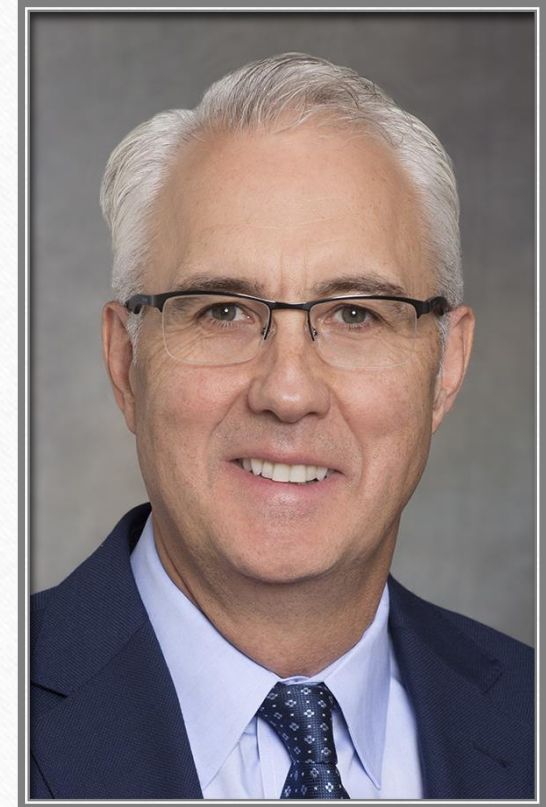


Norbert has over 20 years of Global HR/Payroll support and outsourcing experience across multiple clients and business sectors. He has held various management, project management and consulting roles where he has driven positive client experiences.

Norbert has successfully led large HR/ Payroll operational teams with IBM, Lockheed Martin and Fidelity Investments; he currently serves as Vice President, Payroll Leader with Wells Fargo.

Norbert's responsibilities in his current role as Payroll Leader with Wells Fargo include oversight and accountability for service delivery to 41 countries globally; Norbert manages a large operations team in regional locations around the globe. In addition to strategic insights within service delivery he is also responsible for vendor management and leading audits.

He holds a Bachelors of Business Administration from Wilkes University, a Leadership Certificate from Binghamton University and has been a Certified Payroll Professional since 2004.



**VP, Global Payroll Leader
Wells Fargo Bank**