

# GEOFFREY P. STEELE

ATTORNEY AT LAW

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## EXPERIENCE:

University of Saint Francis

*Associate Professor of Business Administration & Law*

Keith Busse School of Business and Entrepreneurial Leadership (KBSobel)

Fort Wayne, IN - August 2008 to Present

## Graduate courses:

- ***Entrepreneurship*** MBA course exploring business start-ups and business plan development; securing venture capital and other funding sources; new product development; intellectual property protection; business structure and organization; marketing and advertising techniques; exit strategy planning
- ***Mergers and Acquisitions*** MBA course taught on-site and via live telecom to Crown Point campus covering strategic planning, legal ramifications, domestic and international considerations, financial structuring, leveraged buy-outs, organizational restructuring
- ***International Finance*** MBA course covering international banking; economic, transaction, and translation exposure; international bond and equity markets, FX markets and currency hedging; foreign direct investment, mergers and acquisitions; portfolio construction and diversification strategies
- ***Law and Ethics*** MBA course developed for Web-based delivery as well as traditional classroom setting exploring the intersection of moral and ethical systems and the law; utilitarian, deontological, and virtue ethics regimes; prescriptive and proscriptive rules within and beyond the law; theories of justice; applied ethics in business decision making

## Undergraduate courses:

- ***Labor Relations*** course examining the history of the labor movement; legal framework of the National Labor Relations Act (NLRA), National Labor Relations Board; labor relations case law; collective bargaining agreements; grievance proceedings and protocols; management and labor negotiation tactics
- ***Organizational Dynamics*** course exploring group dynamics and organizational behavior; best practices in organizational structures; motivation research; psychodynamics of teams; compensation and incentive programs; cross-cultural comparisons and international personnel management; personality and communication traits; command structures and generational differences; performance measures; alternate work arrangement and scheduling options
- ***Entrepreneurship and Small Business Management*** course focusing on the opportunities and challenges of business start-ups; drafting of a fully developed business plan; venture capital financing; strategy; market research; Web-based opportunities; human resource management

- ***Entrepreneurial Finance*** course developing strategies for small and new business start-ups to gain venture capital funding; bank financing; SBA loans; equity and bond issues; cash flow management, and small business financing needs and challenges
- ***Business Law*** course reviewing the Common Law system as it relates to business management; choice of business structure including corporations, limited liability companies, and partnerships; property rights; substantive law such as constitutional law, contracts, and torts; procedural law including court structure and jurisdiction
- ***Business Communications*** course developing written, spoken, visual, presentational, and electronic business communication skills relevant to an interconnected, global economy; drafting of formal business correspondence; resumes and cover letters
- ***Business Strategy*** senior capstone course encompassing business strategy; in-depth case study analysis of real-world corporate strategies; mergers & acquisitions; growth cycle considerations; competitive market analyses; Porter's Five Forces and alternate models; competitor analysis; business model considerations; domestic and international strategic alliances and joint ventures
- ***International Marketing*** course exploring global markets including demographics, market segmentation, cultural and linguistic distinctions, developed and developing economies, Internet sales, distribution networks, operations management; wholly owned subsidiaries; joint ventures; franchises; direct sales
- ***International Business*** course examining international business environment and world market integration; cross border transactions, partnerships, licensing, franchising, and joint ventures; cultural, linguistic, and market differences; macro and micro international economics; outsourcing, logistics and supply chain management
- ***Personal Investing*** course covering essential theories of personal portfolio construction; Modern Portfolio Theory, value investing, momentum trading; stocks, bonds, mutual funds, ETFs, ETNs, real estate, commodities, and derivatives; historical market behavior and herd effects; international securities markets; monetary and fiscal economic factors

**Loyola University Chicago**

***Adjunct Professor of Law***

Department of Political Science

Chicago, IL - August 2004 to December 2007

**Courses developed and taught:**

- ***Introduction to Law*** undergraduate course examining the history and evolution of the Common Law system; apply case law method; survey the structure and operation of federal and state court systems; explain role and function of attorneys, judges and other legal system personnel; and provide counseling to students regarding career options in the legal profession including preparation for the LSAT, application process, and law school choice
- ***International Law*** undergraduate course examining procedural and substantive areas of public and private international law; explore issues of comparative jurisprudence; NGO's and private sector entities; consider factors associated with international corporate and transactional work; discuss role and function of attorneys, judges and other personnel in international legal system
- ***Criminal Courts and Procedures*** undergraduate course exploring the foundation and principles of the criminal justice system; examine common law system including case law method; review and interpret federal and state criminal statutes; explain structure and practice of federal and state criminal courts role of attorneys in

**Administrative accomplishments:**

- Conceived and drafted new program proposal for a Risk Management and Insurance (RMI) program at KBSoBEL to serve local area insurance industry staffing and training needs; adopted a best practices approach modeled on leading national business schools; negotiated with local insurance company consortium to partially underwrite program development and maintenance costs for a minimum three year period
- Served on Lilly Grant Steering Committee to draft grant proposal to fund new Risk Management and Insurance Program at KBSoBEL; grant application successfully secured \$500K grant to launch RMI Program
- Participated in the development and implementation of the premium “EPIC PROGRAM” (Experiential Learning Program with Integrated Cooperatives) proprietary program which enjoys a 100% student placement rate, establishing KBSoBEL as a business school of choice in the region
- Redrafted Strategic Plan for KBSoBEL in accordance with school of business and university long-term goals in support of Accreditation Council of Business Schools and Programs (ACBSP) accreditation standards
- Served as Editor for ACBSP accreditation process for KBSoBEL; developed self-study protocols; participated in restructuring curriculum in accordance with ACBSP standards; worked with full-time and adjunct faculty to modify course content and rewrite syllabi to satisfy accreditation standards; KBSoBEL received full ACBSP accreditation in 2011
- Gained funding and community support for both the KBSoBEL Business Plan Competition and International Education Program from local business and community leaders
- Acted as Coordinator for International Studies Program at KBSoBEL to offer overseas courses for undergraduate and graduate students; organized KBSoBEL group trips to Brazil, England, France, Belgium, Germany and Costa Rica; conducted program review for International Business major and developed international business integration matrix to incorporate international business subject matter across school-wide curriculum
- Contributed as Advisor to Students for Free Enterprise (SIFE) chapter on student business plan development and national competition strategies; constructed strategies for national competition held in Chicago

**Committee service:**

- Appointed by dean to serve on Faculty Search Committee to hire business school faculty with a focus on cultural and pedagogical diversification of candidate pool possessing high academic and professional qualifications
- Appointed by dean to KBSoBEL Leadership Team Continuous Improvement Committee to audit and modify graduate and undergraduate curriculum and learning outcomes
- Appointed by dean to Administration Steering Committee to draft a \$1M Lilly Grant proposal to fund start-up and operational costs of KBSoBEL Risk Management and Insurance (RMI) Program
- Elected by KBSoBEL faculty to represent the school of business as ranking Faculty Senator to university-wide Faculty Senate
- Elected by a university-wide faculty vote to serve on Graduate Counsel Committee to review and approve modifications to existing and new graduate program proposals
- Participated in university-wide Faculty Forum to modify university-wide policies and procedures; proposed and approved academic program content changes and course outcome evaluation measures at the undergraduate and graduate level

- Volunteered to serve on Business Continuity Committee in emergency contingency planning for KBSOBEL
- Volunteered to serve on USF Commencement Speaker Committee to assist in finding suitable Commencement guest speakers

## **Industrial Recovery Corporation**

### ***President***

Chicago, IL - January 2002 to Present

- Co-founded IRC in January, 2002 to serve the needs of commercial creditors by mediating negotiated settlements and work-outs with non-performing commercial debtors
- Supervised and conducted numerous contractual and refinancing negotiations with non-performing commercial debtors on behalf of creditors resulting in a high recovery and settlement rate, domestically and internationally
- Structured innovative debt refinancing packages that conserved value and preserved mutually beneficial business relationships, avoiding the need for debtor bankruptcy proceedings
- Managed all aspects of IRC including business development, client relations, legal compliance, accounting, and related matters

## **Steele & Co., Attorneys at Law**

### ***Founding Partner***

Chicago, IL - May 2000 to Present

- Represented U.S. corporation in employment binding arbitration hearings
- Defended corporate client in federal court against unmeritorious employment discrimination suit resulting in dismissal of case with award of costs and fees to client
- Organized new business entities and start-ups for entrepreneurs including corporations and limited liability companies in ways that best advanced shareholder and business objectives
- Assisted client with securing funding for the development of three proposed electric power plants to be built in Turkey by conducting negotiations with private equity investment groups in London, Istanbul, Copenhagen, and Dublin
- Coordinated UK legal representation and conducted negotiations with non-performing UK corporate debtor on behalf of US corporation; resulted in large recovery to US client on unsecured debt immune from UK avoidance rules for companies engaged in insolvency proceedings
- Counseled major US corporate client in international contract dispute against European Union company; resulted in full recovery of contract claim
- Of Counsel to Kirkland & Ellis in defending British Petroleum in complex civil litigation in federal court; served as legal team member responsible for discovery process including review of electronically stored data; insured timely and accurate responses to interrogatories and document requests while maintaining security of legally privileged information; implemented streamlined interrogatory and document request process resulting in increased efficiency and accuracy
- Secured title commitments as attorney-agent in commercial real estate securitization of \$27MM multi-bank credit facility; performed due diligence on securitization including review and preparation of leases, deeds and title documents; coordinated with bank attorneys regarding all aspects of proper documentation; new credit facility resulted in greatly reduced working capital costs to client
- Represented numerous buyers and sellers in commercial real estate transactions; reviewed, revised and reformed contracts in compliance with client interests and

- Illinois law; assisted with problem resolution in client negotiations resulting in successful transactions
- Of Counsel to large commercial litigation firm in insurance defense case involving Dow Chemical utilizing Web-based data management and recovery system in discovery process; reduced discovery costs and met court ordered deadlines
  - Worked on patent infringement case for Johnson & Johnson responding to discovery demands, protecting privileged data and material, while providing accurate responses to interrogatories and document requests
  - Performed forensic accounting research in litigation consulting position for American Express Tax and Business Services helping develop proprietary software to manage data storage, retrieval and analysis of service provider claims against EPA Superfund; contribution resulted in discovery of at least \$1.3MM of redundant or unsupported charges
  - Served as outside counsel for closely held, family owned, Chicago based company in commercial dispute matters, conducted negotiations in secured and unsecured work-out packages; filed numerous civil litigation suits on behalf of client resulting in high recovery rate
  - Represented corporate client as creditor in numerous Chapter 11 proceedings including proof of claim filings, adversary proceedings, drafting and filing of motions; conducted trustee and opposing counsel negotiations protecting client's secured creditor position
  - Coordinated out-of-state legal representation for corporate client in bankruptcy and civil litigation matters
  - Drafted and reviewed commercial contracts and agreements for small and large corporate clients, negotiated and incorporated additional protections and remedies strengthening clients' legal and business positions
  - Filed federal and state copyright and trademark applications on behalf of business client; reorganized business entity reducing officers and directors exposure to personal liability

## **EFG, LLC**

### ***Principal***

Chicago, IL - May 2006 to August 2007

- Participated as a principal of EFG, LLC, a joint venture partner of Urban Retail Properties headquartered in Chicago, the largest developer of retail properties in the United States
- Developed business and legal relationships for a proposed \$411MM real estate development of two fifty-story towers in the west Loop comprised of one thousand rental units and ground-floor retail frontage
- Consulted with HRH Prince Turki al-Faisal, Saudi ambassador to the United States of America, to develop possible business relationships with the Kingdom of Saudi Arabia
- Conferred with leading academic and political figures through speaker forums hosted by the Harris School of Public Policy at the University of Chicago to develop business relationships in the Middle East and elsewhere
- Negotiated with potential domestic and international funding sources including investment groups and joint venture partners in the United Arab Emirates, Saudi Arabia and the European Union including companies such as Emaar, the world's largest real estate developer, The Royal Bank of Scotland, ABN Amro, and Bank of America

## **Navus Corporation**

### ***Senior Consultant***

Chicago, IL - August 1998 - January 2000

- Introduced 'Outstanding Lifecycle Value' Web-enabled interactive supply stream management database designed by Navus to client's major customers in the United States and Canada; client was Navistar Corporation, manufacturer of International Brand trucks, a Fortune 500 company
- Consulted with customer's senior management members offering informational presentations on database features and implementation; demonstrated possible advantages of Web-enabled data management in relation to product's lifecycle performance including communication, design, procurement, distribution, service and disposal factors
- Developed implementation feasibility study based on customers' response and input; interpreted data adding recommendations, reported to Navistar's senior executives

### **Additional Business Management Experience:**

- Conducted business with overseas companies located on four continents as a consultant, business manager and attorney
- Five years' experience as Manager and *Maitre d'* in Four Star and Five Star restaurants and hotels including *Spiaggia* and *La Tour* in Chicago, and *La Vieille Maison* in Boca Raton
- Supervised staffs of up to thirty five; served top ranking corporate executives, domestic and foreign political leaders, and celebrities; implemented various suggestive selling techniques increasing check average by 22% while insuring uncompromised level of service and guest satisfaction
- Three years retail management experience including District Manager position with supervisory responsibility of multiple retail locations; innovated multi-store cross-inventory and shipment system reducing inventory carrying costs

## **EDUCATION:**

### ***LOYOLA UNIVERISTY CHICAGO***

#### **Quinlan School of Business**

***Master of Business Administration*** – January, 2002

Concentrations: Management, International, Legal Environment

#### **School of Law**

***Juris Doctor*** –January, 2000

Focus: Corporate and Business Law

#### **College of Arts and Sciences**

***Bachelor of Arts Degree, cum laude, in Philosophy*** – May, 1996

Minors: English, Political Science

### **International seminar courses:**

#### **Thammasat University**

Bangkok, Thailand – Summer 1999

Emerging Markets of Asia, International Finance

#### **University of Pireus**

Athens, Greece – Summer 1999

European Economic Community, International Economics

## **Loyola University Rome**

Rome, Italy – Summer 1995

Markets of the European Union, International Politics

### **LICENSES & MEMBERSHIPS:**

- Bar of the Supreme Court of Illinois, May 2000 (first sitting)
- Bar of the United States District Court Northern District of Illinois, Eastern Division, March 2002
- Business Broker license, State of Illinois, July 2008
- International Law Society, May 2000 – April 2004
- American Bar Association, January 2000 – December 2004
- Chicago Bar Association, February 2002 – January 2004
- Chicago Bar Association Commercial Finance and Transactions Committee member, March 2003 – February 2005
- Turnaround Management Association, November 2002 – December 2004

### **CONFERENCES ATTENDED:**

- Council on Foreign Relations Conference, Chicago, Illinois – October, 2007
- Accreditation Council of Business Schools and Programs (ACBSP) Conference titled *Global Diversity*, San Antonio, Texas – July, 2009
- Accreditation Council of Business Schools and Programs (ACBSP) Conference titled *Sustaining Excellence Through Quality Business Education*, Baltimore, Maryland – July, 2012
- Institute for Business and Finance Research (IBFR) Conference titled *Global Conference on Business and Finance*, Las Vegas, Nevada – January, 2013

### **COMMUNITY SERVICE:**

- Member, Board of Trustees, Early Childhood Alliance, February 2009 – October, 2011
- Member, Board of Trustees, Junior Achievement, Fort Wayne, Indiana, November 2012 to present

### **PORTFOLIO:**

- Received favorable review of Portfolio with a recommendation for promotion and tenure by the USF Promotion and Tenure Committee – October, 2013
- Promoted to rank of Associate Professor of Business Administration & Law and awarded tenure – January, 2014

### **ADDITIONAL INFORMATION:**

- Hold dual-nationality with the United States of America and the United Kingdom/European Union
- Studied, visited, and conducted business in more than 25 countries on four continents
- Conversant in French