



## LEADERSHIP PROFILE

### SUE A. MCMILLEN, MBA, SPHR®, CEBS

CHIEF TALENT OFFICER



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*“The core strength of Oxford Financial Group is the cadre of mindful, talented associates whose knowledge, dedication and experience, combined with their collective commitment and vision, help our clients reach their goals.”*

Sue McMillen is the Chief Talent Officer for Oxford Financial Group, Ltd. She is responsible for all human resource strategies including talent acquisition, organizational development, leadership development, performance management, corporate culture and total rewards. She also provides oversight and executive leadership for the Business Development and Marketing teams. Sue is a shareholder and serves on the Senior Management Committee and the Ethics Committee.

Sue has extensive experience in training and development, organizational change, employee relations, employee communications, compensation and benefits administration, affirmative action and employment law. Sue was recognized for her excellence in performance by being awarded the Oxford Financial Group, Ltd. 2011 CEO Salute Award. Sue’s vast experience has given her keen insight into the needs and issues of

organizations ranging from smaller, privately held organizations to Fortune 500 companies.

Prior to joining Oxford, Sue accrued more than 20 years experience in the financial services industry in human resources, senior leadership and operations positions.

Sue graduated from Valparaiso University with a Bachelor’s degree in Business Administration with a concentration in Human Resources. She obtained her Master’s degree from Indiana University and graduated from the Stonier Graduate School of Banking at Georgetown University. She has earned both her Senior Professional in Human Resources (SPHR®) and Certified Employee Benefits Specialist (CEBS) designations. The International Foundation of Employee Benefits has certified her as a Group Benefits Associate (GBA). Sue is also a member of the Society for Human Resource Management (SHRM®).