

EDMUND CHAVEZ

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CHIEF LEGAL OFFICER | GENERAL COUNSEL | BUSINESS LEADER

Drives Growth & Profitability While Minimizing Legal Risk & Costs.

Delivers Innovative Solutions That Yield Optimal Results.

Dedicated To Outstanding Client Service. Passionate About Leading Companies To Success.

Law Department Management | Strategic Planning | Compliance | Employment Law & Human Resources
Real Estate | Intellectual Property | Litigation & Risk Management | Complex Commercial Transactions
Corporate Finance | Corporate Governance | Mergers & Acquisitions

PROFESSIONAL EXPERIENCE

LAW OFFICE OF EDMUND CHAVEZ, Pittsburgh, PA 2011-Present

Play integral role as GC to established and developing businesses having revenue up to \$80M with domestic and foreign operations, including largest US Part 135 cargo airline and 2 top-50 security guard companies.

Transactional & Financial Leadership – Drive domestic and international agreements and acquisitions.

- Rescued client from more than **\$2M** in potential liabilities by negotiating significant put option, allowing company to terminate failed acquisition deal with minimal consequences.
- Orchestrated plan for construction and third-party financing of **\$2.6M** airport hangar for client with credit line limitations, including complex lease-to-buy option placing ultimate ownership with client.
- Spearheaded negotiation and closing of sale of business with **\$5M+** purchase price.
- Negotiated recapitalization with 2 credit facilities that reduced fees by more than **\$50K** and expanded credit limit from **\$500K to \$2.5M** with increased flexibility.

Organizational Development & Compliance – Form and develop domestic and foreign entities; manage corporate governance; provide legal and strategic advice to directors.

- Pioneered strategy, negotiated novel financing, cleared compliance hurdles and secured patents to launch start-up company's unique product in **50+** initial markets with anticipated expansion into **200+**.
- Key player in strategic planning that catapulted company from **\$5M to \$20M** while containing annual outside counsel fees to less than **1%** of revenues.
- Save thousands of dollars annually in costs and potential fines by maintaining strict regulatory compliance and establishing positive relations with federal (FAA, OSHA, EEOC) and state agencies.

Litigation & Outside Counsel Expense Management

- Cut security company's annual outside counsel expenditures from hundreds of thousands to an average of **\$30K** per year by proactive resolution of employee claims and use of ADR.
- Slashed outside counsel fees for litigation matters by **75%** and saved in excess of **\$250K** per year by bringing transactional work in house for airline.
- Effectively and efficiently disposed of start-up company's book of litigation matters, confining total settlement and legal costs to less than **\$75K**.
- Dramatically reduced litigation and employment administrative claims **80%** by improving procedures and policies and aggressively managing claims.

Human Resources – Craft and implement policies and procedures to minimize employee disputes; investigate internal claims; respond to EEOC cases and I-9 investigations.

- Transformed client's HR department by resolving substantially all pending claims, reorganizing personnel (including retaining new director) and reworking processes and procedures (including employee grievance system) to avert future employee actions.
- Successfully negotiated Collective Bargaining Agreement with Union and resolved all grievances at no cost to company.