



Megan E. Harmon Partner

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Ms. Harmon is a partner in the Business Services Department, a member of the Firm's Executive Committee, and co-chair of the Energy & Environmental Practice Group and the Mergers and Acquisitions Practice Group. She concentrates her practice in business counseling including transformative transactions, mergers, acquisitions and dispositions, project development, and public-private partnerships, and has extensive experience in contract negotiations, finance, compliance matters, employment issues and procurement. Ms. Harmon represents family businesses, start-ups and both publicly and privately held organizations dealing with permitting and regulatory issues. Her clients are typically in heavily regulated industries. She also represents clients in various forms of financings, including tax-exempt financings, private placements, convertible securities and credit facilities. She has represented venture capital funds, angel investors, and institutional investors in various investments, loans and capital contributions. Ms. Harmon joined Schnader after being deputy general counsel for an environmental services company, where she was responsible for all facets of operations, integration of acquisitions and divestitures.

Representative Matters

Corporate Practice

Ms. Harmon has represented individuals, private and public companies and strategic and financial buyers and sellers in numerous transactions involving the environmental services, recycling, steel, transportation and chemical industries. She also counsels businesses in corporate governance, structure, and compliance.

- Ms. Harmon has been involved in hundreds of purchase and sale transactions involving strategic buyers, both public and private, private equity and financial institutions.
- Ms. Harmon has been involved with siting and development of waste transportation, treatment and disposal facilities, privatization and public-private partnership projects and community benefit and community impact agreements with various municipalities and governmental entities.
- While with Schnader, Ms. Harmon has acted as regional counsel for what is now the largest waste services firm in North America. In that capacity, she supervised the providing of all legal services for a geographic region with more than \$1 billion in revenue and was responsible for litigation, acquisitions, personnel matters and asset and operations integration.
- Ms. Harmon has acted as special counsel for litigation representing business interests of her clients in negotiating the resolution and settlement of complex litigation matters.
- Ms. Harmon has also represented chemical manufacturers and distributors in various aspects of their operations.

Energy & Environmental Practice

- Ms. Harmon represents organizations in heavily regulated industries, involving extensive permitting and regulatory compliance matters. She has experience in compliance counseling, environmental auditing, investigation and remediation of contaminated properties and corporate environmental strategic planning. She also has experience in sustainability issues such as recycling, composting and beneficial use. Ms. Harmon also has been involved in a number of waste-to-energy and methane-to-energy projects throughout the Eastern United States. She has negotiated methane supply and purchase agreements, electricity supply agreements, natural gas agreements and mineral and biofuel agreements.

Real Estate Practice

- Ms. Harmon has commercial real estate and transactional experience including retail leasing experience for a regional chain, siting, development, and financing of incinerators, landfills, transfer stations, material recycling facilities, methane gas-to-energy projects, waste-to-energy projects and other projects in highly regulated fields. She has participated in the development of brownfield facilities and beneficial re-use facilities. Ms. Harmon has been involved in the siting and negotiation of projects involving long-term leases, operating and maintenance agreements and financing arrangements. She has also negotiated leases related to timber, mineral rights and gas exploration.

Employment Practice

- In connection with her business counseling and transactional practice, Ms. Harmon has represented businesses and negotiated employment contracts, non-compete contracts, severance and discharge releases. She has handled issues with hiring or onboarding employees, terminations and regulatory matters in connection with transactions.

Financial Services Practice

- Ms. Harmon represents clients in various forms of financings, including tax-exempt bond financing, private placements, convertible securities and revolving credit facilities. She has represented venture capital funds, structured investments, loans and capital contributions.

Community and Pro Bono

- MPH Memorial Scholarship Foundation, Trustee
- Pittsburgh Chamber of Commerce, Member
- Churchill Borough Planning Commission, Chairman
- Wilkins Elks, Member
- Philadelphia Volunteer Lawyers for the Arts
- Implementable Comprehensive Planning Committee for Monroeville Borough, Churchill Borough, and Wilkins Township
- Steering Committee Member for Accessibility, Trails and Parks for Monroeville Borough, Churchill Borough, and Wilkins Township
- Fort Armstrong Horsemen's Association, Member

Education

- Duquesne University School of Law, J.D., *cum laude*, 1985
- Indiana University of Pennsylvania, B.A., *summa cum laude*, 1982

Bar Admissions

- Pennsylvania, 1985

Court Admissions

- Pennsylvania Supreme Court
- U.S. District Court for the Western District of Pennsylvania

Professional Affiliations

- Allegheny County Bar Association, member
- American Bar Association, member
- Environmental Industries Association, member
- Board Member, Association for Corporate Growth (Pittsburgh Chapter), 2016-present
- Pennsylvania Independent Oil and Gas Association, member; Manufacturing and Large Volume Consumer Subcommittee, member
- PowerLink, Advisory Board Member, 2017-present
- 3 Rivers Venture Fair Coaches Committee, member
- Invest Penn State Coaches Committee, member
- Society of Women Environmental Professionals, Three Rivers Chapter, member

Other Distinctions

- Recognized in *Who's Who in Energy*, 2014, 2015, 2016, 2017, 2018
- Selected by the National Diversity Council as one of the "2012 Most Powerful and Influential Women of Pennsylvania"
- Rated AV® Preeminent by Martindale-Hubbell®
- Listed in *The Bond Buyer's Municipal Marketplace* ("The Red Book")
- *Duquesne Law Review*, member

Practices

- Business Services
- Corporate
- Creditors' Rights and Business Restructuring
- Emerging Companies
- Energy & Environmental
- Family Business
- Finance
- Government Contracts
- Labor and Employment Counseling

- Labor and Employment Practices
- Mergers and Acquisitions
- Public Finance
- Real Estate Transactions
- Sustainability and Environmental Services