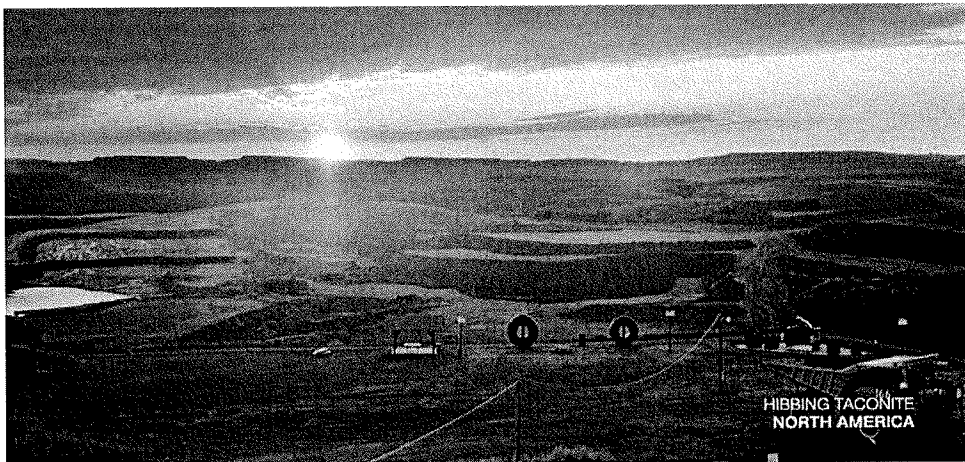


- [Core Values](#)
- [Executive Leadership](#)
- [Our Operations](#)
- [Commercial](#)
- [Corporate Directory](#)
- [Steel Success Strategies](#)
- [Keynote](#)



Cliffs Natural Resources > Home > About Us > Executive Leadership

Executive Leadership

Cliffs' executive leadership sets the Company's strategic direction, and ensures the efficient and return-driven capital allocation mindset essential for generating true value from our mines.

Executive biographies for media use can be downloaded from our online [Fact Center](#). Further information on Cliffs leadership can be found in the "[Corporate Governance](#)" section of our "[Investors](#)" subsite. Please note that the display of the drop-down menus looks best in IE and Firefox.

[Portrait](#) [Profile](#)

[Biography](#) : 1. **Lourenco Goncalves: Chairman, Pres. & CEO** (1)

[Biography](#) : 2. **James Graham: Exec. VP, Chief Legal Officer & Secretary** (1)



James Graham: Executive Vice President, Chief Legal Officer & Secretary

James Graham is responsible for ensuring coordinated legal advice and counsel, and overseeing public reporting requirements and administration of Cliffs' code of business conduct and ethics compliance program. He also provides direct corporate secretarial support to the Board of Directors and its Committees.

Mr. Graham joined Cliffs in 2007 as Assistant General Counsel, and prior to his current position, advised Cliffs' operating and acquisitions units on legal matters as Vice President & General Counsel, Global Operations. Before his tenure with Cliffs, Mr. Graham worked as an associate with the law firm of Calfee Halter & Griswold.

Mr. Graham earned his J.D. degree from Case Western Reserve University, his M.A. in French Literature from the University of Michigan, and his B.A. degree in English and French from Hiram College.

[Biography](#) : 3. **Maurice Harapiak: Exec. VP, Human Resources** (1)

[Biography](#) : 4. **Terry Fedor: Exec. VP, U.S. Iron Ore** (1)

[Biography](#) : 5. **Terrence Mee: Executive Vice President – Global Commercial** (1)

[Biography](#) : 6. **Clifford Smith: Exec. VP, Business Development** (1)

Clifford Smith Executive Vice President, Business Development



Mr. Smith has leadership for developing emerging business opportunities to grow Cliffs' U.S. domestic market. Before Mr. Smith's most recent appointment, he held the role of Executive Vice President, Seaborne Iron Ore, where he had oversight for the Company's international operations in Australia and Canada. Mr. Smith joined Cliffs in 2003, holding several senior level positions, including global responsibility for operations and business development. He also led the exploration and development activities of the Company's global exploration group. In addition, Mr. Smith previously served as Vice President, Latin American operations and technical, and General Manager of business development for Cliffs. Prior to joining Cliffs, Mr. Smith held mine management positions with Asarco and South Peru Copper Corporation.

Mr. Smith has held mine management positions with Asarco and South Peru Copper Corporation. He received a BSc in mining engineering from the South Dakota School of Mines and Technology

Biography : 7. P. Kelly Tompkins: Exec. VP & CFO (1)



P. Kelly Tompkins Executive Vice President & Chief Financial Officer

Mr. Tompkins holds executive responsibility for all finance, accounting, tax, and treasury functions within Cliffs. He brings several years of public company financial experience to his new role and has been involved with numerous debt and equity financings, M&A activity, a management-led leveraged buy-out, initial public offerings and a hostile tender offer. Before his most recent appointment at Cliffs, he served in executive vice president roles in business development, commercial, legal and government affairs. He also was Chief Administrative Officer and President of Cliffs China.

Mr. Tompkins joined Cliffs in May 2010, having previously been executive vice president and chief financial officer for RPM International Inc., a NYSE-listed, global specialty chemical company. Prior to becoming RPM's chief financial officer, Mr. Tompkins served as RPM's chief administrative officer and senior vice president and general counsel. Before joining RPM in 1996, he held various legal and management positions with Cleveland-based Reliance Electric Company and Exxon Corporation in Houston, Texas.

Mr. Tompkins received his B.A. degree from Mercyhurst College and his J.D. degree from Cleveland-Marshall College of Law in 1981. Mr. Tompkins is currently engaged with a number of organizations in Northeast Ohio, serving as Chair of the Advisory Council for the Baldwin-Wallace University Center for Innovation & Growth and Chair of the Board of Directors of Magnificat High School, the largest all-girl Catholic high school in Ohio. Mr. Tompkins is a Director of the Great Lakes Science Center and of the Cleveland State University Foundation as well as a Trustee of the Playhouse Square Foundation and a Co-Chair of the United Way's Humanitarian Society. In 2005-2006, Mr. Tompkins served as the 95th president of the Cleveland Bar Association and currently serves on the National Advisory Council of Cleveland-Marshall Law School and Co-Chairs its annual campaign to support its Fund for Excellence. He is a past Trustee of the Alzheimer's Association and past Director of the University Hospitals Case Medical Center. Mr. Tompkins is a recipient of numerous awards, most recently receiving the Alzheimer's Association Champion Award (2012); and the ORT Jurisprudence Award (2012).