



GENERAL COUNSEL JOB DESCRIPTION

Position: The General Counsel will report to the President and COO and will serve as a senior member of the executive team in providing legal perspective, strategic advice and sound judgment on a wide range of legal and business matters. The General Counsel will interact with every function of the Company and will need to learn the business in order to be effective in this role. Our Niche culture must be embraced which will require someone that must be willing to do work outside of the standard General Counsel role. These duties will include but not limited to risk management, insurance and business development, including M&A. The position will coordinate both with a legal consultant of the Company and with the Company's outside counsels. The General Counsel is expected to identify and track regulatory changes relevant to the Company and the retention of outside counsel is expected to be reasonably limited. When outside counsel is retained, the General Counsel will closely manage outside counsel's work, will communicate and coordinate such work with other functions of the Company, and will aggressively manage costs.

Compensation: Compensation will consist of base salary, as well as a cash bonus and stock options extended on a discretionary basis. Package will be commensurate with experience.

Location: The position will be situated in Westbury, New York or Newton, Kansas. If the position is situated in Westbury, New York, then regular travel to Newton, Kansas will be required. Relocation assistance will be provided, as needed.

QUALIFICATIONS, SKILLS AND ATTRIBUTES

Education:

- JD from a respected law school
- Strong academic credentials

Experience:

7+ years of relevant legal experience consisting of a combination of:

- foundational training at a respected law firm
- in-house counsel experience of increasing breadth and responsibility, ideally but not necessarily, in the setting of a manufacturing company

Must have experience with "General Corporate" work, including:

- 1934 Exchange Act reporting and other securities compliance issues encountered by a public company
- New York Stock Exchange listing management
- Mergers and acquisitions
- Strategic relationship agreements, including joint venture agreements
- Bank finance and capital markets
- Commercial terms and conditions of contracts
- Non-disclosure agreements with employees, customers, suppliers and M&A participants



- Non-Compete agreements with employee and others

Should be reasonably familiar with:

- Litigation management
- Intellectual Property
- Employment and Labor law
- Environmental
- Antitrust
- Insurance
- Cybersecurity
- Government contracting and licensing
- Export Controls
- Benefit plan management
- Affirmative action plans

Interpersonal Success factors:

- Intellectually agile and able to quickly understand essential aspects of complex legal/business issues, quickly formulate solutions and action plans and clearly articulate, communicate and execute against these plans.
- Sound judgment and risk awareness across multiple substantive areas of the law and refined risk assessment skills. Strong, pragmatic business acumen with the ability to recognize the business consequences of legal advice.
- High energy individual that is comfortable working in a dynamic environment. Ability to move easily between a tactical, operations-focused view and a broader strategic outlook.
- Strong communication skills, both written and verbal. Ability to articulate legal positions and strategies concisely and quickly.
- Excellent interpersonal/people skills and the ability to interact effectively at all levels of the organization.
- Sound, judgment and self-confidence but also respect for others, regardless of position, and willingness to work as a team member.
- Well organized and able to juggle multiple priorities at once, while also staying on top of more routine matters.

COMPANY DESCRIPTION

Park Aerospace Corp. develops and manufactures solution and hot-melt advanced composite materials used to produce composite structures for the global aerospace markets. These materials include lightning strike protection materials. Park offers an array of composite materials specifically designed for hand lay-up or automated fiber placement (AFP) manufacturing applications. Park's advanced composite materials are used to produce primary and secondary structures for jet engines, large and regional transport aircraft, military aircraft, Unmanned Aerial Vehicles (UAVs commonly referred to as "drones"), business jets, general aviation aircraft and rotary wing aircraft. Park also offers specialty ablative materials for rocket motors and nozzles and specially designed materials for radome applications. As a complement to Park's advanced composite materials offering, Park designs and fabricates composite parts, structures and assemblies and low volume tooling for the aerospace industry. Target markets for Park's composite parts and structures (which include Park's proprietary composite SigmaStrut™ and AlphaStrut™ product lines) are, among others, prototype and development aircraft, special



mission aircraft, spares for legacy military and civilian aircraft and exotic spacecraft. Park's objective is to do what others are either unwilling or unable to do. When nobody else wants to do it because it is too difficult, too small or too annoying, sign us up.

May 2021