

Debbie Nemeth, JM, CHC, CCEP

Fractional Chief Compliance Officer | Compliance Program Architect |
Risk & Regulatory Transformation Expert

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SUMMARY

I help organizations build, repair, and elevate compliance, ethics, and risk programs that actually work.

With 20+ years in global healthcare, life sciences, pharma, manufacturing, transportation and service industries, I specialize in **rapid program assessment, program transformation, regulatory alignment, and enterprise-wide implementation.**

Whether integrating newly acquired entities, redesigning ineffective processes, or building compliance infrastructure from the ground up, I deliver **measurable improvements**, strengthen executive visibility into risk, and establish compliance programs that scale.

My consulting approach blends actionable strategy, hands-on execution, and the ability to turn complex, cross-functional challenges into simple, sustainable solutions.

CONSULTING VALUE & SPECIALTY AREAS

Compliance Program Development & Transformation

- Stand up or redesign entire compliance programs
- M&A integration of compliance functions, governance, and controls
- Rapid maturity assessments and gap remediation

Regulatory & Risk Advisory (Healthcare, Life Sciences, Pharma, Corporate)

- OIG, DOJ, CMS, HIPAA, PCI, FMCSA, OSHA, FCPA, Anti-Kickback, Sunshine Act
- Audit readiness, monitoring plans, corrective action design
- Interface with regulatory agencies and boards

Operational Effectiveness & Process Redesign

- Prior authorization workflows
- Issue intake, investigation handling, and risk tool deployments
- Enterprise reporting and cross-functional alignment

Governance, Training & Culture Building

- Executive reporting and board-level insights
 - Workforce training programs for 50–10,000+ employees
 - Culture, ethics, and awareness programs tailored to industry
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SELECTED CONSULTING-RELEVANT ACCOMPLISHMENTS

Enterprise Compliance Transformation – Healthcare

- Led the launch of an enterprise onsite audit program for a national healthcare organization.
- Integrated two newly acquired companies into an established compliance program within 9 months.
- Implemented and trained staff on a new compliance issue & risk tool across multiple entities.

Result: measurable improvement in issue tracking, risk transparency, and regulatory readiness.

Cross-Functional Regulatory Program Design – Life Sciences / Pharmaceutical

- Built and executed global audit and compliance programs across the U.S., Japan, and the Netherlands.
- Developed company-wide Speaker Program, AML training, FCPA program, Sunshine Act reporting, and business continuity strategies.

Result: aligned global operations and minimized regulatory exposure.

Cost Reduction & Control Strengthening – Manufacturing

- Directed global compliance strategy for a consumer goods manufacturer.
- Delivered **\$100,000+ annual cost savings** through process redesign, vendor controls, and risk mitigation.

Result: stronger compliance posture with reduced operational costs.

Regulatory Alignment & Agency Interface – Healthcare

- Designed communication frameworks and regulatory agency liaison processes for multiple health plans.
- Conducted internal readiness reviews and URAC/NCQA/HIPAA audits.

Result: improved audit outcomes and more reliable regulatory relationships.

Operational Compliance Architecture – Airline, Transportation & Hospitality

- Built fleet safety and regulatory compliance programs (EPA, FMCSA, OSHA).
- Produced high-impact dashboards and reporting tools for executive decision making.

Result: reduced incidents, improved oversight, and stronger safety performance.

PROFESSIONAL EXPERIENCE

Senior Director & Deputy Compliance Officer – Elevance Health (2024–Present)

- Lead compliance for pharmacy & infusion organizations.
- Drive enterprise-level compliance transformations and implement scalable solutions.
- Guide executive leadership on strategy, risk posture, and compliance operations.

Manager, Compliance & Ethics – Centene Corporation (2020–2024)

- Built new compliance program structures and risk mitigation pathways.
- Developed cross-functional executive partnerships enabling rapid changes.
- Conducted readiness reviews and formal regulatory communications.

Manager, Compliance & Ethics – Fujifilm Irvine Scientific (2019–2020)

- Directed global corporate risk and audit programs.
- Designed compliance and training programs across pharma manufacturing environments.
- Managed global privacy, sanctions, and trade compliance matters.

Manager, Compliance – Advantus Corporation (2018–2019)

- Oversaw enterprise compliance and cost-saving initiatives.
- Developed training programs and strengthened operational controls.

Compliance Roles – Centene, Bags Inc., US Airways (2006–2018)

- Built compliance systems, safety programs, training operations, and regulatory interfaces across healthcare, airline, and hospitality sectors.
- Managed labor contracts and government relations with FAA, DOT, TSA, OSHA, DOI, etc.

EDUCATION & CERTIFICATIONS

Juris Masters, Healthcare Law – Florida State University

B.A., Communications – University of Washington

Certifications:

- CHC (Healthcare Compliance)
- CCEP (Compliance & Ethics Professional)

CONSULTING SERVICES OFFERED

- Fractional Chief Compliance Officer
- Compliance Program Assessments & Maturity Roadmaps
- Regulatory and Audit Design and Readiness (OIG, CMS, DOJ, URAC, NCQA, FDA)
- Policy, SOP, Training Programs and Governance Framework Development
- Corrective Action & Issue Management Optimization