

# KAREN P. LAYNG

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## WORK EXPERIENCE

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

*Founder and President*

- Founder and President of national construction and manufacturing consulting and real estate development company. Performs company best practices and enterprise risk audits including for Workers Compensation and General Liability claim portfolios, board practices and governance, as well as cyber and ethics compliance. The Company develops strategies and training programs to achieve cost savings and efficiencies.
- **American Arbitration Association** Member of the *Construction Mega Project Panel* which is comprised of the top construction arbitrators as rated by counsel on construction mega projects and on Panel of Arbitrators certified for commercial and construction and M&A and Joint Venture disputes.

**Northwestern University** Evanston, Illinois (March 2018 to present)

*Adjunct Faculty, College of Engineering: Engineering Masters in Design and Construction (“EMDC”) program*

- Courses: *Ethics; Due Diligence Considerations in Engineering and Construction; and Alternative Dispute Resolution* and guest lecturer in Masters in Project Management program on *Ethics; Cyber Security; and Records Retention Programs*.

**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 E.S.I.
- Led corporate strategy and M&A activities including due diligence, negotiating and drafting all joint ventures, 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 defense of antitrust criminal 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 and Trial Bar 1991) and U.S. District Court, District of Columbia (1989)

#### **EDUCATION**

##### **University of Illinois, Urbana-Champaign**

*Juris Doctor* (May 1987) and *BA in International Economics and Minors in French Commercial Studies and Political Science* (May 1984)

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

#### **BOARD LEADERSHIP AND SPEAKING EXPERIENCE**

- Board Member GSUSA (member Audit, Pension, Strategy and National CEO Search Committees) and past Board Chair of the G.S. Chicago and NW Indiana: (4 years Chair, 8 years Board member);
- Board Member American Arbitration Association (member Budget & Finance 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 Strategic Planning Committee and as Co-Chair of its Facilities management search;
- Awarded University of Illinois Loyalty and Distinguished Service Award; AA Board Member and Alumni Council President; and served as President of the Board of the College of LAS; and
- Frequent speaker and writer on construction, ethics, and business topics. Examples include:

**Panelist Construction Super Conferences:** (12/2018) on *SCOTUS Swings the Pendulum Back in Favor of Arbitration: Ensure That Your Next Arbitration Clause Is Effective and Enforceable*; (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; and*

**Other Recent Speaking Engagements:** Speaker at the annual FCIA meeting: *Liability Arising out of Firestopping* (11/2019) Miami, FL and (4/2019) Chicago, IL; Panelist on ABA Dispute Resolution Spring Conference Educational Program: *I Know You Want to "Beat the Heck Out of Them" and that "Money Doesn't Matter"—How to Save Parties from Themselves in Construction Arbitration* (4/2019) Minneapolis, MN; Panelist on ABA's 2019 Insurance Coverage CLE Seminar: *Workers Compensation: Disruption is the Only Cure to Saving a Broken System* (2/2019) Tucson, AZ.; Panelist on AAA Webinar: *What Advocates Can Learn From Walking in an Arbitrator's Shoes* (12/2016); 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;
- Member of the Seventh Circuit Jury Instructions Committee;
- Current Co-Chair of the Construction Litigation Committee of the ABA and Faculty member of the ABA Forum on the Construction's Trial Academies (2020, 2018, 2015, 2013 and 2012)