

KEVIN B. LEFTON

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BUSINESS & CORPORATE GLOBAL GENERAL COUNSEL

Fostering business and client success through pragmatic legal collaboration, leadership, counsel, and support.

Technology/Strategic Transactions

Mergers & Acquisitions

Corporate Governance

Regulatory Compliance

Financial Services & Telecom

Experienced General Counsel with a proven track record of leading legal, regulatory, compliance and risk operations across the US, UK, Spain, and Canada. Extremely detail oriented, quickly recognizing the key issues, raising concerns and providing alternative language and approaches. Expert collaborator, enabling understanding of other perspectives and finding a path forward, whether in finalizing a contract, closing a transaction or receiving regulatory approvals. Skilled negotiator, public speaker and Higher Ed Professor with broad knowledge developed through dynamic career and progressive roles. Trusted advisor to executive leadership, with deep expertise in:

- Corporate | Fintech | M&A | Technology & Strategic Transactions
- Regulatory Engagement: CFPB, DOJ, FTC, and State Banking Departments
- Government Contracting: State and Local Procurement
- Regulatory Compliance & Risk Management
- Corporate Governance | Executive Communication
- Legal Team Leadership | Outside Counsel Oversight and Reduction of Spend

Known for working well with others, treating others with respect and valuing contributions. Respected team leader, coaching employees through challenges and providing professional development. Keen ability to cultivate and manage internal and external stakeholder relationships across functions, levels, and organizations.

Professional Experience

STREAM PLATFORMS, INC. (formerly WAGESTREAM, INC.) ◦ Washington, DC / London

May 2022 – Present

Financial wellbeing app created for frontline workers and backed by charities.

Global General Counsel

(2024 – present)

US Head of Legal & Regulatory Affairs, Corporate Secretary – North America

(2022-2024)

Currently lead the legal, regulatory, human resources, and compliance & risk functions at Stream (formerly Wagestream) across the US, UK, Spain, and Canada. Initially hired as the company's first attorney for North America and subsequently promoted to Global General Counsel. Successfully established and scaled the legal and compliance function and designed and executed the company's regulatory strategy. Provide strategic legal, regulatory, risk and compliance counsel across all business areas globally, including operations, sales, finance, human resources, and the board of directors. Key responsibilities include:

- Leading a team of attorneys, human resource and compliance professionals
- Managing financial services compliance and broader regulatory matters
- Communicating with federal and state regulators in the US and UK
- Handling employment-related legal issues
- Selecting and managing outside counsel and reducing legal spend
- Drafting, reviewing, and negotiating contracts with customers, vendors, and suppliers
- Overseeing corporate governance and board matters

NORTON ROSE FULBRIGHT US LLP ◦ Washington, DC

June 2021 – May 2022

Global law firm with over 3000 attorneys.

Counsel & Head of U.S. Operations - Information Governance, Privacy and Cybersecurity

Directed one of the top practice groups, including managing marketing efforts, engagement letters, recruiting efforts and client development. Advised clients on technology transactions and negotiated agreements with top forensic firms for use on cybersecurity and privacy matters.

- *This was a cross functional legal and operational role as the de facto COO/Chief of Staff for the practice group. Responsible for negotiating forensic firm agreements and fostering long-term relationships with vendors and insurance carriers.*
- *Achieved buy-in among internal resistance, streamlining processes and enabling better balance workloads and case assignment.*
- *Developed processes for the practice group to create structure and cohesiveness among the lawyers. Structure meetings for productivity and efficiency, bringing clarity, focus, and simplicity to weighty processes.*
- *Organized and created document repository for easy access to common tools, templates, and documents reducing time on tasks.*

GLOBAL TEL*LINK CORPORATION (d/b/a VIAPATH TECHNOLOGIES) ◦ Falls Church, VA

October 2010 – May 2021

*Leading provider of technology and communication services to correctional facilities in the US***Vice President & Deputy General Counsel**

(2019-2021)

Vice President & Associate General Counsel

(2016-2019)

Executive Director, Senior Counsel & Money Transmitter Compliance Officer

(2014-2016)

Director & Senior Counsel

(2010-2014)

For over a decade, held leadership roles in the organization, ultimately building and leading the money transmitter business and the M&A business. Completed agreements and assisted in growing the organization from a small company with small number of products, to an industry leading company with multi-level products. Reported directly to General Counsel, leading the legal department in day-to-day operations and continuing to oversee the compliance function. Lead in-house attorney on numerous acquisitions, collaborating with outside counsel and all internal business units, working on both small and large acquisitions (\$6M to \$250M). Directed and led transactions, ensuring scope continuation, workflow, outside counsel resources, internal coordination, smoothly closing all transactions without incident. Oversaw financial services operations, maintaining money transmitter licenses, reviewing state banking regulations, and managing state and bank examinations. Operated as Secretary of the Compliance Committee and Board of Officers' meetings.

- Assigned workload based on specialties and interests, creating greater efficiency, streamlining, and faster delivery.
- Worked on corporate transactions and regulatory issues with the FCC, DOJ, and FTC.
- Led legal strategy on company-wide issues, including larger finance and regulatory complexities, providing first line resolution and intervention with internal advisement and problem solving.
- Worked on M&A deals, increasing size and scope of company, bringing extensive and expert knowledge of corporate governance issues and understanding of corporate structure. Assisted in integration and onboarding plans after closing.
- Managed a team of compliance professionals and outside counsel.
- Built legal and compliance function of the money transmitter business, partnering with every business unit, including finance, product, and HR to obtain state and federal licenses.
- Worked on highly complex and technical vendor and client agreements and NDAs.
- Advised regional and executive-level clients on local, regional and national initiatives and regulatory compliance matters.

Early Career**INTERSECTIONS INC. ◦ Senior Director & Corporate Counsel****PA CONSULTING GROUP, INC. ◦ Legal Counsel****XO COMMUNICATIONS, INC. ◦ Corporate Counsel****MCI COMMUNICATIONS / WORLDCOM ◦ National Account Support Representative****Education and Credentials****SYRACUSE UNIVERSITY - COLLEGE OF LAW ◦ Juris Doctor (JD)**Dean's List | Moot Court Honor Society, Executive Director | *Syracuse Law and Technology Journal* | National Order of Barristers**GEORGE MASON UNIVERSITY ◦ Master of Arts, Telecommunications (MA)**

Focused coursework on telecommunication policy and regulation related to wireless technologies and mergers and acquisitions.

GEORGE MASON UNIVERSITY ◦ Bachelor of Arts, English, Business Writing & Editing (BA)

Concentration in business writing and editing.

DISTRICT OF COLUMBIA ◦ Bar Admission**VIRGINIA ◦ Bar Admission as Corporate Counsel****HIGHER EDUCATION TEACHING****JACK WELCH MANAGEMENT INSTITUTE, Associate Professor, Business Communications**

Taught MBA students how to candidly inform, inspire, persuade, and engage people, both in person and in writing. Through real-world examples, guided and taught students how to discern the bright line between ethical and unethical conduct, and to act with integrity.

GEORGE MASON UNIVERSITY, School of Management, Adjunct Professor Business Models: A Communications Approach

Taught undergraduate students how to successfully communicate in a business environment as Adjunct Professor for 6+ years. Emphasized the importance of editing & proofreading, and use of appropriate tone in business writing. Lectured on appropriate use of presentations as effective management and communication tools and how various business functions interface to resolve business disputes.