

KARI O'NEILL POTTS



TO REQUEST CONTACT INFORMATION FOR THIS INDIVIDUAL, PLEASE
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EXECUTIVE SUMMARY

Senior Executive with 15+ years experience in global commercial markets, industrial equipment manufacturing and sales, and ESG standards. Demonstrated leadership of P&L, significant M&A and joint ventures, commercial transactions, compliance, corporate governance, and regulatory matters. Based on exceptional judgment, capitalizes on domestic and international market intelligence, business trends, and economic cycles in the agriculture, infrastructure, and utility sectors to accelerate revenue growth.

Confronts complexity and navigates ambiguity with strategic legal counsel and strong financial acumen. Defines challenges and develops solutions aligned with corporate goals while effectively building consensus to achieve agreements among varied stakeholders. As regulatory environments evolve, recognizes the range of enterprise risk issues requiring board level attention.

PROFESSIONAL EXPERIENCE

SCOULAR COMPANY, Omaha, NE

2024 - Present

Employee-owned \$10.5B agribusiness leveraging global networks and expertise in the purchase, sale, storage, and handling and processing of grain and ingredients to deliver reliable solutions to farmers, grain processors, and renewable energy producers. The company has a footprint of 100+ offices and facilities in North America and Asia, and ranks 48th on the Forbes list of America's largest private companies.

SVP, Chief Legal Officer and Corporate Secretary, 2024 – Present

Senior Associate General Counsel, 2024

Legal, Compliance & Governance

- Direct report to CEO and member of nine-person senior executive leadership team.
- Lead legal and compliance functions globally. Advise CEO and leadership team on corporate risk strategy, legal matters, and sustainability.
- Manage compliance training and strategy worldwide, including in-person training and audits at international locations.
- Manage all board activities, correspondence, and governance activities. Manage all board committees and related work. Provide board-related education and development
- Serve as Corporate Secretary for the company and numerous foreign and domestic subsidiaries, leading strategy for corporate governance matters world-wide.
- Partner with business development team and other functional teams to lead strategy and negotiations for all company M&A activity.
- Lead and direct global crisis management for the enterprise, including incident response teams and strategies.

ESG

- Responsible for sustainability team and strategy, including all reporting and metrics.
- Aligns business strategy framework with the UN's Sustainable Development Goals.
- Executive sponsor of Scoular Women Influencing Culture, an employee resource group with 500+ members.

VALMONT INDUSTRIES, INC. (NYSE: VMI), Omaha, NE 2011 - 2024
Global leader in the manufacture and sale of vital infrastructure and agricultural equipment, and industrial technology; Fortune 750 company (\$4.59B) with 11,000 employees across worldwide operations.

Vice President & General Manager Global Agriculture &, 2023 - 2024

North America Irrigation and Tubing

Vice President & General Manager - North America Irrigation and Tubing, 2022 - 2023

Vice President, Deputy General Counsel - Valmont Industries, 2021 - 2022

Member, CEO - ESG Taskforce, 2020 - 2024

Emeritus/Inaugural Chair, Inclusion & Diversity, 2020 - 2024

Vice President & General Counsel – Infrastructure/Utility, 2016 - 2021

Roles with increasing responsibility, 2011 - 2016

Non - Executive Director, Subsidiary Board of Directors:

Convert Tech S.r.l. - Italian solar company, 2020 - 2024

Valmont Solar, Inc. - U.S. solar company, 2020 - 2024

Valmont Industries de Argentina SA - irrigation company, 2016 - 2024

Delta Limited - U.K. holding company, 2011 - 2024

Valmont Newmark, Inc. - U.S. utility structures company, 2011 - 2024

Leadership & Strategy

- Led Global Agriculture during the integration of the Irrigation, Tubing and Agricultural Technology into that single, global business segment, after leading North America Irrigation and Tubing, a \$600M P&L, with 1000+ employees in 6 locations. Concurrently, drove business development, margin optimization, and operations management.
- Frequently reported to the Board of Directors on business results and evolving risk environments. Additionally, delivered Inclusion & Diversity (I&D) reports to the Board of Directors; a recurring agenda item.
- Managed the significant \$130M acquisition of an Italian solar company, which expanded Valmont's domestic and international footprint. Served as the lead on a range of other M&A, joint venture, and divestiture transactions.
- Led a complex international tax re-organization of subsidiaries in South Africa, Australia, New Zealand, Vietnam, the United Kingdom and the United States representing \$1B in assets.
- Directed strategic business planning and tied priorities to the UN's Sustainable Development Goals as a framework.
- Led Transformation (6-member) Team combining 3 main divisions (Lighting and Traffic, Utilities, and Telecom) into the overarching Infrastructure segment driving efficiency and removing redundant processes. Based on successful segment streamlining, created agile processes to effectively integrate future, large acquisitions.

General Counsel & Compliance

- Led legal and compliance functions for the \$2.2B revenue Global Infrastructure (Lighting & Traffic, Utility, and Telecom) serving as primary legal advisor to segment President and key member of the leadership team. Direct report to the company's Chief Legal Officer with dual reporting to segment President.
- Directed cross-functional team through a government compliance audit spanning 5 years. Achieved resolution avoiding multi-million dollar penalty through multi-year remediation.

VALMONT INDUSTRIES, Continued:

- Led high-level investigations of compliance and employment matters; coordinated Infrastructure segment's crisis response to issues from the global reporting hotline. Coordinated action plan for infrequent segment product failure and recalls.
- Provided in-person and remote FCPA compliance training to the company's 100 plus sites, including extensive on-site training in China, India, and Italy.

COLLEGE OF BUSINESS ADMINISTRATION, UNIVERSITY OF NEBRASKA, Omaha, NE 2009 - 2010

Adjunct Professor MBA Program - Business Law

DOUGLAS COUNTY PUBLIC DEFENDER, Omaha, NE

2007 - 2011

Assistant Public Defender

THOMAS G. INCONTRO, P.C., Omaha, NE

2005 - 2007

Attorney

KOLEY JESSEN, P.C., L.L.O., Omaha, NE

2002 - 2005

Associate Attorney & Law Clerk**SELECTED PROFESSIONAL & COMMUNITY AFFILIATIONS****Advisory Board Member**, LQDTY LLC

2024 - Present

Board Member, Omaha Community Foundation

2023 - Present

Board President, Omaha Public Schools Foundation

2021 - Present

Finance Chair, 2021 - 2023**Board President**, Mentor Nebraska

2017 - Present

Board Member, Association of Corporate Counsel, Mid-America

2016 - 2018

Board Secretary, 2017 - 2018**Board Treasurer**, 2016 - 2017**EDUCATION & QUALIFICATIONS****Juris Doctor (J.D.)**, *summa cum laude*, Creighton School of Law, Omaha, NE

2005

Concentration certificate: Business, Taxation, and Commercial Transactions

Bachelor of Science, Business Administration, University of Nebraska, Lincoln, NE

2002

Bar Admittances:

Nebraska Bar Association

2005