

POSITION DESCRIPTION

 MAJOR, LINDSEY & AFRICA

MAJOR, LINDSEY & AFRICA | 1 S. WACKER DRIVE, SUITE 1750, CHICAGO, IL 60606 312.372.1010



Peabody Energy

St. Louis, Missouri

www.peabodyenergy.com

Major Lindsey & Africa (MLA) has been exclusively retained by Peabody Energy (“Peabody” or the “Company”) to conduct a search for a Director and Associate General Counsel - Compliance in St. Louis, Missouri.

DIRECTOR AND ASSOCIATE GENERAL COUNSEL - COMPLIANCE

Company: Peabody Energy (NYSE: BTU) is the world’s largest private-sector coal company. The company is also a leading voice in advocating for sustainable mining, energy access and clean coal technologies. Peabody serves metallurgical and thermal coal customers in more than 25 countries on five continents. For more information, please go to www.peabodyenergy.com.

Overview: Reporting to the Senior Vice President and General Counsel - Corporate, the Associate General Counsel - Compliance will be responsible for ensuring company compliance with all applicable laws, rules and regulations in all operations and business functions.

Compensation: Competitive base, commensurate with experience.

Location: St. Louis, Missouri.

Relocation: Yes.

Experience: At least 12 years of compliance experience in the law department of a corporation or in a law firm with over five years in a role responsible for developing and implementing a compliance program. **A demonstrated ability to partner closely with a large array of individuals across an organization is critical for this role.**

Bar: Juris Doctor preferred but not required.



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Company Overview

Peabody is the world's largest private-sector coal company and a Fortune 500 company. The company is also a leading voice in advocating for sustainable mining, energy access and clean coal technologies. Peabody serves metallurgical and thermal coal customers in more than 25 countries on five continents.

With annual revenues of \$4.7 billion and over 6,700 employees working across its global operations, Peabody has 23 operations including surface and underground mines in the United States and Australia. Since 2012, Peabody has earned over 100 awards for safety, corporate and environmental excellence and has shown a 35% improvement in global safety rate. In 2016, Peabody sold 187.8 million tons of coal to global electric utilities and industrial plants and restored 6,450 acres of coal mined lands globally.

Peabody's mission is to create superior value for shareholders as the leading global supplier of coal, which enables economic prosperity and a better quality of life. It commits to safety and health as a way of life. Peabody takes responsibility for the environment, benefits its communities and restores the land for generations that follow. It has the courage to lead, and do so through inspiration, innovation, collaboration and execution, providing customers with quality products and excellent service. Peabody acts in an honest and ethical manner and is accountable for its own success. It operates cost-competitive mines by applying continuous improvements and technology-driven solutions. Peabody also offers an inclusive work environment and engages, recognizes and develops its employees.

For more information about Peabody, please visit www.peabodyenergy.com.

Position Information

Reporting to the SVP and General Counsel - Corporate, the Associate General Counsel - Compliance will be responsible for ensuring company compliance with all applicable laws, rules and regulations in all operations and business functions. This individual will also design internal policies and procedures to ensure compliance and provide guidance and training to employees on matters relating to compliance.

This individual is expected to operate independently on a day-to-day basis. A very high level of autonomy is required, with the Associate General Counsel - Compliance required to balance the necessity of timely responses to pressing issues with the requirement to support the interest of business stakeholders, plus ensuring overall protection from the reputational risk associated with non-compliance. The Associate General Counsel - Compliance will play an integral role in promoting a culture of ethical leadership and compliance.

Core Responsibilities include:

- Collaborating with the Chief Legal Officer and the Senior Vice President and General Counsel - Corporate to drive the development, direction and execution of the company's overall compliance strategy.
- Collaborating with the U.S. and Australian operations of Peabody.



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- Collaborating with other departments – including but not limited to Security, Safety, Risk Management, Internal Audit, Human Resources – to develop and implement internal policies and procedures and to investigate and resolve compliance issues.
- Responding to alleged violations of rules, regulations, policies and procedures by evaluating or recommending the initiation of investigative procedures and developing and overseeing a system for uniform handling of such investigations and violations.
- Updating and advising corporate officials on the requirements of the Company's Code of Business Ethics and Conduct, policies and implementing guidelines and procedures.
- Developing benchmarking tools to gauge the effectiveness of Peabody's corporate compliance program and identifying areas for improvement.
- Requiring active and ongoing relationship management with executives, senior business unit management and key stakeholders.

Qualifications & Skills

The position requires an accomplished professional with a strong record. Candidates must be intelligent but pragmatic, energetic, self-motivated, and have a “roll up your sleeves” attitude. In addition to possessing the requisite legal and technical skills, the successful candidate must demonstrate a high degree of savvy and strategic/conceptual thinking capabilities.

Education and Qualifications:

- Excellent academic credentials. A J.D. from a highly-regarded law school is preferred.
- In-depth knowledge of regulatory and related risk management and compliance requirements and best practices – both U.S. and international -- that impact upon Peabody's sector and industry.
- Experience developing and managing governance and compliance systems, plus developing and managing training programs across a diverse employee population.
- Availability for, and openness to, occasional to frequent travel; up to 25% of overall schedule.

Required Experience and Personal Traits:

- 12+ years of experience in compliance, including 5+ years in a role responsible for developing and implementing a compliance program.
- Strong oral and written communication skills, with the ability to interface effectively throughout the organization – from the coal face to the boardroom.
- Maturity, discipline, self-motivation, confidence and ability to provide business counseling with excellent interpersonal skills and strong business ethics and integrity.



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- Capable of assuming responsibility for a wide variety of work as a self-starter, under the supervision of the Senior Vice President and General Counsel - Corporate.
- Capable of maintaining independence of judgment and advice while developing close relationships with the business personnel. Functions well as a business partner to multiple businesses in a decentralized organization.
- Energetic, prepared to “roll up his/her sleeves” to do whatever task needs to be done to achieve the desired result while effectively handling pressure and prioritizing demands.
- The ability to deliver timely work product, set priorities among multiple projects and manage expectations with respect to deliverables and deadlines, focusing on client need with a commitment to quality and service.
- Credible – has a “been there and done that” approach.
- A hands-on person who is non-theoretical; patient, tenacious, and energetic.
- An individual with conviction – a mature, seasoned professional.
- **This role will require a strong cultural fit, a high level of collaboration, strong leadership skills and a high level of EQ.**

Process

Submit a resume in Microsoft Word format with a letter describing your interest and relevant skills addressed to:

Michael Sachs

Partner

msachs@mlaglobal.com

Amanda Ziemann

Director

aziemann@mlaglobal.com

Please do not contact the Company directly; all resumes sent to the Company will be routed to MLA for handling and will create delays. You may be required to complete additional documents to be considered for this position.