

PROFESSIONAL EXPERIENCE:

Mr. Morgan's background includes over 20 years of experience as business legal counsel and executive manager with emphasis on contract negotiation and risk management in legal, biotech/pharma, and environmental construction industries.

EDUCATION, TRAINING, AND CERTIFICATIONS:

- JD—University of DePaul, College of Law
- BA—University of Michigan
- Licensed Attorney, State of Michigan
- USACE – CQM for Contractors
- Lean Six, Certified Executive Green Belt
- Injury & Incident Free, Certified Corporate Trainer
- CPR/First Aid Training
- OSHA HAZCOM & GHS
- Supervisor Reasonable Suspicion Training – Substance Abuse
- Supervisor Reasonable Suspicion Training – Alcohol Abuse

PAST EXPERIENCE:

WALSH SERVICE SOLUTIONS, LLC |
KALAMAZOO, MI

2020 - PRESENT

GREAT LAKES ENVIRONMENTAL & INFRASTRUCTURE, LLC
CHICAGO, IL **2014 - 2019**
CHIEF CONTRACT OFFICER AND SENIOR VICE PRESIDENT. Responsible for oversight of the Company's construction and general contracting life-cycle, including negotiation and contract management of all contracts (federal/state and private, prime, sub, joint venture, etc.). Developed and implemented policies, procedures, and strategies for acquisition, negotiation, risk management and contract compliance. Worked closely with senior management and project teams to evaluate bid proposals to assess commercial risk. Negotiated contract terms and conditions with customers and suppliers. Ensured internal and external contract compliance (company and teaming partners, vendors). Oversight of claims (change orders) and dispute management, outside legal counsel and litigation/protest matters. Supervised the contracts and licensing groups. A member of the executive management team and leadership safety committee.

TERRA CONTRACTING, LLC | KALAMAZOO, MI **2012 - 2014**
GENERAL COUNSEL / SENIOR VICE PRESIDENT. Responsible for advising executive members on new laws, existing laws and legal rights that would impact functionality of the business. Oversight of all legal matters business, including acting as the business' legal representative. As the senior executive manager, Morgan was responsible for oversight and optimization of company resources including systems and controls, project capture and risk management. Morgan was also responsible for oversight of sales, marketing, and human resources departments.

MPI RESEARCH, INC | MATTAWAN, MI **2007 - 2012**
GENERAL COUNSEL / SENIOR VICE PRESIDENT. Responsible for oversight of the legal department and all legal functions of the Company, including regulatory compliance, employment, contracts and

RESPONSIBILITIES

- Responsible for driving a safety culture
- Executive-level management of client contracts
- Responsible for all operational aspects, as well as the long-term growth and viability of the company
- Risk-management controls and guidance
- Ensures the highest level of quality work is always being conducted on sites around the U.S.
- Approves contract plans and procedures
- Commits and allocates resources
- Key decision maker on contracts, subcontracts, and major expenses

management of outside legal counsel. Provided counsel and guidance to executive management team and Board of Directors, including legislative and regulatory changes, acquisitions, corporate secretary functions, executive compensation and enterprise risk management. Also maintained supervision of the following operational departments: contracts, quality assurance, human resources, facilities, and site security.

VARNUM LAW FIRM | GRAND RAPIDS, MI **1998 - 2007**
PARTNER. Commercial and business litigation including contract, employment, trade secret and non-competition, corporate dissolution and related-matters. Also provided general business counsel to private business interests and nonprofit organizations with advice, strategies and services related to startup, growth, development, and exit, including entity formation and governance, contracts, succession planning.