in response to previous questions, please list them, giving titles, citations, and dates.

n/a

#### **PROFESSIONAL, CIVIL AND PUBLIC SERVICE**

26. If you have experience as a member of any administrative, legislative, judicial, or regulatory boards, commissions, study committees, or agencies, or any private, corporate or non-profit boards, please list them, giving names and dates served.

Please see attached resume.

27. If you have served as an appointed or elected official in any local, county, state, or federal government position, please provide details and dates.

Please see attached resume.

28. Please list all Bar associations and professional societies of which you are a member, give the titles and dates of any office which you may have held in such groups, and identify committees in which you were active.

I am a member of the Vermont Bar Association but have held no offices and have not held active roles on any committees. I previously held membership in the Boston Bar Association and served briefly on its leadership council.

29. List any honors, prizes or awards you have received, including the name of the award, the organization granting it, and the date of the award.

Please see attached resume. I was also one of the 2014 Leaders in the Law recognized by Massachusetts Lawyers Weekly.

30. Please list all other non-profit, community service, or other organizations, of which you have been a board member during the past ten years, including the titles and dates of any offices which you have held in each such organization, and/or any other significant volunteer experience.

Please see attached resume.

## POTENTIAL CONFLICTS

31. Do you have any plans, commitments, or agreements to pursue outside employment, with or without compensation, during your service to the Court? If so, please explain.

No.

32. Do you have any personal or professional relationship(s) which might present conflicts of interest in the position you are seeking? If so, please explain.

Please see attached resume for professional relationships and associations I have had and that could raise the appearance of potential conflicts of interest involving any of those entities.

33. Identify the categories of litigation and financial arrangements that are most likely to present potential conflicts of interest if you are appointed to the position for which you are applying. Include any deferred income arrangements, stock options, uncompleted contracts, and other future benefits which you expect to derive from current or prior professional relationships.

I possess a contingent equity position in Franklin Energy. I receive a small partial pension from National Grid.

34. Explain how you will resolve any potential conflict of interest including those identified in questions 32 and 33 above.

I would disclose my interests and apply the rules for recusal regarding any matters involving Franklin Energy, National Grid and other entities with which I have had a relationship that could create a risk of appearance of a potential conflict of interest.

## MISCELLANEOUS

35. Have you ever been convicted by federal, state or other law enforcement authorities for a violation of any federal law, state law, or county or municipal law, regulation or ordinance? If so, please give details. Do not include traffic violations, unless it also included a jail sentence. Do not include expunged or sealed convictions. *Please be advised that the Judicial Nominating Board conducts a criminal background check on every applicant.*

No.

36. Have you ever had a civil judgment against you? If so, please provide details about the case and its disposition. Please also state whether you have ever defaulted on a judgment and under what circumstances.

Yes. My first marriage ended in divorce, in between the suicides of my first wife's brother and father. The judgment of divorce nisi was entered in the Worcester (Massachusetts) Division of the Probate and Family Court, Docket No. WO10D2104JP, on September 8, 2010, becoming absolute on December 8, 2010. I never defaulted on any judgment.

37. Have you or your professional liability insurance carrier ever settled a claim against you for professional malpractice? If so, please give particulars, including the amounts paid.

No.

38. Have you ever been disciplined for a breach of ethics or unprofessional conduct by any court, administrative agency, bar association, professional group, or Professional Conduct or Responsibility Board in any jurisdiction? If so, please provide details.

No.

39. Are all your taxes paid? (federal, state and local) current (i.e., filed and paid) as of the date of this application? If not, are you on an approved payment plan?

Yes.

40. Has a tax lien or other collection procedure (including receipt of balance due notices) ever been instituted against you by any federal, state, or local tax authority? If so, please explain and describe the outcome.

No.

41. Have you ever been the subject of any audit or investigation for federal, state or local taxes? If so, give full details.

For tax year 2011, the IRS examined my return and proposed disallowance of a deduction related to approximately \$55,000 in alimony I paid voluntarily without any legal obligation prior to the entry of the judgment of divorce for my first marriage. I agreed to the disallowance and paid the amount charged by the IRS with interest. In 2012, the IRS again examined my return and found nothing deficient. The Massachusetts Department of Revenue examined my returns for tax years 2010-2012, presumably as a result of the 2011 IRS examination, but found no changes needed.

42. Have you ever declared bankruptcy? If so, give details.

No.

#### **JUDICIAL OFFICE QUESTIONS**

43. Why do you want to hold the judicial position for which you are applying?

I prefer listening to talking. For much of my career, I have nominally supervised tens or hundreds of people. Often, these teams had more subject matter expertise in their fields than I did. Yet my job was to make decisions for the organization. I worked as a facilitative leader – collecting the wisdom of the participants (listening for the unspoken) to refine an emerging consensus culminating in well supported decisions, the best under the circumstances that I could make with their input. I have watched artful judges presiding over the adversarial process, asking the right questions in the right ways at the right times, doing the same thing. It is an inspiring art, even in the chaos that can sometimes unfold in court.

I'm told I can make people feel heard. I chose to become a prosecutor instead of a defense lawyer because I felt I could do "more better" as a prosecutor inside the system exercising my discretion judiciously than as a defense lawyer outside it defending his client zealously. That was my choice for me. A few defendants have thanked me and none has accused me of treating them unfairly. A Superior Court judge has the chance to make everyone feel heard, even if not agreed with. We should want at least that for everyone in our judicial system. I think I can help.

I enjoy the craft of legal writing and decision making. I like the structured and deliberative process of gathering evidence, framed by clear procedural rules, guided by substantive legal precedents and tempered by the circumstances of a particular case and the people involved. It contains a rich mix of high-minded theory and bare-knuckled humanity. Capturing all of that efficiently, deftly and completely – with no more or fewer words than needed – is a consuming avocation.

My parents and their family fled a war on the other side of the world, bringing with them a culture which instilled the expectation of service through government, teaching, medicine or the church. As immigrants in this country, we learned repeatedly the importance of altruism in government and the cost of its absence. It broke my heart to leave the U.S. Attorney's Office under DOGE. I felt I had no practical alternative to fulfill my financial responsibilities. I know my application is untraditional and hope it merits your consideration.

44. Please describe a legal case or experience that has a special significance in shaping you as a lawyer, as a person, or both, and explain why.

My clerkship experiences still stay with me. For one judge who exuded comfort with himself and extreme humility about life and one's place in it, he often pointed out how getting to the bottom of the facts would often make many decisions -- not all -- fairly obvious, as long as you dig deep enough. I have found that often true. For another judge, who sentenced two comparably culpable co-defendants to slightly different prison terms, he pointed out that the one who got the harsher sentence -- who was better educated and more devastated -- had more opportunities in life yet chose criminality. Neither addiction nor deprivation drove him to it. Choices have consequences and people deserve compassion. Judges balance both. I tried to do so as a prosecutor.

45. Please describe a personal experience that you believe will influence your ability to serve as a successful judge and explain why?

I never thought I would be a great or natural father to sons. I'm not a guy's guy. I didn't grow up playing sports. I don't have a collection of stories which capture the meaning of life. I didn't know what I would do when my sons needed those things from me. As it turns out, I learned. I have watched and listened to each of our three sons carefully and completely. As they have changed, so have I to make sure I could always give them what they needed from me. We didn't always agree, but they always knew and felt I was doing what they needed from me as their father. They've shown me generous grace and I hope that I earned at least some of that. Judges have to do some form of that for the parties in their cases -- listening, caring and caring to listen all the while still.

46. Please describe your experiences working with diverse populations.

My identity, my world view and my every action result from my being different -- a person of color and child of immigrants growing up in New England's beautiful but wintry white landscape. Like W.E.B. Dubois's seminal insight in *The Souls of Black Folk*, I have had the pleasure and pain of the liminal life of a person of color. I have had the benefits of an excellent education and stable upbringing to experience often passing in the middle-class mostly white communities that surrounded me. Yet in each one -- including our beloved Vermont -- someone always reminds me with an epithet, heckle or (what we now call) a microaggression (formerly an unnamed fact of life) that I am not perceived as from here, as having earned my right to be here -- that I do not belong.

47. What do you see as the primary issues facing the judiciary today? What would you propose to address or resolve the issues you've identified?

Caseload is clearly crushing. Pro se's only add to that challenge. All I can say is that litigation and the justice system are inherently inefficient processes because that is the price of fairness. Resources are always limited and time is ever scarce. In my experience, taking the time to listen and learn where to prioritize spending one's time to ensure maximum effectiveness is the only way I know how to deal with high workload. I have always been an efficient worker in all the jobs I have held. That process requires discipline and humility -- constantly asking what is that only I can do here? The reward is in the practice and the focus on the people impacted. Some Superior Court judges have described the pace of this job as a grind. Yet that is the job and none regrets it. Like them, I believe I know how to grind and how to find inspiration in doing so.

48. Please describe any administrative and managerial experience that would make you a successful Superior Court judge.

I have managed hundreds of people -- lawyers, paralegals, administrative staff, engineers, accountants, record managers, security personnel, safety professionals, compliance professionals, operators, field and trade personnel, human resources professionals and information technologists. I have also presided over boards and board committees. In these roles, I learned that authority may come from a position but influence comes from connection. Leadership strength comes from interpersonal relationships built on the respect we show to others. For me, honest respect comes from human love -- we must find something to love in everyone we deal with. They will feel seen and heard when we do. That is an important part of a judge's job.

49. Reflecting on your career to date, which individual has had the most profound impact on your work and why?

My parents showed me sacrifice. My sons have taught me grace and the magnificence of the possible. My wife has taught me love. My mentors have taught me humility in seeing in me what I never saw in myself. They have all impacted me and my work in those obvious ways. I remain a work in progress and could not write this application without all they have given me.

50. What makes you well qualified to hold the position you are seeking?

I have had an untraditional breadth of professional and personal experiences that would both deepen and complement the Vermont judiciary. As a lawyer, I have seen the courtroom, both civilly and criminally. On the criminal side, I have spent most of my time as a prosecutor yet still recall the defendants I represented pro bono. In the regulatory arena, I have represented both the regulator and the regulated. As an in-house lawyer, I have served as both counsel to the internal clients and client to the outside counsel. Personally, I know what it means to be both a part of a system and apart from it -- I am a lawyer who knows his way around the legal system and know what it feels like to be at its mercy. I still recall vividly being a child when my parents were stopped for secondary inspection at the border by U.S. authorities -- as American citizens.

Walking between worlds gives me both the suggestion of belonging and the reality of temporariness. Whatever I have the fortune of enjoying can be taken away -- both as a result of the same legal system. After all, even my birthright citizenship may now be taken away by the same system which granted it.

I would bring these perspectives to the bench. I would use my capabilities in this craft of lawyering (or judging) with the humility of its power over the people it affects, having felt it in my own way firsthand.

51. Please attach a representative writing sample appropriate for the position for which you are applying. (Maximum of 10 pages.)

52. In the space below, please explain why you selected this writing sample.

This writing sample represents the challenge and opportunity I see as a judicial candidate. This defendant had done well on release, so the historical record did not obviously call for detention. Yet Congress had made clear its intention in enacting the statute. I had limited discretion as a prosecutor under DOJ guidelines and given the institutional concerns at stake for setting adverse office and legal precedent. Judge Lanthier had received her appointment very recently to the federal bench after a distinguished career as a state public defender -- and first impressions always matter. In this writing sample, I struggled to balance taking a position that did justice for the victim and the defendant, enforced the law and built credibility with the Court.

53. List the names, addresses, e-mail addresses, and phone numbers of four references who know you professionally. Please include at least two professional adversaries. Please describe how each named reference knows you. *Please be advised that Judicial Nominating Board rules permit Board members to contact non-references for additional information about applicants.*

**Reference 1**

Eugenia Cowles (former colleague/supervisor)  
Appeals Chief, U.S. Attorney's Office

**Reference 2**

Michael Desautels (professional adversary)  
Federal Public Defender

**Reference 3**

Lisa Shelkrot (professional adversary)  
Langrock, Sperry & Wool

**Reference 4**

Kevin Henry (professional adversary)  
Primmer, Piper, Eggleston & Cramer

## AFFIDAVIT

Colin Owyang, being first duly sworn, deposes and says that all of the information I have provided in this Application is true.

*Colin Owyang*  
Signature of Candidate

STATE OF VERMONT

COUNTY, SS

At Rutland, in said County, Colin Owyang personally appeared and subscribed and swore to the truth of the above before me this 9th day of June, 2025.

*[Signature]*  
Notary Public  
My commission expires: 1/31/27



## WAIVER

I hereby waive my right to privacy as it relates to the Judicial Nominating Board for any information I have provided herein, including the right of the Board to freely communicate with any names listed on my reference sheet with the understanding that any information will be held in confidence by the Board. I also understand and agree that if my name is forwarded to the Governor's office it will be accompanied by this full application.

Dated: 6/9/25

*Colin Owyang*  
Signature of Candidate

## COLIN OWYANG



---

### EXPERIENCE

---

**VERMONT ELECTRIC POWER CO., INC. (VELCO),** Rutland, VT.

*Head of Commercial Development. March 2025-present (half time).*

As member of the CEO's executive team, lead commercialization and development of transmission projects with regional impacts.

**VERMONT GAS SYSTEM,** South Burlington, VT.

*Strategy Advisor, March 2025- present (half time).*

Reporting to the CEO, facilitate executive team's update to its strategic plan and priority initiatives.

**U.S. ATTORNEY'S OFFICE,** Burlington, VT.

*Assistant U.S. Attorney. September 2023-March 2025.*

Investigate and prosecute federal crimes including fraud, money laundering, narcotics, firearms and child exploitation cases from grand jury investigation, through trial to appeal.

**VERMONT ELECTRIC POWER COMPANY (VELCO),** Rutland, VT.

*Chief Operating Officer. February 2022-September 2023.*

Oversaw day-to-day operations and delivered strategy for this electric transmission utility with \$185 million in annual revenues. Co-led first Board strategic planning retreat which endorsed new growth strategy.

**FRANKLIN ENERGY,** Port Washington, WI (remote).

*General Counsel and Head of Strategy, September 2020-February 2022.*

Led planning and implementation of growth strategy for this energy services company with \$300 million in revenues after recent acquisition by private equity firm Abry Partners.

**VERMONT ELECTRIC POWER COMPANY (VELCO),** Rutland, VT.

*General Counsel, Chief Compliance Officer & Corporate Secretary. February 2016 to September 2020.*

Served as chief legal officer overseeing Legal, Company Secretary, Human Resources and Compliance Departments at Vermont's electricity transmission company and state-wide system operator.

**OFFICE OF ATTORNEY GENERAL MAURA HEALEY,** Boston, MA.

*Deputy Attorney General, February 2015 to January 2016.*

Appointed by and reporting directly to the Attorney General to oversee approximately 250 Assistant Attorneys General and staff in the Criminal Bureau and the Public Protection and Advocacy Bureau that included fraud and financial services, public integrity, cybercrimes, gaming enforcement, human trafficking, appeals, enterprise and major crimes, data privacy, consumer protection, insurance and unemployment fraud, civil rights and fair labor divisions. Provided direct counsel to the Attorney General on significant legal and strategic priorities. Oversaw human resources and information technology departments.

**NATIONAL GRID USA,** Waltham, MA.

*General Counsel & Senior Vice President of Regulation, January 2009 to February 2015.*

Oversaw US legal and regulation team of approximately 180 professional and support staff, including approximately 70 attorneys and 80 regulation and pricing analysts. Major legal practice areas included finance and securities, mergers and acquisitions, federal and state energy regulatory and compliance, litigation, environmental, real property, labor and employment, and commercial transactions. Also served as Corporate Secretary, FERC Chief Compliance Officer and Chair of the U.S. Regulatory Compliance Committee and the U.S. Business Conduct Committee of the NGUSA Board of Directors.

*Vice President and Assistant General Counsel, October 2007 to December 2008.*

Oversaw US commercial litigation team handling environmental insurance coverage, commercial contract disputes and strategic counseling for state and federal regulatory matters in adversarial contexts or with the potential for in-court litigation. Supervised the globalization of approximately 20 people in the UK and US responsible for records management and led a project to assess the global legal department's information technology needs essential to achieving our new vision.

*Director and Counsel, Merger Integration and Strategy Implementation, May 2006 to September 2007.*

Reported directly to the Executive VP leader, provided strategic execution and coordination and program direction on the KeySpan integration team which produced the second largest utility in the United States with nearly 18,000 employees and 8 million customers in a \$12 billion transaction. Headed the Customer Strategy function of 50 people and an operating budget of approximately \$3

million. Oversaw corporate positioning and branding initiatives and development and implementation of a UK-US performance scorecard.

*Assistant to the CEO*, December 2005 to April 2006.

Assisted the CEO in all aspects of US operations, including approximately 8,000 employees and \$7 billion of annual revenue. Provided strategic advice and managerial oversight on legal matters with broad business impacts and coordinated efforts leading up to National Grid's \$575 million agreement to purchase the assets of New England Gas Company.

*Counsel*, September 2004 to November 2005.

Represented the company's distribution interests before the Federal Energy Regulatory Commission; managed the company's litigation in FERC's design of a locational installed capacity market (LICAP) in New England and led the company's challenge at FERC to the methodology for setting the installed reserve margin in New York. As counsel to Granite State Electric Company, represented the company in all proceedings before the New Hampshire Public Utilities Commission.

**U.S. ATTORNEY'S OFFICE**, Boston, MA.

*Assistant U.S. Attorney*, March 2001 to September 2004.

Investigated and prosecuted a variety of federal crimes. Notable prosecutions included: United States v. Richard Colvin Reid (the "Shoebomber") – Primary responsibilities included preparation of all expert testimony regarding computer forensics, aircraft design and construction, identification and function of explosive devices, and extensive litigation under the Classified Information Procedures Act on an unprecedented scale in the First Circuit; earned the Director's Award for Superior Performance in 2003; United States v. Stephen Flemmi (the "Rifleman") – Primary responsibilities included trial preparation of witnesses and evidence to prove numerous homicide, money-laundering and other racketeering-related conduct; earned the Attorney General's Award for Exceptional Service in 2004, the highest award given by the U.S. Department of Justice.

**U.S. DEPARTMENT OF JUSTICE, ENVIRONMENTAL CRIMES SECTION**, Washington, DC.

*Trial Attorney*, July 1999 to March 2001.

Investigated and prosecuted criminal violations of federal environmental statutes and Title 18 in federal district and appellate courts nationwide. Notable cases included prosecution and conviction of American Airlines for unlawful transportation of hazardous materials; prosecution and conviction of Metalite, Inc. and its officers for Clean Water Act violations in Indiana; and successful appellate affirmance in the Third Circuit of conviction of Clean Water Act violations by ferry operator in the U.S. Virgin Islands.

**U.S. ATTORNEY'S OFFICE**, Washington, DC.

*Special Assistant U.S. Attorney*, October 1999 to May 2000.

During a seven-month detail in the Criminal Division, earned a conviction-acquittal-hang record of 28-5-1 in 34 misdemeanor and felony cases tried before judges and juries in Superior Court.

**FOLEY, HOAG & ELIOT LLP**, Boston, MA.

*Associate*, September 1997 through July 1999.

Provided compliance and litigation counseling for environmental, criminal, general litigation and administrative law matters. Work included successful trial and mediation representation of plaintiff corporation in a complex, multi-defendant environmental insurance coverage suit resulting in an extremely favorable settlement during trial; defense of an individual defendant in criminal public corruption prosecution which successfully resulted in a sentence without incarceration; and compliance counseling to utilities, waste handlers, manufacturers and other regulated entities regarding environmental and related requirements.

**U.S. DISTRICT COURT FOR THE DISTRICT OF MASSACHUSETTS**, Boston, MA.

*Law Clerk to Hons. Walter Jay Skinner and W. Arthur Garrity, Jr.*, September 1996 through August 1997. Prepared for mediation and adversarial proceedings in the district court and the First Circuit. Participated in numerous trials, court-sponsored mediations and court proceedings, including a challenge brought by a white student to Boston Latin's affirmative admissions policy before Judge Garrity who had nearly thirty years earlier effectively ordered the desegregation of Boston's public schools.

**U.S. DISTRICT COURT FOR THE EASTERN DISTRICT OF MICHIGAN**, Detroit, MI.

*Law Clerk to Chief Judge Julian Abele Cook, Jr.*, March through May 1996.

Prepared for proceedings of civil and criminal matters.

**PERKINS COIE**, Seattle, WA.

*Summer Associate*, June through August 1995.

Completed projects in the litigation, corporate finance and real estate departments.

**WATSON, FARLEY & WILLIAMS**, New York, NY.

*Summer Associate*, June through August 1994.

Completed corporate and litigation assignments for this large British firm specializing in international commercial transactions and litigation.

---

## **ASSOCIATIONS AND ACTIVITIES**

---

**COMMUNITY JUSTICE CENTER**, Shelburne and South Burlington, VT.

Served as Restorative Justice Panel member handling criminal referrals. 2018-September 2023; May 2025-present.

**VERMONT ENERGY INVESTMENT CORPORATION (VEIC)**, Burlington, VT.

*Member, Board of Directors*, June 2018-October 2020.

Served as Lead Independent Director and member of the Executive Committee, Finance and Audit Committee and Governance and Nominating Committee at this energy efficiency utility providing services in Vermont, Ohio and the District of Columbia.

**CHAMPLAIN COLLEGE**, Burlington, VT

*Member, Board of Trustees*, July 2018-September 2023.

Served as Vice Chair of the Board and past Chair of the Financial Sustainability Committee.

**VSECU** (now EastRise Credit Union), Montpelier, VT.

*Member, Board of Directors*, May 2022-January 2023.

Served on Board, Asset and Liability and Enterprise Risk Management Committees for this credit union.

**REGULATORY ASSISTANCE PROJECT**, Montpelier, VT

*Member, Board of Directors*, June 2022-June 2023.

Served on Board and Finance Committee for this energy advisory firm to policy makers globally.

**FRAMINGHAM STATE UNIVERSITY**, Framingham, MA.

Member, Board of Trustees, 2013-2015.

**FAY SCHOOL**, Southborough, MA.

Member, Board of Visitors, 2013-2016.

**BOSTON LAWYERS GROUP**, Boston, MA.

Member, Board of Directors, 2011-2016.

**MASSACHUSETTS JUDICIAL NOMINATING COMMISSION**, Boston, MA.

Commissioner, 2007-09.

**U.S. MAGISTRATE JUDGE INTERVIEWING COMMITTEE**, Boston, MA.

Member, 2009-10.

---

## **EDUCATION**

---

**UNIVERSITY OF MICHIGAN LAW SCHOOL**, Ann Arbor, MI.

J.D., *cum laude*, December 1995.

Raymond K. Dykema Scholarship Award.

Scribes Award for Outstanding Published Contribution.

Executive Editor, *Michigan Journal of Race & Law*.

Executive Editor, *University of Michigan Journal of Law Reform*.

Student Attorney, Political Asylum and Refugee Law Project.

Student Instructor, Minority Affairs Program.

Co-President, Asian Pacific American Law Students Association.

Project Leader, Environmental Equity Group.

**YALE UNIVERSITY**, New Haven, CT.

M.A., East Asian Studies, May 1993.

Awarded University Fellowship and Cheng Lee Fellowship which provided full tuition plus stipend.

B.A., East Asian Languages and Literatures, *cum laude* and with distinction in the major, May 1991.

Yale Symphony and Chamber Orchestras; Yale Sailing Team.

---

**BAR ADMISSIONS**

---

Vermont – 2016

District of Vermont – 2023

Second Circuit – 2024

Massachusetts – 1996

District of Massachusetts – 1997

First Circuit – 2001

District of Columbia Circuit – 2018

Eastern District of Michigan – 1996

New York (inactive) – 2006