



Meredith M. Lackey

Passionate, driven, and accomplished leader with over 25 years of progressive leadership roles in both large public and private industrial organizations operating within complex and challenging regulatory environments.

Professional Experience

SOUTHERN COMPANY (Atlanta, Georgia)

Fortune 200 diversified energy company with annual revenues exceeding \$25B (NYSE: SO)

Chief Compliance Officer, Southern Company (January 2024 – present)

- ◆ Senior executive running the Compliance program across all of SO's affiliates and leading Southern's system-wide initiatives around AI Governance, data privacy, compliance risk assessment and mitigation, and third-party risk management.
- ◆ Key advisor to the Board, Board Audit Committee, Business Security & Resilience Committee, and SO Management Council on compliance risks and mitigation programs and practices.

Executive Vice President, External Affairs and Nuclear Development, Georgia Power Company – largest operating subsidiary of Southern Company (June 2020 – December 2023)

- ◆ Chief external affairs officer, reporting to President & CEO; member of Management Council; leader of Regulatory Affairs, Legislative Affairs, Pricing and Planning, Environmental Affairs, Corporate Communications, Region External Affairs, and Nuclear Development teams (9 direct reports, ~500 indirect).
- ◆ Led the external affairs team through a cultural transformation to create more engaged, aligned, and intentional business and regulatory strategies; key advisor to the Board and Board Safety, Nuclear, and Operations Committee.

Senior Vice President, General Counsel, Corporate Secretary, and Chief Compliance Officer, Georgia Power Company – largest operating subsidiary of Southern Company (November 2016 – June 2020)

- ◆ Chief legal officer, reporting to President & CEO; member of Management Council; leader of Legal, Corporate Secretary and Compliance, Corporate Security, and Risk Management teams (6 direct reports, 50 indirect).
- ◆ Chief Compliance Officer, responsible for managing the company's compliance assurance function.
- ◆ Corporate Secretary to the Board of Directors, including drafting resolutions, preparing for Board meetings, and implementing process improvements around governance and entity management on an ongoing basis.

COLONIAL PIPELINE COMPANY (Alpharetta, Georgia)

Largest refined oil products pipeline in the world with \$1.3 billion in annual revenue.

Vice President & General Counsel (January 2012 – October 2016)

- ◆ Chief legal officer, reporting to President & CEO; member of senior executive Leadership Team; leader of Legal, Government and Regulatory Affairs, Compliance, Internal Audit, and Information Technology teams (7 direct reports, 75 indirect).
- ◆ Chief Compliance Officer, reporting to Board of Directors directly in that capacity; Corporate Secretary to the Board of Directors.

Director of Compliance (2010 – 2011)

- ◆ As Chief Compliance Officer, responsible for management of company's Compliance & Ethics Program and central regulatory support function; led rewrite of Code of Conduct and managed roll-out to organization, including related training; led all internal investigations and managed internal hotline for employee reporting; no significant NOPVs or fines and penalties during tenure.

Senior Attorney (2008 – 2010)

- ◆ Corporate Secretary for Bengal Pipeline Company and Transport4 (joint ventures) and Assistant Board Secretary for Colonial; managed broad spectrum of litigation and claims; designed and led implementation of departmental process improvements, including concise and manageable outside counsel guidelines with tracking process, contract approval process, and improvements to corporate delegations of authority; counseled CEO, Leadership Team, and HR group on day-to-day employee relations issues and assisted with internal HR assessments, policy improvements, and employee handbook rewrite.

IMERYS (Roswell, Georgia)

\$4.5B international industrial minerals company operating in 47 countries. Headquartered in Paris, France. Publicly traded on the French stock exchange.

Director of Human Resources, IMERYS Performance Minerals North America (2007 – 2008)

- ◆ Senior human resources leader for business unit, reporting to VP / General Manager, supporting 8 North American plant locations with approximately 850 employees; led labor relations strategy for 4 unionized locations.

Litigation Counsel (2003 – 2007)

- ◆ Responsible for all US litigation management, including business tort, employment (Title VII), environmental/toxic tort, products liability (silica, asbestos, and benzene), and real estate matters.

JONES DAY (Atlanta, Georgia)**2000 – 2003****Associate, General Litigation Group****BAKER BOTTS (Washington, D.C.)****1999 – 2000****Associate, Trial Practice Group**

Education, Certifications, and Affiliations

Member, Georgia Bar and Mississippi Bar (inactive in MS)**Juris Doctor, University of Mississippi (magna cum laude)****Bachelor of Business Administration, Louisiana State University**

**Certification -- Stanford Graduate School of Business,
Harnessing AI for Breakthrough Innovation and Strategic Impact (November 2024)**

CEO Perspectives Fellow (Class of 2023)**Member – Rotary Club of Atlanta**

**Past Gubernatorial Appointments - Georgia Judicial Nominating Commission &
Grace Commission (targeted at fighting human trafficking)**

Past Member - Board of Governors, Georgia Chamber of Commerce**Past Board and People Committee for Camp Twin Lakes****Former Trustee - Oglethorpe University**