



NEWS RELEASE

# DISCO Announces C-Suite Elevations For Key Customer and People-Focused Roles

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Legal technology leader promotes Melanie Antoon, Chief Customer Officer, and Karen Herckis, Chief HR Officer, to improve customer experience and enhance company culture

AUSTIN, Texas--(BUSINESS WIRE)-- **DISCO** (NYSE: LAW), a leader in AI-enabled legal technology, announced today the promotion of two senior leaders to C-level roles. Melanie Antoon will serve as DISCO's first Chief Customer Officer (CCO) and Karen Herckis has been appointed Chief Human Resources Officer (CHRO).

In this new role, Antoon will have leadership over the Customer Success team in addition to the Professional Services and Review organizations that she previously led while serving as DISCO's SVP of Professional Services. Antoon's newly created Customer Experience team will deliver enhanced methods of engagement to drive better customer outcomes.

As a long-time customer advocate, Antoon will continue to innovate and improve the customer experience at DISCO in her role as CCO. Prior to joining DISCO, Antoon held multiple executive positions across legal, software and business consulting companies including Inventus, Huron Consulting, Catalyst, and Winston & Strawn.

"As we continue to evolve our customer engagement strategy, I'm eager to tackle this new role and ensure DISCO remains at the forefront of delivering exceptional value to clients through our integrated solutions," said Melanie Antoon, Chief Customer Officer. "Our approach to customer relationships is more than just a typical vendor relationship; it's a deep partnership that sets us apart in helping clients realize the maximum benefits of our technology."

As CHRO, Herckis will continue to lead DISCO's People team and be instrumental in evolving the company's culture.



Herckis will continue to focus on attracting and retaining top talent and strengthening leadership capabilities throughout the organization. In her previous role as SVP of Human Resources, Herckis also helped lead DISCO's successful globalization efforts. Herckis previously held leadership positions at Stova (formerly Aventri) and Epiq prior to joining DISCO.

"Stepping up to this role is an exciting opportunity to lead this incredible journey we've embarked on at DISCO," said Karen Herckis, Chief Human Resources Officer. "This past year was filled with significant milestones, including DISCO opening its first office in India. I am committed to helping establish a high functioning culture and building an environment where people want to grow their careers."

"Karen and Melanie have played pivotal roles in our company's success, and these promotions reflect their outstanding leadership in enhancing our customers' experience and strengthening our culture," said Scott Hill, Chief Executive Officer. "We are confident that they will both continue to exert a positive influence on our company and contribute significantly to our strategic goals and future growth."

Later this month, both will be in attendance alongside other DISCO executives at Legalweek in New York. Visit booth #2113 to explore DISCO's Generative AI offering Cecilia and other solutions, or to schedule a private meeting, visit [www.csdisco.com/legalweek](http://www.csdisco.com/legalweek).

## About DISCO

DISCO (NYSE: LAW) provides cloud-native, artificial intelligence-powered legal solutions that simplify legal hold, legal request, ediscovery, legal document review and case management for enterprises, law firms, legal services providers, and governments. Our scalable, integrated solutions enable legal departments to easily collect, process and review enterprise data that is relevant or potentially relevant to legal matters. For more information, visit [www.csdisco.com](http://www.csdisco.com).

## Forward-Looking Statements

This press release contains forward-looking statements, including, among other things, statements regarding the impact of the promotions of Antoon and Herckis on the customer experience and DISCO's culture. Words such as "may," "should," "will," "believe," "expect," "anticipate," "target," "project," and similar phrases that denote future expectation or intent regarding DISCO's financial results, operations, and other matters are intended to identify forward-looking statements. You should not rely upon forward-looking statements as predictions of future events.

The outcome of the events described in these forward-looking statements is subject to known and unknown risks, uncertainties, and other factors that may cause DISCO's actual results, performance, or achievements to differ

materially, including (i) our history of operating losses; (ii) our limited operating history; (iii) our ability to maintain and advance our innovation and brand; (iv) our ability to effectively add new customers; (v) our ability to effectively increase usage and penetration with our existing customer base; (vi) our ability to expand our sales coverage and establish a digital sales channel; (vii) our ability to expand internationally; (viii) our ability to extend and strengthen our channel partnerships and integrations; (ix) our ability to expand our offering portfolio to a wider range of legal processes outside of our current core offerings; (x) our dependence on revenue from customer usage, which fluctuates based on the timing of and activity driven by legal matters for which our solution is used, and any shortfall of large matters on our platform; (xi) our ability to pursue strategic acquisitions and strategic investments to expand the functionality and value of our solution; (xii) our ability to comply or remain in compliance with laws and regulations that currently apply or become applicable to our business in the jurisdictions in which we operate; (xiii) the potential that our computer or electronic systems, applications or services, or those of any third parties on whom we depend, fail or suffer security or data privacy breaches or other unauthorized or improper access to, use of, or destruction of our proprietary or confidential data, employee data, or personal data; (xiv) our ability to compete effectively with existing competitors and new market entrants; (xv) the impact of fluctuations in general macroeconomic conditions, such as the current inflationary environment and rising interest rates; and (xvi) the impact that global events, such as the COVID-19 pandemic, including variants of COVID-19 or other public health crises, the Russian military operations in Ukraine, the Israel-Hamas war and any related economic downturn could have on our or our customers' businesses, financial condition and results of operations.

The forward-looking statements contained in this press release are also subject to additional risks, uncertainties, and factors, including those more fully described in our filings with the Securities and Exchange Commission ("SEC"), including our Quarterly Report on Form 10-Q for the quarter ended September 30, 2023, filed with the SEC on November 9, 2023. Further information on potential risks that could affect actual results will be included in the subsequent periodic and current reports and other filings that we make with the SEC from time to time, including our Annual Report on Form 10-K for the year ended December 31, 2023.

Forward-looking statements represent DISCO's management's beliefs and assumptions only as of the date such statements are made. We undertake no obligation to update any forward-looking statements made in this press release to reflect events or circumstances after the date of this press release or to reflect new information or the occurrence of unanticipated events, except as required by law.

## Press Contact

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