
Gonzalo E. Frias

Senior Vice President & Managing Counsel
Legal Department
Wells Fargo & Company



Gonzalo Frias is senior vice president and managing counsel in the Wells Fargo Legal Department. Gonzalo functionally serves as chief of staff for the division providing legal services to the company in the areas of real estate, third-party contracts, privacy, information management and security, technology, digital innovation, mergers and acquisitions, and corporate governance. In addition to working with senior leaders on escalated legal matters, he and his team are responsible for leading all strategic initiatives and legal operations of the division, which is composed of 140+ legal professionals. This also includes support for the Office of the Corporate Secretary and Wells Fargo Board of Directors.

Prior to his current role, he was senior counsel and provided legal support for capital adequacy filings to the Federal Reserve related to Wells Fargo's highest exposure litigation and regulatory investigations, in addition to supporting the company's outside counsel management. Before joining Wells Fargo in 2018, Gonzalo worked in the legal department at Duke Energy, leading strategic efforts related to outside counsel engagement and its legal service delivery model. Before taking this role, he was a commercial litigator with Winston & Strawn and McGuireWoods, two large international law firms with offices in Charlotte. While in private practice, Gonzalo represented Fortune 100 companies in business disputes in state and federal courts around the country.

Gonzalo volunteers in numerous community service roles. He serves on the boards of the Mecklenburg County Bar and Legal Aid of North Carolina where he presently serves as chair. He also has handled numerous pro bono cases over the years, ranging from custody petitions to representing indigent clients in housing litigation. Gonzalo is also a past regional president for the Hispanic National Bar Association.

Gonzalo obtained his law degree from the Washington College of Law at American University and graduated with a bachelor's degree from the University of Florida. He is licensed to practice law in North Carolina.

Gonzalo emigrated from Peru as a child and grew up in South Florida. He presently lives in Charlotte with his wife and two young children.