

# CHAD R. HAMILTON JD, MBA

## EXECUTIVE PROFILE

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Dual-qualified JD/MBA General Counsel and Secretary with 20+ years of experience in Fortune 500 scale environments, leading enterprise risk management, compliance, complex litigation management, public-company governance and SEC reporting, and high-value transactions. As the first General Counsel for Sargento Foods, built and scaled a modern Legal/Enterprise Risk/Compliance organization supporting a multi-billion dollar operating company as trusted advisor to the CEO, executive team, and Board. Known for building high-performing teams, delivering measurable cost savings, and providing practical, business-forward counsel in high-stakes environments.

## SUMMARY OF QUALIFICATIONS & EXPERTISE

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- Corporate Transactions & Real Estate Law
- Large Company Strategy and Executive Leadership
- Corporate Governance and SEC Reporting
- Litigation Management and Dispute Resolution
- Regulatory and Government Affairs
- Compliance, Ethics and Enterprise Risk Management
- International Law
- Mergers and Acquisitions / Corporate Finance
- Intellectual Property Law
- Employment and Labor Law

“C-Suite All Stars” Top Corporate Counsel - Milwaukee Business Journal  
“C-Suite All Stars” Community Champion Award - Milwaukee Business Journal  
Athena Leadership Award – Sheboygan County Chamber of Commerce  
Top General Counsel - Drinker Biddle First Chair Award

## DETAILED LEGAL EXPERIENCE

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### **Sargento Foods Inc.**

*2013 – present*

#### **SECRETARY, GENERAL COUNSEL, EXECUTIVE VICE PRESIDENT - LEGAL AND GOVERNMENT AFFAIRS**

Recruited to be the chief legal officer of nearly \$2 billion CPG manufacturing company leading a team of over 100 people. Responsible for providing comprehensive legal and strategic advice to the C-suite, officer team and the Board of Directors. Accountable for all legal, compliance, government and regulatory affairs, corporate governance, security, employee safety, enterprise risk management, data privacy, ESG/CSR, food safety, product quality and real estate matters including, but not limited to, all commercial transactions, litigation management, IP (patents, trademarks, licensing, trade secrets, etc.), advertising law, M&A, employment law, international law, and environmental enforcement issues. Developed new and existing staff, earning reputation as a valued professional mentor. Appreciated by executive leadership for being a key strategic partner that brings a savvy business acumen, sophisticated legal and political expertise, a service-oriented personality, and a keen problem-solving ability. Also, recognized for implementing significant law department process/cost efficiencies and for building high-performing teams from the ground up. Finally, known for managing legal concerns and mitigating risk exposure with a solutions-oriented perspective while providing straightforward counsel to the Board of Directors, executives, colleagues, and business support teams.

### **Swisslog Healthcare Solutions; SECRETARY, CHIEF LEGAL COUNSEL – NORTH AMERICA**

*2009 – 2013*

Recruited to lead the legal department for international, public, global manufacturing leader in healthcare robotics, mechanized logistics, and related industrial technologies. Responsible for developing the in-house legal team from the ground up across all corporate operations in the United States and Canada. Specifically, accountable for all commercial transactions, compliance, corporate governance (including corporate securities filings), employment and labor law, intellectual property, regulatory affairs, M&A/corporate finance, insurance / risk management, international law and litigation management.

### **Woodward Governor Company; ASSOCIATE GENERAL COUNSEL**

*2008 – 2009*

Recruited as executive-level global counsel and primary attorney for all international (from Europe to Asia) corporate transactional matters and other legal activities within heavily regulated, international, public, technology manufacturing company specializing in automotive, aerospace, and industrial energy devices. Lead counsel for all commercial transactions, litigation management, employment & labor, intellectual property (patents, trademarks, licensing, etc), M&A, corporate finance, products liability and real estate matters. Significant engagement with the global supply department, its international supply chain, and international facilities matters. Responsible for legal review of all SEC securities filings and reports. Lead attorney for risk management and product liability matters.

### **JBS USA; SECRETARY, GENERAL COUNSEL**

*2004 – 2008*

#### **Swift & Co.; ASSOCIATE GENERAL COUNSEL (*predecessor entity*)**

Provided legal and strategic advice to senior executives and management as lead counsel for one of the world's largest international, public, CPG manufacturing companies. Responsible for all international legal matters in Australia, Canada, Mexico and Central America. Directly involved with multiple government investigations and enforcement actions and responsible for all regulatory, environmental, safety, and compliance concerns. Lead attorney for global supply chain, new transportation/logistics entity, and warehousing/distribution company. Lead counsel for real estate, construction, and commercial leasing matters. Managed entire

intellectual property portfolio, including trademarks, trade secrets and patents. Responsible for risk-management strategy and coordinated legal affairs across a broadly dispersed, multi-cultural, international corporation. Responsible for all corporate governance activities including all public SEC securities filings and reports.

**Grant, Grant & Goiran LLP; ASSOCIATE ATTORNEY** 2002 – 2004  
**City of Greeley, City Attorney’s Office; ASSISTANT CITY ATTORNEY** 2000 – 2002  
**Wick, Campbell, Bramer, Ukasick and Trautwein; ASSOCIATE ATTORNEY** 2000

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## ADMISSIONS & SELECTED COMMUNITY SERVICE

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- ***Community Service:*** Vice President, Kohler Public School District ~ President, Stephanie H. Weill Performing Arts Foundation ~ Vice President, Kohler School Foundation ~ Vice President, Horse Creek Community Association ~ Colorado Bar Association Board of Governors ~ Campaign Co-chair, United Way of Sheboygan County ~ Board Member, Make-A-Wish Wisconsin ~ Vice Chair, Sheboygan Economic Development Corporation
- ***Honors:*** “C-Suite All Stars” Top Corporate Counsel - Milwaukee Business Journal; “C-Suite All Stars” Community Champion Award - Milwaukee Business Journal; Athena Leadership Award – Sheboygan County Chamber of Commerce; Top General Counsel - Drinker Biddle First Chair Award
- ***Admissions:*** Supreme Court of the United States of America; Wisconsin Bar; Colorado Bar; United States District Court, Colorado and Eastern District of Wisconsin; U.S. Court of Appeals- 10<sup>th</sup> and 7<sup>th</sup> Circuits
- **Member - World 50 (a private community for CEOs and C-level executives at globally respected organizations to discover better ideas, share valuable experiences and build relationships that make a lasting impact.)**

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## EDUCATION

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Kellogg School of Management, Northwestern University, Evanston, IL MBA  
University of Colorado School of Law, Boulder, CO JURIS DOCTOR  
Colorado State University, Fort Collins, CO BACHELOR OF SCIENCE