



KAREN P. LAYNG

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181

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WORK EXPERIENCE

M.A.I.T. Co. Riverside, Illinois (February 2018 to present)

Founder and President

- Founder and President of construction, real estate development and consulting company.

Scheck Industries Westmont, Illinois (October 2013 to February 2018)

Chief Strategic Officer, General Counsel and Secretary

- Senior corporate executive in charge of driving transformational projects to yield improvements in effectiveness and efficiencies across all customer facing functions in marketing, sales and support including governance, finance and banking, enterprise and cyber risk management and security, the Company's Captive insurance program, human resources, contracting and I.T.
- Lead corporate strategy and M.&A. activities including due diligence, negotiating and drafting all joint venture, teaming and alliance partnership agreements, conducting best practices audits and implementation including promulgating the RFP for investment advisory services for the Company's 401(k) Plan and thereafter supervising the fiduciary committee. Supervise all legal and ethics functions and outside law firms and serve as Corporate Secretary to the Boards of all four operating companies.

Vedder Price, P.C. Chicago, Illinois (February 1990 to October 2013)

Shareholder

- Successfully represented clients in complex business matters ranging in the 100's of millions of dollars in commercial disputes including accounting malfeasance, computer theft, fraud and corporate misappropriation claims in federal and state courts, arbitrations and mediations;
- Counseled corporations in all areas of construction from formation and acquisitions to corporate finance and internal investigations. Drafted and negotiated loan facilities, distribution, and other contracts across the industry, including EPC, joint venture, teaming and other alliance agreements, subcontract, supplier, and professional services agreements;
- Served as outside general counsel and Board secretary for construction clients including Kenny Construction Company and as a member of the B. of A. of Scheck prior to joining;
- Senior member of the Vedder Price Management Committee Board of Directors and team leader responsible for chairing the Firm's Compensation Committee (3 terms) and the Litigation Practice Area, as well as forming, and then building, the Firm's Construction Law Group (from 2/1990 to 10/2013), to a national leading practice recognized by Chambers and Legal 500.
- Led Firm strategy in cost cutting including audits of the library research resources and technology support. Led technology audit and implemented electronic discovery policies and procedures;
- Reorganized and expanded the depth and breadth of Litigation practice area, through recruiting efforts, organic as well as external marketing and business development efforts and training; and
- Chaired the Firm's Hiring and Summer Programs (5) years. Developed and implemented plans to attract and retain top legal talent at the shareholder and associate level. As a Diversity Committee member, mentored women and diverse attorneys and caused the Firm to be an original signatory to the Chicago Bar Association's Women's Alliance "Call to Action."

Chadwell & Kayser, Ltd. Chicago, Illinois (May 1987 to February 1990)

Associate

- Responsible for all facets of commercial and construction trial preparations; successfully second-chaired antitrust trial against the DOJ's charges of violations of the Sherman Act; and tried construction breach of contract, defect and delay cases.

COURT ADMISSIONS AND AAA CERTIFICATION

- Including Illinois, 1987; U.S. District Court, Northern District of Illinois, 1987 (Trial Bar, 1991) and U.S. District Court, District of Columbia, 1989
- Member AAA Panel of Arbitrators certified for commercial and construction disputes and as a member of the M&A and Joint Venture Panel

EDUCATION

University of Illinois, Urbana-Champaign

Juris Doctor (May 1987);

BA in International Economics and Minors in French Commercial Studies and Political Science (May 1984)

University of Dijon, Dijon, France (Fall Semester 1982)

LEADERSHIP ACTIVITIES

BOARD AND OTHER EXPERIENCE AND MEMBERSHIPS

- Member of the Board of GSUSA (member of Audit and Pension Committees); Past Chair and President of the Board of the Girl Scouts Council of Greater Chicago and Northwest Indiana: responsible for the Board of this \$17 million plus not-for-profit corporation of over 50,000 girl and 20,000 volunteer members (4 years Chair, 8 years Board member); and member of the National GSUSA CEO Search Committee;
- Member of the Economic and the Executives Clubs of Chicago and an Executive Advisor to the Chicago Metropolitan Planning Council;
- Past Co-President of the St. Ignatius College Prep Parents' Organization, served on the 2013 Strategic Planning Committee and as Co-Chair of its Facilities management search;
- Awarded University of Illinois Loyalty and Distinguished Service Award for service as AA Board Member and Alumni Council President; also served as President of the Board of the College of Liberal Arts and Sciences Alumni Association;
- Village of Riverside Illinois former Plan Commission Chair (six years). Led the strategic economic and facilities audits of the Village and rewrite of the award-winning planning and zoning code; and
- Frequent speaker and writer on construction, ethics, and business topics. Recent engagements include: Panelist Construction Super Conferences (12/2017) on *How Effective Preliminary Hearings Ensure Efficiency and Economy* and also on panel entitled *Streamlining Your Arbitration: How to Avoid Reliving the Construction Project "Brick by Brick;"* (12/2016) on *Modern Challenges and Ethical Dilemmas at Arbitration;* (12/2015) on *Ethics in Arbitration;* (12/2014) on *Ethical Pitfalls of Electronic Communications* and (12/2013) on *Ethical Lapses and Criminality in Construction Procurement and Staffing;* Panelist on AAA Webinar (12/2016) on *What Advocates Can Learn From Walking in an Arbitrator's Shoes;* Panelist (with Marathon Petroleum) at the ILTA Annual Conference (6/2014) on *Ethical and Other Considerations Relating to Electronic Discovery;* and Panelist at the Seventh Circuit Judicial Conference and Bar Annual Meeting (5/2013) on *"The How-to of Civil Settlements and Criminal Plea Bargains."*

LEGAL ORGANIZATIONS

- First woman President of the Seventh Circuit Bar Association in its 51-year history;
- Recognized by Chambers in the Construction category, Legal 500 United States, named an Illinois Super Lawyer and one of the "top 50 Women Illinois Lawyers" (2011 to 2013), featured in the PLC's Construction and Projects Handbooks as one of the top ten lawyers in Chicago (2009), AV Preeminent peer-review rated by Martindale-Hubbell and included in its 2013 Bar Register of Preeminent Women Lawyers;
- Leading Lawyer and named to the "Top Ten Real Estate Related Lawyers" list (2012), the "Top 50 Real Estate -Related Women Lawyers" list (2009 to 2013) and member of the Leading Lawyers Network Advisory Board and the 2012 Illinois Super Lawyers Blue Ribbon Panel; and
- Current Co-Chair of the Construction Litigation Committee of the ABA and Faculty member of all the ABA Forum on the Construction Industry's Trial Academies (2018, 2015, 2013 and 2012).