



LEADERSHIP PROFILE

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 Talent Management and Administrative Services teams. Sue is a shareholder and serves on the Senior Leadership Team, Compensation Committee and chairs the Retirement and Ethics Committees.

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

**SUE A. MCMILLEN,
MBA, SPHR®, CEBS, SHRM-SCP
CHIEF TALENT OFFICER**



"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."

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 her Senior Professional in Human Resources (SPHR®), SHRM Senior Certified Professional (SHRM-SCP) 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®).

The Master of Business Administration (MBA) is a graduate level degree providing theoretical and practical training for business or investment management. The SHRM-SCP (SHRM Senior Certified Professional) designation is awarded to HR professionals who work in a senior role developing strategy and policies, oversee the Firm's HR department, analyze individual performance, and contribute to the alignment of HR strategies to the Firm's goals. Those who receive this designation are also required to pass an examination. The SPHR (Senior Professional in Human Resources) designation is awarded by HRCI® to HR professionals that have demonstrated a high level of mastery related to the strategic and policy-making aspects of HR management and have passed the required examination. The CEBS (Certified Employee Benefit Specialist®) is awarded to HR professionals who complete the required coursework and examinations to strengthen their knowledge on employee benefits and retirement plans. This designation is sponsored by the International Foundation of Employee Benefit Plans. OFG-2011-35