

LANCE G. MORGAN



CONTACT



EDUCATION

-  **Harvard Law School**
Cambridge, MA
Juris Doctor, 1993
Distinguish Alumni 2003
-  **University of Nebraska**
Lincoln, NE
Bachelor of Science Economics, 1990
Builder Award, 2012
-  **Omaha North High School**
Omaha, NE, 1986
Vikings of Distinction Alumni Award

BAR ADMISSIONS

-  **State of Minnesota**
1993 - Present
-  **Winnebago Tribe of Nebraska**
1994 - present

TRIBAL AFFILIATION

-  **Enrolled Member of the Winnebago Tribe of Nebraska**

CORPORATE EXPERIENCE



HO-CHUNK, INC. CEO & PRESIDENT

1995 - Present
Winnebago, NE

Founder of an international tribal conglomerate involved in developing non-gaming aspects of the Winnebago tribal economy. One of the fastest-growing companies in Nebraska with over 1,750 employees and projected 2023 revenues of \$450 million in various industries, including retail, hotels, construction, technology, government contracting, manufacturing, and distribution. Ho-Chunk, Inc. is the largest minority-owned company in Nebraska.



WARHORSE GAMING, LLC CEO & BOARD CHAIRMAN

2020 - Present
Omaha & Lincoln, NE

As part of Ho-Chunk Inc., revived the horse racing industry and developed a new gaming industry in Nebraska by conducting a statewide referendum to change the Nebraska Constitution to allow gaming at existing horse tracks, investing over \$500m to develop gaming operations in Omaha, Lincoln, and South Sioux City, NE. This project also established sports betting in Nebraska and will create several thousand jobs and significant tax revenues for the state, city, and county governments.



NATIVE AMERICAN BANK BOARD MEMBER

2015 - Present
Denver, CO

Purchased 32% interest in a near bankrupt Native American bank and changed the capital structure, as well as implementing a growth plan. The plan moved from \$55m in assets to \$221m. The bank was transformed from consistent losses in 2015 to an estimated \$10m in profit in 2023.

LEGAL EXPERIENCE



BIG FIRE LAW & POLICY PARTNER

2019 - Present
Omaha, NE & Washington DC

Founding partner of one of the largest exclusively native-owned Indian Law firms in the country. The four other founding partners are native women. The focus is primarily on tribal economic development, tribal government, tribal and non-tribal gaming, complex litigation, tax credits, and finance.

FREDERICKS, PEBBLES & MORGAN MANAGING PARTNER

2014 - 2019
Omaha, NE

Equity Partner in the largest Indian Law Firm in the country and advised multiple tribes on various corporate, tribal development, and taxation issues. Helped numerous tribes establish tribal corporations and advised tribal corporations on a wide variety of corporate, tribal law, and strategic issues. Offices are located in California, Colorado, Nebraska, South Dakota, North Dakota, Michigan, and Washington, D.C.

LANCE MORGAN CONSULTING OWNER

2000 - Present
Winnebago, NE

Various tribal economic and legal consulting related to tribal corporate development and an expert witness in different tribal legal cases.

DORSEY & WHITNEY ASSOCIATE ATTORNEY

1993 - 1994
Minneapolis, MN

Associate Attorney in the Indian Law division of a national law firm. Practice areas included gaming on Indian lands, bond finance, and corporate law matters.

AWARDS & COMMENDATIONS

Nebraska Builder Award, University of Nebraska's highest possible award, 2012

University of Nebraska, Lincoln, Commencement Speaker, 2013

White House Champion of Change Award, 2012

Chief Standing Bear Humanitarian Award, Nebraska Commission of Indian Affairs, 2011

Distinguished Alumni Speaker, Harvard Law School, 2003

Board Member, Consumer Advisory Board for the U.S. Federal Reserve Bank, 2006 to 2009

Advocate of the Year Award, Minority Enterprise Development, 2014

Newsmaker of the Year, Sioux City Journal, 2015

Regional Small Businessperson of the Year, SBA, 2010

Innovations in Government Award, Harvard University, and the Ford Foundation, 2001

Harvard Honoring Nations Award, Ho-Chunk, Inc., 2000

Harvard Honoring Nations Award, Winnebago Community Development Fund, 2006

Harvard Honoring Nations Award, Ho-Chunk Village, 2015

Harvard Honoring Nations Award, Ho-Chunk Village, All Star Award, 2023

Inc. Magazine, named one of "25 Top Entrepreneurs, We Love." 2004

People Magazine, named one of "Most Fascinating People," 2002

Named one of the 50 Faces of Indian Country, 2016

Travois, Economic Development Professional of the Year, 2017

U.S. Army, Outstanding Soldier Award for basic training, 1986

Featured in the Wall Street Journal, People Magazine, the Economist, and Fortune Magazine

ACADEMIC EXPERIENCE



ARIZONA STATE LAW SCHOOL ADJUNCT PROFESSOR

2005 - Present
Tempe, AZ

Teach a short-term class on Federal Indian Law and Contemporary Tribal Economic Development.
Published: "The Rise of Tribes and the Fall of Federal Indian Law." Arizona State Law Journal, 2017.



UNIVERSITY OF ARIZONA LAW SCHOOL ADJUNCT PROFESSOR & LECTURER

2006 - 2022
Tucson, AZ

Co-taught and lectured various short-term classes on tribal economics, tribal law, and community development.



LITTLE PRIEST TRIBAL COLLEGE BOARD OF DIRECTORS

1997 - 2001
Winnebago, NE

The original board member of a new tribal college. Helped legally structure the college, provided initial planning and development, and taught business law.

GOVERNMENT & MILITARY EXPERIENCE



SMITHSONIAN'S NATIONAL MUSEUM OF THE AMERICAN INDIAN TRUSTEE

2013 - 2018
Washington, DC

Served on the Executive Committee overseeing policy and growth initiatives, including developing the National Native American Veteran's Memorial in Washington, D.C.



UNITED STATES FEDERAL RESERVE MEMBER, CONSUMER ADVISORY COUNCIL

2007 - 2010
Washington, DC

Advised the Federal Reserve Board of Trustees on all aspects of consumer finance, regulatory issues, and proposed changes to protect consumer interests.



DEPARTMENT OF THE INTERIOR ECONOMIC POLICY CONSULTANT

2004 - 2005
Washington, DC

As a consultant, served in the role of Deputy Assistant Secretary of the Department of Interior. Responsible for developing an economic implementation plan for the Department of Economic Policy for the Bureau of Indian Affairs.



US ARMY RESERVES TRUCK DRIVER

1986 - 1990
Lincoln, NE

Awarded the Company Outstanding Soldier Award for basic training.

BOARD MEMBERSHIPS

Member, Board of Directors,
Casey Family Programs,
2018 to present.

Chairman, Native American
Contractors Association,
2009 – 2012

Member, Executive Committee of
Board of Trustees, Smithsonian's
National Museum of the American
Indian, 2013 to 2018

Chairman, Siouxland Chamber of
Commerce, 2016

Chairman, the Siouxland Initiative,
2022 to present.

Member, Board of Directors,
Kituwah, Economic Development,
L.L.C., 2018 to present.

Member, Board of Directors, Native
American Bank, 2015 to present.

Member, Board of Directors, Liberty
National Bank, 2002 - present

Member, Board of Directors, Prairie
Band, LLC, 2010 - 2015

Member, Board of Directors, Dynamic
Homes., a formerly public company,
1999 - 2001

Member, Board of Directors,
Potawatomi Business Development
Company, 2005 -2009

Member, Board of Directors, Lower
Sioux Economic Development Corp.
2009 -2011

Member, Board of Directors,
Chukchansi, Inc., 2004 - 2008

Member, Nebraska Rural
Development Commission
2006 – 2007

Member, Board of Directors, Little
Priest Tribal College, 1997-2001

NON-PROFIT & COMMUNITY DEVELOPMENT EXPERIENCE



CASEY FAMILY PROGRAMS FOUNDATION TRUSTEE

2018 - Present
Seattle, WA

Serve on the investment, compensation, and government policy committees for the Board of Trustees for a \$2.7B foundation dedicated to helping children in foster care, including protecting native children and preserving the Indian Child Welfare Act.



HO-CHUNK COMMUNITY DEVELOPMENT CORPORATION BOARD MEMBER & FOUNDER

2000 - Present
Winnebago, NE

Started Ho-Chunk Community Development Corporation (HCCDC) to fund community-based development on the Winnebago Reservation and to help develop an emerging middle class in our community. Ho-Chunk, Inc. provides a significant portion of its annual funding. HCCDC has funded dozens of local projects and housing initiatives:

- Created and manages a Community Development Financial Institution (CDFI) to help aspiring entrepreneurs and boost consumer credit.
- Oversees the award-winning Winnebago Community Development Fund, which provides matching grants for development, community betterment, and endowment funds for the community.
- Manages a successful housing downpayment assistance fund that provides up to \$75,000 in downpayment assistance to tribal members who build a new home on the Winnebago Reservation.
- Cooperates with community organizations to plan, fund, and create a thriving Farmer's Market in the community.
- Secured \$75m in private/public sector funds through grants and targeted donor development efforts.



HO-CHUNK VILLAGE DEVELOPER

2006 - Present
Winnebago, NE

Planned, designed, and developed the Ho-Chunk Village, an 80-acre urbanism-style town on the Winnebago Reservation. It is a mixed-use, walkable development considered one of the most innovative social and economic projects in rural Nebraska and Indian County. It has twice won the Harvard Honoring Nations Award for excellence in tribal development.

SELECT TRIBAL CORPORATE ACTIVITIES

- Hosted and informally advised over 100 tribes who visited Ho-Chunk, Inc. to learn more about tribal corporate structure, tribal strategy, tribal community development, and tribal taxation-related issues.
- Tigua, Inc., developed the legal structure and initial strategy for the economic development corporation of the Ysleta Del Sur Pueblo Tribe.
- Prairie Band, L.L.C., developed a legal structure and initial strategy for the economic development corporation for the Prairie Band Potawatomi Nation.
- Potawatomi Business Development Corporation served as one of the original board members for the economic development corporation for the Forest County Potawatomi Band.
- Osage, L.L.C., developed the legal structure and initial strategy for the economic development corporation of the Osage Nation.
- Dakota Futures, Inc., served on the initial board of directors and advised on several economic development strategies for the economic development corporation of the Lower Sioux Indian Community.
- Chukchansi, Inc., served on their initial board and developed the initial strategy of the economic development corporation of the Picayune Rancheria of Chukchansi Indians
- Meskwaki, Inc., advised the tribe on the legal structure of the development corporation of Meskwaki Nation.
- Kituwah Economic Development, L.L.C., board member for Eastern Band of Cherokee's economic development corporation.

LECTURES, SPEECHES, U.S. TESTIMONIES

- Hubbard Lecture, University of Nebraska and the Great Plains Art Museum, *Tribal Economics: A Dark Past and a Promising Future*. 2017
 - Speaker, Harvard Project on American Indian Development, John F. Kennedy School of Government, *The Next Horizon: What Are the Looming Challenges in Building and Exercising Self Governance?* 2017
 - Guest Speaker, Harvard Business School, *Building Sustainable Tribal Communities*. 2017
 - Guest Speaker, University of Nebraska and the Great Plains Symposium, *Celebrating the Ho-Chunk Story*. 2015
 - Speaker, United States Senate Committee on Indian Affairs. *Internet Infrastructure in Native Communities: Equal Access to E-Commerce, Jobs and the Global Marketplace*. 2011
 - Keynote Speaker, Northern Minnesota Tribal Economic Summit, *Building Business Through Partnerships*, 2011.
 - Canby Lecture, Arizona State Law School, *The Rise of Tribes and the Fall of Federal Indian Law*. 2016
 - Speaker, Arizona State Law School CLE, *Sustaining the Reservation: Creating Tribal Economies*. Reservation Economic Diversification. 2014
 - Speaker, United States Senate Committee on Indian Affairs. *Promised Fulfilled: The Role of the SBA 8(a) Program in Enhancing Economic Development in Indian Country*. 2011
 - Speaker, Federal Indian Bar Association, *Preserving and Protecting our Rights in an Uncertain Time*. 2018
 - Keynote Speakers, Creighton University, Mountain Plains Minority Supplier Development Council, *Opening Doors to New Horizons*. 2016
 - Speaker, Arizona State Law School CLE, *Wiring the Rez: Innovative Strategies for Business Development Via E-Commerce*. Session: *The Evolutionary Pattern of Tribal Internet Business Partnerships*. Jan. 2019.
 - Speaker, Arizona State Law School CLE, *Inaugural Tribal Government E-Commerce: Innovating a New Geography of Indian Country*. Session: *Old and New Strategies of Innovation in Tribal Economic Development*. 2015
 - Keynote Speaker, Nebraska Investment Finance Authority, *Living Our Mission Every Day*. 2018
 - Keynote Speaker, Great Plains Tribal Leaders' Economic Development Summit, *The Ho-Chunk Economic Development Model*. 2017
 - Speaker, Minnesota Indian Law CLE Conference, *Thriving While Native American, Tribal Economic Development Update*, 2022
 - Keynote Speaker, Navajo Nation Economic Summit, *Building Tribal Economies*, 2016
 - Speaker, United States Senate Committee on Indian Affairs. *Oversight Hearing on Economic Development in Indian Country*. 2006
 - Speaker, University of Arizona Law School, *All Roads lead to Chaco Canyon, Revitalizing Trade between Tribal Nations*. 2018
 - Video Interview, Native Nations Institute, University of Arizona, *Building and Sustaining Tribal Enterprises*. 2006
 - Keynote Speaker, *Native American Summit, State of Utah*, 2010
 - Speaker, U.S. Department of Energy, *Access to Opportunities, Federal Contracting Role with Tribal Economic Development*. 2017
 - Speaker, National Indian Gaming Tradeshow and Convention. *Pursuing Commercial Gaming Licenses: Caveat Emptor*. 2016
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