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Nicole Karlebach leads Oath's business & human rights program, driving efforts to respect and promote privacy and free expression across Oath's media, internet and technology brands and working to identify innovative solutions to human rights challenges. Nicole previously led the Yahoo Business & Human Rights Program. Prior to joining Yahoo, Nicole worked as an attorney at Schulte Roth & Zabel LLP in New York, as an international policy fellow at Human Rights First examining issues of business and human rights and national security law and policy and as a human rights consultant to the UN Office of the High Commissioner for Human Rights. Nicole has also worked at the UN in the Office of the Legal Counsel and at the State Court of Bosnia and Herzegovina in the Special Department for War Crimes in Sarajevo.

Nicole received her LL.M. in International Legal Studies from New York University School of Law, her J.D. from Boston College Law School and her B.A., *magna cum laude*, in Politics and Sociology from Brandeis University.