

# Gary P. Smith | Respected Mediator & Business Leader

Mediation | Contract Negotiation | Corporate Leadership  
Board Relations | Acquisition & Divestitures | Personnel Management

Gary Smith became certified as a mediator in 2007. As a human resources executive, he utilized his mediation training and skills in contract negotiations, board relations, acquisitions and divestitures, leadership management and labor relations. Since his retirement from Enterprise Products Partners in September 2016, Mr. Smith has mediated for the Dispute Resolution Centers in Montgomery County and Harris County in Texas, as well as the Nebraska Mediation Center and Concord Mediation Center in Nebraska. The bulk of his mediations have involved civil matters and he's been able to resolve 66% of those successfully with signed Mediated Settlement Agreements. In addition to his general mediation experience in Texas and Nebraska, Mr. Smith received training in family mediation in Montgomery County, Texas and restorative justice in Nebraska where he's mediated victim offender conferences.

Mr. Smith served as Senior Vice President of Human Resources for Enterprise Products Partners from February 2009 until his retirement in September 2016. During his tenure as SVP HR with Enterprise Products Partners, Mr. Smith was the Company's principal architect regarding human resources strategy and practice. He had direct responsibility for compensation, benefits, recruiting, succession planning, organization design, employee relations and labor relations for a dynamic midstream energy company with 7000 employees in 32 states. As the chief human resources officer of a growth-oriented master limited partnership, he actively participated in mergers, acquisitions and divestitures.

Before joining Enterprise Products, Mr. Smith served as Senior Vice President, Human Resources & Administration for Southern Union Company from November 2004 to February 2009. From November 2000 to November 2004 he served as Senior Vice President, Human Resources & Administration and Vice President Human Resources for CrossCountry Energy LLC. From February 1997 to November 2000, he held officer positions in procurement and operations for Enron Transportation Services Company and human resources for Enron Wind. From 1981 to 1997 he held operations and human resources management positions with Northern Natural Gas Company and Enron Transportation Services Company.

In addition to the leadership positions he held in HR, Mr. Smith had six years of field operations experience with front line responsibility for operating and maintaining millions of dollars in assets and critical customer relationships. He also built a procurement organization which functioned as the central hub of all purchasing and supply management activities for multiple interstate natural gas pipelines operating throughout the U.S.



## Career Snapshot

**Mediator**  
2018-Present

**Senior Vice President  
Human Resources  
Enterprise Products Partners**  
2009-2016

*~ Named one of the top employers in  
Houston TX seven consecutive years*

**Senior Vice President  
Human Resources &  
Administration  
Southern Union Company** 2004-  
2009

**Senior Vice President  
Human Resources &  
Administration  
CrossCountry Energy LLC**  
2000-2004

**Vice President & Chief  
Procurement Officer  
Enron Transportation Services  
Company, 1999-2000**

**Regional Vice President,  
Midwest Operations  
Enron Transportation Services  
Company, 1997-1999**

## Credentials

BS, Journalism and English  University  
of Nebraska at Omaha  
Certified Mediator  
Senior Professional in Human  
Resources