

Jess Keeney, JD

Board Director | Independent Director

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BOARD VALUE PROPOSITION

Enterprise technology executive and attorney with a track record of steering **B2B SaaS companies through transformative growth**, PE-backed transitions, and AI-driven product strategy. Combines **legal and fiduciary rigor** with deep product and technology leadership to provide boards with informed governance across risk, compliance, digital transformation, and long-term value creation. Proven ability to oversee **enterprise-scale revenue portfolios**, guide **M&A integration**, and navigate complex regulatory environments. Approaches governance with a bias toward disciplined growth — balancing innovation investment with fiduciary accountability, informed by both legal training and hands-on operating experience.

BOARD & ADVISORY EXPERIENCE

Board Member — BillTrust (EQT Portfolio Company) 2026 — Present
Advisor — Veridical Ventures 2025 — Present

BOARD COMPETENCIES

Governance & Risk

- Fiduciary Oversight
- Regulatory & Compliance Navigation
- Risk Management & Mitigation
- Audit & Financial Stewardship
- Corporate Governance Frameworks
- Stakeholder & Shareholder Engagement

Strategy & Growth

- Enterprise Transformation
- M&A Due Diligence & Integration
- PE-Backed Growth Acceleration
- International Market Expansion
- P&L Accountability
- Talent & Succession Planning

Technology & Innovation

- AI & Agentic Technology Governance
- Product-Led Growth Strategy
- Data Governance & AI Ethics
- Cybersecurity & Data Privacy
- SaaS Platform Architecture
- Digital Transformation Oversight

GOVERNANCE-RELEVANT EXPERTISE

PE Transactions & Public-Private Transitions

- Navigated multiple PE-backed transitions: Vista Equity Partners acquisition of Duck Creek Technologies; Hellman & Friedman take-private of Ultimate Software and subsequent merger forming UKG
- Drove long-term growth strategy and product alignment through both transactions
- Aligned product, technology, and operational strategy to PE value-creation objectives across pre- and post-acquisition cycles

AI & Technology Oversight

- Guided the full arc of enterprise technology transformation — monolithic systems to multi-product platforms to intelligent data foundations to agentic AI
- Partnered with Microsoft and Vista Equity Partners to develop industry-specific AI solutions across insurance and workforce technology
- Informed perspective on AI governance, responsible deployment, data strategy, and technology risk at the board level

M&A Integration & Revenue Expansion

- Guided 10+ acquisitions driving inorganic growth across insurance, HCM, and revenue operations platforms
- Launched 30+ organic products and new revenue streams, expanding reach across Europe, India, and Australia
- Hands-on experience in due diligence, integration planning, and post-acquisition value realization

Enterprise Risk, Regulatory Compliance & Data Governance

- JD-credentialed executive with direct experience in regulatory research, compliance programs, and legal risk management across insurance, financial services, and HR technology
- Established data governance frameworks for responsible AI deployment, data quality, and privacy compliance
- Legally informed perspective on emerging AI regulation, algorithmic accountability, and enterprise data stewardship

Operational Scale & Financial Stewardship

- Driven enterprise value creation through EBITDA improvement, margin expansion, and disciplined revenue growth across multiple B2B SaaS organizations
- P&L oversight for large-scale portfolios, aligning cost structure to PE and public-company financial targets
- Balanced growth investment with profitability, scaling global teams and translating operational performance into shareholder value

EXECUTIVE LEADERSHIP HISTORY

Chief Executive Officer

2025 — 2026

AbsenceSoft · Denver, CO

- Guided strategic pivot to an intelligence-first model leveraging agentic AI for product-led and sales-led growth
- Implemented cross-functional revenue visibility and performance accountability
- Launched customer voice program to improve retention and service efficiency

Chief Product & Technology Officer

2022 — 2025

Duck Creek Technologies · Boston, MA

- Oversaw product and technology strategy through Vista Equity Partners acquisition and public-to-private transition
- Delivered 3-year strategic roadmap with 90%+ execution; expanded APAC growth by 30%+
- Partnered with Microsoft and Vista to pioneer insurance-specific agentic AI
- Improved margins by seven points through operational efficiency

Senior Vice President, Product

2021 — 2022

ZoomInfo · Waltham, MA

- Oversaw B2B SaaS product portfolio powering revenue operations across sales, marketing, recruiting, and data platforms
- Guided organic growth strategy while integrating multiple acquisitions into a unified platform vision

Senior Vice President, Development

2014 — 2021

UKG (Ultimate Software) · Weston, FL

- Progressive leadership across Product Strategy, Engineering, and Development for UKG Pro HCM SaaS portfolio
- P&L accountability for \$1.5B+ revenue portfolio with 1,000+ team members
- Scaled global operations across US, Canada, Europe, and India
- Transitioned architecture from monolithic to multi-product platform

EARLIER CAREER

Lead Consultant — ThoughtWorks, New York, NY

2013 — 2014

Product Management — Ascend Learning, Jones & Bartlett Learning

2011 — 2013

Product & Compliance Leadership — Wolters Kluwer

2007 — 2011

Compliance Attorney — Wolters Kluwer Financial Services

2005 — 2007

EDUCATION & INDUSTRY EXPERIENCE

Juris Doctorate — American University, Washington College of Law, 2005 · **BBA, Management** — University of Massachusetts Amherst, 2002

B2B SaaS

InsurTech

HCM & Workforce Technology

Revenue Operations

Legal Technology

Healthcare Education

Financial Services Compliance

FUNCTIONAL BOARD READINESS

Audit Committee: P&L oversight, EBITDA improvement, capital allocation, budget governance

Compensation & Talent: Scaled teams to 1,000+, talent strategy, performance culture design

Technology & Innovation: AI governance, agentic technology strategy, digital transformation

Risk & Compliance: JD credential, regulatory navigation, enterprise risk management

Governance & Nominating: PE transition governance, stakeholder alignment, organizational transformation