



JO SAINT-GEORGE

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Education

Loyola Law School, J.D.
Loyola Marymount University,
B.S., *cum laude*

Boards

2020-Present
Policy Committee Board
Plant-Based Food Association

2019-2023 - Gov. Appointed
Advisory Board Member
Policy Committee Co-Chair
MD Dept Health –Minority Health
& Health Disparities

Member At Large
Women Lawyers Division,
National Bar Association
2016 -2020

Speaker & Publications

Keynote Speaker 2022 & 2025
National Civil Rights
Conference -Topic 2022:
" OSHA Human Rights Law &
Religious Exemptions" 2025:
Healthcare Delivery & Equity
Policy Under MAHA

Contributing author of the
chapter *Commercial Leases* in
the ABA publication titled
"The In-House Counsel's
Essential Toolkit" published
June 2007 and republished
2014

Professorship

Adjunct Professor, School of
Business, Washington Adventist
University, Summer 2016 MBA
Program Course: Management
Communication

Awards

2018 NAACP Montgomery County
Service Award
2017 - NBA Pres. Service Award
2017 - Poetic Justice Diversity
Leader Award
Business Journal -Phoenix Best 40
Under 40
2005 - Woman Lawyer of the Year
Arizona Women's Bar Assoc.

Bar Admissions

Arizona, California (inactive)
U.S. Supreme Court, 2nd Cir., &
9th Cir.

Career Overview

Results oriented general counsel with executive management experience leading small legal departments in either start-up phase or corporate transition by providing complex contracts drafting, management and processing for small media companies, healthcare, oil & gas distributors and cement industries and extensive 501c(3) start-up experience securing IRS exempt status for social justice and medical freedom organizations, development of grant and MOU agreements, non-profit corporate governance experience and national litigation defense, management of large complex acquisitions and dispositions, including media development and IP acquisitions, large scale commercial real estate acquisitions, "dirt" construction and finance of LEEDs certified green buildings, M&A, and closings of project/public finance – representing Fortune 500 corporations as a corporate generalist, experienced in performing due diligence and employment collective bargaining agreements, and risk management.

Skills & Acumen Summary

- Trusted advisor and strategist in high stakes transactions and bet the company litigation and transactions
- Innovative complex transaction agreement architect
- Detailed orient general contract manager & processor
- Confident but cautious solution-oriented crisis manager
- Excellent policy advisor and innovative legislative bill drafter
- Skilled 1st chair trial lawyer, litigation negotiator, with excellent mediation resolution capabilities
- Relationship cultivator with elected officials, government officials, legislative bodies & community groups
- Budget and compliance development and management
- Designer of legal department work-flow procedures and policies for timely and effective deal closing management
- Collaborative thought leader & cross-function project implementor
- Designer of audit procedures and functions for department accountability

Legal Affairs Experience

FHG Media Enterprises | Washington, DC |

2018 - Present

General Counsel - Part-time - Current

Member of the management team responsible for the legal, contractual, compliance, and corporate affairs of the company's video production operations and events management services. Responsible for drafting video production agreements, land use production leases, podcast agreements, and talent agreements for use on social media and various broadcast networks and mediums.

Accomplishments:

- Managed, drafted, and closed Fortune 100 video production commercial contracts
- Negotiated & closed large scale content production agreements
- Drafted location agreements, film production finance and multi-platform video digital rights agreements and national corporate vendor agreements

General Counsel Consulting Services | National Legal Department Consultant |

2012- Present

Serve as a retained general counsel consultant to augment small legal departments at various corporations listed below:

Client: Lexington Plastic Surgery | New York, NY

Retained Trial Lawyer & Strategist

Retained to serve as lead trial lawyer in complex multi-medical provider medical malpractice defense case in Maryland – Responsible for trial strategy, expert witness prep and deposition defense, draft motions for summary judgement, prepare motions in limine, pre-trial statements, opening and closing statements, evidence presentation for medical standard of care and causation and evidence disclosures

Client: Montgomery Heart & Wellness Center, Houston, Texas - Contracts Consultant – Negotiating Scientific Research Agreement with the University of Georgia and general contract negotiation for vendors agreements and agreements with SNAP nutrition program.

Client: Premier OBGYN Team Baby Catcher, LLC, Phoenix, Arizona – Transaction services - drafted and negotiated acquisition of birthing center, medical management services agreement, physician employment agreement and lease agreement for expansion of birthing care

Client: Giant Cement Holding, Inc. | Alexandria, VA |

Retained Interim General Counsel and Assistant Secretary

Retained by Mexican global cement company, Elementia, to serve as interim general counsel after its recent acquisition of GCHI, before the headquarter relocation back to Mexico - Accomplishments:

- Negotiated and managed global telecommunication agreements for development of post-merger internet infrastructure for mine facility management
- Managed national federal regulatory affairs – represented company before Mine Safety Health Administration in mine safety audits and lobbied for MSHA regulatory changes for cement facilities
- Managed post-merger integration of GCHI corporate governance structure
- Responsible for the post-merger/acquisition transaction audit, drafted corporate resolutions and employee policy manuals
- Drafted and negotiated cement facility construction agreement with international manufacturer
- Closed \$600 Million-dollar credit facility agreements with national financial institutions
- Managed the disposition of six old mines

Client: Empire Petroleum Partners, LLC | Gaithersburg, MD |

Retained Associate General Counsel

Retained by national motor fuel distributor start-up to serve as the company's second attorney to manage the merger/acquisition of a larger fuel distributor to acquire 600 fueling stations and supply agreements and to prepare for the company's post-merger IPO - responsible for performing the legal department S-1 audit, and responsible for litigation management before the closer of its Maryland headquarters due to its failed IPO. **Accomplishments:**

- Drafted the acquisition and financing of an \$800M/300 fueling station supply and real estate acquisition transaction
- Drafted responses to SEC's anti-trust related inquiries related to the pre- IPO merger for fuel distribution arrangements
- Directed a team of over 10 contractors in the audit of the entire 1,300 fueling station portfolio
- Developed and managed fuel distributor national regulatory affairs and environmental regulatory processes and compliance program and worked with state legislators and staff in 21 states to secure land use approvals and permits
- Drafted and managed the acquisition and project financing of 10 new fueling station developments, including the negotiation, and drafting of SBA subordination agreements with joint venture partners
- Directed the development and implementation of the department contract management software application to provide weekly reporting metrics to C-suite team, and wrote the company's cyber security threats management manual
- Developed critical M&A work-flow processes for IPO audit and developed electronic real estate due diligence system for title, survey and environmental review for new acquisitions and dispositions
- Drafted standardized national preferred convenience store supply chain vendor agreements for over 100 vendors
- Drafted and negotiated high volume fuel station lease, supply, sale, and finance agreements for 26-member sales team

Kutak Rock LLP | Scottsdale, AZ |

Of Counsel/Non-Equity Partner – Real Estate Transactions & Litigation - (Departure Due to Catastrophic Injury)

Managed legal team of 6 lawyers and paralegals in multi-million dollar (\$10-\$100 million) real estate acquisitions and developments for large scale retail developers in the Western United States; pension fund real estate investment advisors, and real estate private investors in transactions and litigation. **Accomplishments:**

- Represented largest retailer in multi-million-dollar raw land acquisitions, store developments, out-lot leases transactions and managed state land use regulatory and environmental approvals and legislative tax abatement affairs
- Represented Phoenix School of Law in campus facility lease
- Represented Detroit Fire & Police pension fund in national retail shopping center acquisitions through REMIC financing – including handling all title, survey, and environmental due diligence
- Represented franchise finance lender in approx. \$500 million multi-parcel retail finance projects
- Represented private equity investor in acquisition of military multi-family housing acquisition with subordinated debt structuring and managed litigation against a developer for failure to install certain above ground water facilities

Gust Rosenfeld, LLP | Phoenix, AZ |

Senior Associate – Real Estate Transactions

Negotiated and documented complex commercial real estate acquisition and development of Wal - Mart super centers in the Western United States, along with negotiating and drafting Wal-Mart ground leases and first corporate regional office leases; managed all title, survey, environmental due diligence and closing and represented Detroit Fire & Police in the acquisition of the American Express Phoenix campus and negotiated various retail leases for franchisers (Moved to become a Jr. Partner)

Bowman & Brooke, LLP | Phoenix, AZ |

Senior Associate – Medical Malpractice, Product Liability and Commercial Litigation

Managed all stages of litigation through trial for private and state-run hospitals and medical practices in medical negligence cases, also represented major Detroit auto manufacturers in auto defect and warranty cases and commercial litigation for financial institutions. **Accomplishments:**

- defense verdict for anesthesiologist – multi-million-dollar exposure – second chair trial attorney
- won multiple summary judgment motions for General Motors Corp. in product liability cases
- obtained summary judgment for a GM in a multi- million-dollar breach of indemnity case- won 9th Cir. appeal

Arizona Department of Commerce | Phoenix, AZ |

Staff Attorney – Public Finance n- served under Rep. Gov. Hull

Responsible for negotiating and drafting statewide economic development public finance transactions. **Accomplishments:**

- management of statewide economic development regulatory affairs and managed monthly meetings with state legislative agents and providing regulatory reporting
- structured financing of the federal bailout America West Airlines, restructured credit facility for the Dial Corp., and performed the structured financing of the Translational Genomics Research Institute (TGEN),
- managed the states SBIR federal grant and financing programs
- managed the structured finance of commercial real estate projects for large scale corporate location developments with public and private joint venture agreements, performed structured buy-out of the Arizona Stock Exchange.

Community & Bar Association Leadership - No Party Affiliation - 25 Years Independent

Women of Color for Equal Justice

Founder & Chief Legal Officer – pro bono - Medical/Healthcare Freedom & Religious Liberty Advocacy

Founded and manages the organizations public policy advocacy in healthcare, criminal justice reform and economic development advocacy under a fiscal agent relationship, authored 3 bills sponsored by the Maryland General Assembly, developed a [comprehensive criminal justice reform package of bills](#) on prison healthcare, returned citizen job opportunities, and police accountability, and first chair trial attorney in religious and healthcare freedom litigation and advocacy

HBCU College of Plant-Based Lifestyle Medicine (HBCU-CPLM) – www.Plantfood.hbcuplantbasedlifestyle.com

Chairwoman of the Board – 35 year life-long plant-based/vegan advocate

Founder and Chair of the board for the 501c(3) HBCU-CPLM, which is a medical education organization whose mission is to train and certify HBCU BIPOC student and alumni medical professionals in the practice of prescribing whole plant-based foods as grown with other lifestyle interventions and to develop [Plant Powered Lifestyle Living & Entrepreneur Centers](#) of Innovation that treat, reverse and prevent chronic disease in BIPOC communities. Responsible for setting the board agenda, leading board meetings, managing oversight of the financial records and programmatic development of medical CME conferences to deliver the organizations training and developed public policy agenda to advocate for [plant-based meal options in Maryland prisons](#) and development and implementation of the [CPLM Strategic Plan](#), [scholarship fund](#), and [video promotional](#).

NAACP Maryland State Conference & Montgomery County, Maricopa, and Los Angeles Branches

Legislative Affairs Consultant/Co-Chair Political Action Committee/Legal Redress |

2005 – 2020

Appointed to manage Maryland statewide public policy legislative affairs - responsible for drafting legislation, creating the organizations state-wide legislative agenda, and liaisons with state legislators to support the passage of legislation in the areas of affordable housing, tenant rights and opportunity zone legislation, health care law (including the passage of Maryland's 2019 Patient Bill of Rights and passed Maryland Prescription Drug Affordability Board), criminal and juvenile justice, mental health and tax credits. Responsible for oversight of the conferences 22 county branch policy volunteers, collaboration with coalition organizations and preparation and implementation of lobby days at the capital. Accomplishments: Drafted and successfully negotiated the LOI for the successful admittance of Morgan State, Bowie State, Coppin State and UM Eastern Shores universities into the Federal Second Chance Pell Grant program to provide higher education in MD prisons as part of NAACP education agenda; drafted formerly incarcerated job opportunity bill and plant based meal bill for prisons, K1-2 and hospitals. Click to view [2019 Legislative Agenda & Outcomes Report](#) and see also proposed [Criminal Justice Reform draft legislation](#) for the 2021 Maryland legislative session, held expungement clinics, speaker for prison education programs.

National Bar Association - Women Lawyers Division

Member at Large & Parliamentarian

Women's Pay Equity Accomplishments:

- Developed equity and inclusion training programs for women lawyers of color, volunteered for high school "Respect Yourself" mentorship program
- Published first "[Women of Achievement](#)" magazine highlighting the accomplishments of black women lawyers. Published the WLD 2018 Year End Magazine – Developed and implemented the 2018 [Sexual Harassment](#) training and published [Respect Yourself](#) magazine program
- Produced 2019 NBA "[Black Women's Pay Equity Day](#)" TV program – with D.C. Councilman and Mayor representative

Bar Association Leadership

President - *Maricopa County Bar Association (MCBA)* – Phoenix, Arizona

2005 - 2006

Served as the board of director's volunteer executive officer responsible for the oversight of the organization's

12 employees, 6,000 membership and \$10 million- dollar budget. Specific accomplishments include:

- Developed and implemented the organization's first diversity pipeline program in partnership with the NBA Arizona Diversity Pipeline Program, which I also founded
- Served on the State of Arizona Bar Association Diversity Committee that developed and funded the Office of Diversity and assisted in the hire of the first State Bar Diversity Officer
- Hosted and organized the annual diversity law student summer networking mixer

Vice President - *Maricopa County Bar Association (MCBA)* – Phoenix, Arizona

2004 - 2005

Responsible for the oversight of the MCBA 4 division and 12 practice area section programs by providing executive level leadership for program implementation that including the member 5K run.

Treasurer - *Maricopa County Bar Association (MCBA)* - Phoenix, Arizona

2003 – 2004

Chaired finance committee, provided oversight of accounting department and led the annual budget development and processing, managed the complete overhaul of financial reporting that resulted in an \$4 million budget reserve that is required to be maintained.

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PARTIAL REAL ESTATE DEAL LIST

Acquisitions/Developments – development of new mine facility, sale of surplus mining real estate, 300 fueling station acquisition and integration of 400 additional stations - 15 big box store developments for large discount retailer and acquisition of the American Express Campus in Phoenix and acquisitions of several large-scale shopping centers; and the development of bio fuel facility

Franchise Finance/General Financing – Performed due diligence on a 128 parcel franchise finance real estate project and a 58 parcel real estate franchise finance project and closed a \$500 million dollar multi-lender credit agreement termination

Leases Negotiated – Experienced in drafting fueling station lease agreements, ground leases, retail shopping center leases, office leases and light industrial leases, with specific provision and agreement drafting experience in:

- operation/“go dark” clauses
- indemnity agreements
- “exclusive use” agreements/clauses
- construction cost and construction time-line provisions
- easement/right-of-way agreements
- assignment and subletting provisions
- CAM and audit rights
- exclusive fuel supply rights provisions
- environmental

Sample of leases negotiated on behalf of developer/landlords and/or tenants– not exhaustive.

- Wal-Mart Stores, Inc. ground, office and in-store leases;
- Safeway, Inc.
- Applebee’s
- Loews
- Regal Nails
- California Pizza Kitchen
- Great Clips
- Baxter Auto Parts
- A-1 Cleaners
- CD Game Exchange
- Subway
- Great Clips
- Expo Nails
- Sun's Up Tanning
- Bank of America
- Panda Express

GENERAL CORPORATE TRANSACTIONS

Experienced in drafting and negotiating the following agreements – list not exhaustive:

- Non-disclosure and non-compete agreements
- Software licensing agreements
- Master Service Agreements
- Software Support Agreements
- Independent Contractor Agreements
- Termination & Release Agreements
- Statement of Work Agreements (fix fee or high low terms)
- Software Assignment Agreements
- Marketing
- Vendor Agreements
- Non-profit Donation Agreement for Aircraft

SUMMARY OF FORMER CLIENTS

- Phoenix School of Law
- Tran Optical Store
- Frozen Yo Franchisee
- Mitsubishi Motor Finance
- General Motors
- Hyundai Motor America
- Chrysler Daimler (pre divestment)
- Ford Motor Company
- Wal-Mart Stores, Inc.
(Real Estate Department- new store developments, & existing store management)
- GE Franchise Finance
- Deer & Company
- ExxonMobil, Inc.
- Detroit Fire & Police Pension Fund