

H. ERIC HILTON

LEGAL EXPERIENCE

HALL BOOTH SMITH P.C., Atlanta, GA

2/19 to Present

Partner and Shareholder.

Member of the firm's School law, Employment, and Construction practice groups. Representation of school systems, construction general contractors, engineering firms, apartments, property owners and management firms and hospitality industry clients. Employment and labor practice includes defense of matters under Title VII, ADEA, ADA and the Fair Labor Standards Act. School law practice includes contract review and drafting, procurement, Board policy compliance, disciplinary matters, employment litigation and general litigation. Labor practice also includes serving as chief labor negotiator. Construction practice includes matters involving defect, payment, delay and schedule, performance, and contract disputes along with contract negotiation and drafting. Represents property owners and managers in cases involving mold and toxic substance exposure, negligent security, wrongful death, personal injury and premises liability. Member of the firm's Management Committee. Serves as firm's Diversity Officer and co-Chairperson of firm's Inclusion and Diversity Committee and Construction Group.

FREEMAN MATHIS & GARY LLP, Atlanta, Georgia.

1/17 to 2/19

Partner.

National law firm with twelve offices and over 122 attorneys. Vice Chair of firm's construction group. Member of firm's government, general liability and labor & employment groups. Successful trial practice. Represented clients in court and before arbitration tribunals in a wide range of matters including construction defect, wrongful death, negligence, premises liability and injury. Practice included representation of real estate developers, general contractors, hotel operators, assisted living facilities and apartment owners. Perform and provide various advice and legal services related to firm's role as counsel to local counties and municipalities. Provided advice and training on procurement and contracting practices for government entities. Reviewed, drafted and negotiated various types of contracts including construction agreements and service contracts. Served as lead negotiator on behalf of clients in collective bargaining negotiations.

HAWKINS PARNELL & YOUNG LLP, Atlanta, Georgia.

12/13 to 12/16

Partner.

National law firm with nine offices and over 150 attorneys. Litigation partner and co-chair of the firm's construction group. Member of the firm's employment & labor and business litigation groups. Served as co-chair of the firm's Diversity Committee and member of firm's Marketing Committee. Handled all aspects of trial practice. Construction practice included representation of general contractors, subcontractors and engineering firms in court and in arbitration proceedings. Handled a wide range of construction related matters, to include disputes related to breach of contract, delay, defect, design, schedule, completion, performance and payment. Drafted, reviewed and negotiated owner, subcontractor and vendor contracts; entity and joint venture agreements and project related documentation. Employment and labor practice included representation of clients in court, and before the EEOC and state agencies. Served as Chief Labor Negotiator on behalf of clients. Conducted supervisory skills and other training. Practice also included

representation of commercial real estate firms, property managers and owners. Successfully argued case before the Georgia Court of Appeals related to causation in a mold and toxic substance exposure case.

H. J. RUSSELL & COMPANY, Atlanta, Georgia.

1/04 to 12/13

Senior Vice President, Corporate Secretary and General Counsel.

Company is a diversified construction, real estate development and property management firm. Responsibilities included oversight of the Legal, Human Resources and Risk Management departments. Served as Corporate Secretary for the Company and its affiliates. Provided ongoing counsel, advice and support to internal stakeholders including the Board of Directors, corporate officers, department heads and owners. Established and administered budgets. Also served as General Counsel and Secretary for Concessions International LLC, an airport concessionaire and corporate affiliate, from January 2004 through January 2012. Managed and directed outside counsel on all aspects of litigation. Actively participated in arbitration proceedings, mediations and administrative matters. Extensive contract drafting, negotiation and review to include contracts with government and public entities and airport authorities, construction contracts, property management agreements, commercial leases, partnership agreements, corporate documents, vendor and consulting contracts, and development agreements. Conducted internal investigations and provided legal support and strategy on personnel actions. Directly handled employment matters before the EEOC and state agencies with a solid record of favorable outcomes. Drafted corporate policies and facilitated implementation. Served as chief labor negotiator on behalf of the Company and affiliates including Concessions International LLC. Oversaw and facilitated administration of the Company's insurance programs and managed the insurance renewal process. Handled surety administration and mechanic's lien related issues. Maintained corporate records for the Company and affiliates. Oversaw the administration and maintenance of all required filings for the Company and affiliates including annual registrations, business licenses and general contractor certifications. Oversaw entity formation and ensured compliance with applicable requirements. Drafted corporate resolutions and records. Member of the Company's Employee Benefits & Investment Committee, which was responsible for compliance oversight and administration of the Company's health and welfare plans. Established compliance goals and conducted compliance training seminars on a variety of topics including employment law and construction best practices. Served as personal attorney and advisor to the Company's founder and Chairman, Herman J. Russell, Sr.

JACKSON LEWIS LLP, Atlanta, Georgia

1/00 to 2/01

Associate Attorney.

National labor and employment law firm. Extensive drafting of motions and pleadings.

STOKES WAGNER (formerly Stokes & Murphy PC), Atlanta, GA

2/01 to 12/03

Associate Attorney.

8/97 to

1/00

Labor and employment boutique law firm focusing on the hospitality and travel industry.

EDUCATION

The George Washington University Law School, Washington, D.C., *Juris Doctor 1997*

Hampton University, Hampton, VA, *Bachelor of Science, Economics 1990*

AFFILIATIONS AND ACTIVITIES

- State Bar of Georgia
- District of Columbia Bar
- Leadership DeKalb (Class of 2023)
- The Latin American Association, *Board Member at Large, Executive Committee and Outside General Counsel (2012 to 2019)*
- Atlanta Habitat for Humanity, *Board Member (2016 to 2019)*
- 100 Black Men of Atlanta Inc., *Member and Past Chair – Collegiate 100 Program*
- The Fernbank Museum of Natural History, *Past Member, Corporate Leadership Council*
- Leadership Atlanta (Class of 2012)
- National Symposium on Diversity in the Legal Profession, *Past Advisory Board Member*
- Association of Corporate Counsel, Georgia Chapter, *Past Board Member at Large*
- The Georgia Radio Reading Service, *Board of Directors and Volunteer Broadcaster (2006-2013)*

RECOGNITIONS AND AWARDS

- Outstanding General Counsel Award, *Atlanta Business Chronicle and Georgia Association of Corporate Counsel (2012)*
- Recognized in “On the Rise – 15 Under 40 to Watch,” *Daily Report (2007)*
- Short list for Atlanta City Attorney (2010) and DeKalb County Attorney (2012)