



Tina Smith

Senior Vice President and Chief Human Resources Officer

Tina Smith oversees the teams that provide strategic human resources advice and enterprise support for talent acquisition, benefits and compensation, organizational design, diversity and inclusion, and workforce culture and effectiveness.

Smith joined Thrivent in 2007 in the General Counsel's Office, serving as vice president, deputy general counsel. She led and coordinated legal support for the investment division, including traditional private placements, private equity, mutual funds, public securities, broker-dealer, transfer agent, real estate, investment operations and investment-related litigation management. In addition, Smith led and coordinated legal support for Thrivent's internal human resources, its internal mergers and acquisitions function, the Thrivent Federal Credit Union, Thrivent Trust Company and Thrivent Independent. The Business Ethics and Legal Support Office also reported to Smith.

She currently serves as vice president of the American College of Investment Counsel (ACIC); she was a trustee from 2014 to 2017 and secretary from 2017 to 2018. She also serves the ACIC as co-chair of the development committee. In addition, Smith is the chair of the Insurance Women's Investment Network, an organization with a mission to foster relationships among female insurance investment related professionals and to enhance their impact and contributions to the insurance industry.

Smith graduated summa cum laude, Phi Beta Kappa, from Hamline University in 1994 with a Bachelor of Arts degree in political science. She earned her Juris Doctor with cum laude honors from the University of Minnesota Law School in 1997, where she served as an associate managing editor of the *Minnesota Law Review*. Following graduation from law school, Smith clerked for the Hon. Marianne D. Short on the Minnesota Court of Appeals. Smith is admitted to practice in Wisconsin and Minnesota.