

WILLIAM D. MCKINNIE IV (MAC)

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MANAGING ALL LEGAL AFFAIRS | CONSTRUCTION INDUSTRY MEDIATION

OUTSIDE GENERAL COUNSEL | RESIDENTIAL CONSTRUCTION INDUSTRY

HOMEOWNER CLAIM + LITIGATION MANAGEMENT | LAND ACQUISITION + DEVELOPMENT DEALS

LIBERATING BUSINESSES' FOCUS ON GROWTH

Ethical Legal Advisor, Client Partner, Mediator + Deal Maker

Minimizing Risk via Strategic Negotiation, Litigation + Contract Solutions

Unwaveringly Persevering + Communicative to Achieve Client + Business Goals

Impartially Listening, Evaluating + Synthesizing Legal Concepts + Party Positions

- **Understand How Residential Homebuilders, Their General Counsel + Clients Approach Dealmaking, Litigation and Industry Topics + Issues;** e.g., construction defect litigation, warranties, legislative/law revisions. Intimate with contracts, industry terms + conditions; discern reasonable vs. unreasonable negotiation strategies.
- **Experienced General Counsel, Connector + Communicator** able to traverse almost any situation. During past 15+ years, corroborated with most leading figures and legal counsel in the residential construction industry and Texas Association of Builders to propel the industry forward while aligning closely with client goals.
- **Fierce Advocate for Client Success as Mediator,** collaborating across stakeholders to achieve decisive results that are beneficial to all parties vs. facing uncertainty of trial / arbitration. Litigate, evaluate, minimize risk + provide analysis advice enabling sound decisions. Early on, forged knowledge base for personal injury and business litigation, navigating claims start-to-finish / resolution.

SELECTED EXAMPLES OF EXECUTIVE SUCCESS

Played key role in 2 major successful asset purchases / sales: navigated, negotiated, documented + closed deals that provided value to the stakeholder companies + individuals.

Steered all legal issues without question amid market acquisition initiative, integrating 30+-year-old private company with 8-year-old publicly traded national homebuilder.

Participated in 100+ mediations/arbitrations as client attorney advocate; client; or even witness, equipping me with knowledge to evaluate cases + my role as a witness in a unique manner.

EXECUTIVE LEADERSHIP PROGRESSION

McKinnie Law Firm, PLLC | Houston, Texas

10.2025 - PRESENT

Committed to client-tailored, cost-effective legal services, Houston-based McKinnie Law Firm offers >2 decades' litigation, arbitration, mediation, real estate transactions + general counsel experience + expertise in the residential homebuilding + development industry.

PRESIDENT + MEMBER / MANAGER

Leveraging a focus + legal expertise on the construction and land acquisition + development industry, Mac's firm offers **mediation services + other alternative dispute resolution services (ADR)**. Having participated in 100s of mediations as attorney advocate, plaintiff + defendant, Mac has seen and experienced all facets of mediation, equipping him to serve as a neutral party to help resolve disputes between parties.

Additionally, the **firm performs outside general counsel / general legal services** re: residential homebuilding, land acquisition, land development, contract negotiation + review, construction defect claims, etc.

Dream Finders Homes LLC | Houston, Texas**10.2021 – 10.2025**

Nationally recognized homebuilder, recently named 2025 Builder of the Year by Zonda Media. Official homebuilder of the Jacksonville Jaguars, Minor League Baseball + the PGA Tour. Operate in 11 states and >22 markets with >225 unique communities nationwide.

VICE PRESIDENT + CHIEF LEGAL COUNSEL - TEXAS**SNAPSHOT**

- **Agilely adapted** at operational helm amid **4-year integration** into publicly traded national homebuilder.
- **Oversee + directly manage 7** internal employees as well as **outside counsel at several law firms.**
- **Negotiated and papered multimillion-dollar** contract and land / lot deals.

OVERALL RESULTS: Persevered through metamorphic change, including adversarial proceedings + deals while DFH's company size doubled by home sales + gross margin/profitability as result of merger (DFH + MHI); as such, also doubled own workload: navigated multiple corporate entities with primarily aligned interests via shared services agreement between DFH / MHI.

Overall Accountability: Oversee Texas markets risk management and legal services: managing all external legal counsel engagements, invoice approvals + budgeting. Direct all outside litigation / investigation / expert witnesses + inspectors. Manage litigation and arbitration matters. **Routinely engaged in mediation and negotiated settlements from multi-thousand-dollars to \$100s of thousands + negotiate multimillion-dollar acquisition, sales and land banking contracts + land / lot deals.**

Manage 1 legal assistant and all DFH / MHI's Texas outside counsel attorneys for litigation + contract / deals (i.e., 1 part-time deal-work attorney and several law firms of varying size for litigation / deal work). Indirectly coordinate and manage up to 6 people in DFH / MHI's warranty + risk management + safety departments.

Challenges & Headwinds: Post-acquisition, helming, transition to integrate 30+-year-old privately held Texas company (MHI) into 8 YO publicly traded national homebuilder, Dream Finders Homes LLC. Integrate DFH / MHI processes, procedures, cultures following DFH's purchase of MHI's assets.

Strategic Impact: As central integration figure, past 4 years, steered smooth transition + uninterrupted, legal, HR + operational work amid market acquisition. Collaborated across departments on legal / deal issues; amending existing agreements; negotiations; policies + procedures.

- **Ratcheted up contract + deal flow processes to support DFH's 10% YOY operational growth goal,** necessitating increase in land / lot acquisition + development into residential lots for house construction.
 - **Met challenge as solo in-house counsel** to draft, negotiate, review + provide legal approval of increasing deal / contract volume in Texas, all while managing other legal duties (litigation, HR, admin, etc.).
 - **Established work harder + smarter approach** in collaboration with / education of local land acquisition managers + outside legal counsel to improve deal flow + negotiation; document review / drafting, etc., and overall, enable a more communicative, smooth + focused process.

Challenges & Headwinds: Consistently + concurrently managed 50+ litigation / arbitration docket of cases re: Construction Defect Claims between DFH + MHI with an assistant + outside litigation counsel amid general counsel duties, corporate + land / lot contract / deal matters.

Strategic Impact: Participated in 100+ mediations / arbitrations wearing **diverse hats** as: **1) client attorney advocate; 2) client; 3) witness,** in mediations, arbitrations + trials. Often deposed and testified as corporate representative witness in arbitration hearings + trials on behalf of DFH or MHI.

- **Open file matters for DFH entities + affiliates (currently 30+):** Manage Residential Construction Liability Act (RCLA) pre-suit work, inspections, offers, negotiations; respond to discovery / requests + subpoenas. Coordinate with litigation counsel; serve as corporate rep for hearings, arbitrations + mediations; handle legal budgeting / invoicing from outside counsel, arbitration associations + experts.
- **Staved off hiring additional staff by engaging outside counsel /** streamlining reporting, processes + personnel. Coached DFH construction / warranty team to assist with initial claim management + responses.
- **As a result, improved performance** re: claim management on warranty + pre-litigation; + onboarding of claims.

McGUYER HOMEBUILDERS, INC. + MHI PARTNERSHIP, LTD. (MHI) | HOUSTON, TX 6.2010 – 10.2025*Privately held Texas homebuilder consistently recognized as 1 of nation's top 100 homebuilders.***GENERAL COUNSEL, SECRETARY + DIRECTOR OF HUMAN RESOURCES****SNAPSHOT**

- **Multi-departmental company leader** involved in daily ops + activities as well as M&A work.
- **\$500K - \$1M+ / year** legal department oversight for outside legal counsel.
- **Plan legal + warranty expense budgets** alongside accounting dept.
- **Oversee + directly manage 7** internal employees as well as **outside counsel at several law firms.**
- **As HR Director**, directly managed MHI's HR department: **3 HR professionals.**
- **Helmed legal / other aspects of M&As.**
- **Navigated construction defect, contracts & personal injury cases, start-to-finish.**

OVERALL RESULTS: Enabled marketplace + revenue growth through MHI's inaugural M&A; integral player during strategic partnership initiative with foreign partner that tilled experience soil for future deal with DFH. Promoted to Director of HR for 500-employee MHI; and, orchestrated actionable plans/policies/training to respond to job-site incidents and construction defect claims + resulting litigation/arbitration.

Overall Accountability: Steadfast corporate officer serving various (50+) affiliates, starting up; closing out; + managing corporate documents. Companies incl: homebuilding, land acquisition; development; financing; lot / land banking; + management. \$500K - \$1M+/year legal department oversight.

Solely oversee all legal matters intersecting with MHI + affiliates: perform all corporate work (records, recordings, governance + compliance); finance for credit agreements + A&D financing, renewals + extensions; land acquisition/lot contracts / land development contracts; litigation / arbitration claims + managing outside legal counsel; real estate leasing agreements; input and management of insurance + benefits; home warranty claims and program administration; intellectual property management; and, affiliated title + mortgage companies coordination.

Challenges & Headwinds: Parachuted into MHI's 1st strategic acquisition to expand company footprint.

Strategic Impact: Doubled presence in Austin + San Antonio markets, **fueling sales + closing growth.**

- **With no prior M&A experience, quarterbacked (w/ outside counsel), successful deal**, due diligence to closing, acquiring another home builder in Austin / San Antonio markets. **Expanded MHI's markets / share** + magnified exposure to / inclusion in new master planned communities with new + larger developers + strategic partners.

Challenges & Headwinds: Circumvented roadblocks prior to + amid Covid, leveraging strategic + fortitudinous leadership style, deal-making, problem-solving + operational resilience to ensure MHI survived and also thrived.

Strategic Impact: Brought strategic deal to the closing finish line with all key players poised to sign on the literal day Covid 'shut down the world,' March 2020. **Closed record-high number of homes in next year** while managing creatively through Covid + maintaining employment of virtually every employee + keeping every office open.

- Selected, evaluated + forged relationships with strategic partners to gain access to necessary capital to grow MHI.
 - **As a critical executive contributor + decision-maker on foreign company M&A**, engaged in due diligence, drafting, work + meetings with representatives from a foreign homebuilding conglomerate.
 - Played critical role in the negotiations, including participating in **2-day meeting with 20-person foreign contingent, and MHI's CEO, President + CFO**, fielding numerous questions about legal, operations + HR.
 - While the deal was tabled indefinitely amid Covid, the **experience foundationally fueled** a future deal with DFH.
- **Overcame extreme obstacles to work as team in person amid Covid** + on heels of foreign M&A process collapsing, Spring 2020. Provided employment, purpose + release from the world for employees. MHI did not take single day off through Covid. Transitioned litigation/mediation/arbitration to online, which is a core practice today.

Challenges & Headwinds: Took on the HR Director mantle when promoted, comprised of 500+/- employees.

Strategic Impact: Gained and applied broad / deep exposure to various corporate issues + HR areas—benefits services (medical, 401k, etc.), employee policies + procedures, onboarding + termination of employment issues + employee training. Learned significant aspects of insurance programs + employee retirement plans. Gained expertise in corporate benefit programs; served on benefit committee, participating in meetings + negotiation of plans.

Challenges & Headwinds: Proffered immediate + attentive action when job-site injuries + fatalities occurred; managed appropriately through job-site incident, from initial notice of accident through any resulting litigation.

Strategic Impact: Enabled peace of mind when the inevitable accidents occurred by developing plans + policies. Prepared for likely resulting litigation, coordinating with teams, legal counsel, insurance companies and investigators.

TEKELL, BOOK, ALLEN & MORRIS, L.L.P. (MERGED W/ THOMPSON COE, 2022) | HOUSTON, TX 12.2002 – 6.2010*Offering legal representation to individuals, small companies + large corps. in high-stakes business + personal injury litigation.***PARTICIPATING ASSOCIATE**

OVERALL RESULTS: Acquired 8 years' litigation / mediation savvy, incl. exposure to respected mediators who resolved cases + claims on parties' terms negating need for jury or trial. Litigation work + my initial commercial / construction clientele was basis of current practice and inspiration for delving into mediation / arbitration practice later.

Overall Accountability: Prepared litigation cases for trial -- personal injury, property damage. Included all aspects of case development, discovery, mediation, pleadings, motion practice, hearings, arguments and trials of cases.

Challenges & Headwinds: Litigated + tried multimillion-dollar personal injury + commercial defense lawsuits in court, alongside senior litigation partners. Concurrently built commercial / construction client base.

Strategic Impact: Learned art of litigation / arbitration practice incl. appropriate claim evaluation + valuation; and, a holistic understanding of the litigation process. Named TX Super Lawyers Rising Star.

- **Experienced, observed + learned client advocacy** techniques for the mediation / litigation / arbitration processes; this included witnessing the resolution process working, also when it failed, and why.
- **Independently launched + grew client base** in construction, development and contracting-related work; earned reputation for representing their companies + interests in legal matters spanning construction defect claims, development of commercial properties, contract disputes, mechanics + material man's lien issues, etc.

Early Career Summary

Associate Attorney | Hargis & Harpold, L.L.P. | 1.2001 – 11.2002

Key Accomplishment: Achieved 1st commercial real estate dispute lawsuit at this law firm, where primary work included litigation defense for real estate brokers + real estate agents that arose out of their work; i.e., construction defects, misrepresentation + fraud claims, breach of contracts, etc. Fortified litigation attorney backbone, learning to work all aspects of civil defense case, start-to-finish: pleadings, discovery, motions, trial + settlement / mediations.

Associate Attorney | Caldwell & Patterson, L.L.P. | 11.1999 – 12.2000

Key Initiatives: Learned litigation process with personal injury cases for small general civil litigation defense law firm.

EDUCATION | AFFILIATIONS**Juris Doctorate (1999)**

South Texas College of Law | Houston, TX

Dean's Honor List 1999; Corporate Counsel Law Review Assistant Editor; Sports + Entertainment Law Society; Council for Alternative Resolutions; competed in multiple mock trial / mediation competitions.

Bachelor of Arts, History (1996)**Bachelor of Business Administration, General Business**

Southern Methodist University | Dallas, TX

SMU football team, 4-year letterman, starting defensive end; Lester Jordan Award for highest GPA among football players (1995); Southwest Conference Commissioners Academic Honor Roll; Phi Delta Theta Fraternity

Affiliations

Texas Bar Association: Sections include—Construction Law; Real Estate; Alternative Dispute Resolution; Corporate Counsel; Litigation; Probate + Trust Law; General Practice, Solo + Small Firm

Life Fellow, Texas Bar Association

Houston Bar Association: Construction Law Section

Certified Mediator, 8.2023 | **Member**, Texas Association of Mediators, 10.2025

Member, Association of Attorney Mediators, 2025

Member, Texas Association of Builders (TAB), Volume Builders Council

Asst. Vice President + Asst. Secretary, Fieldstone Board of Directors, Fort Bend County MUD #165, 2005 – 2024
380+ acre residential district; covering utility + municipal development, from district formation onward.