

STEVEN M. DEVOUGAS
Milwaukee, Wisconsin
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414.236.7478

BACKGROUND SUMMARY

Attorney with skills in litigation strategy development and management, formulating legal solutions and risk management. Worked in practice areas of labor and employment, real estate, creditor's rights and commercial contract dispute. Known for ability to work with a variety of clients with difficult problems and develop workable solutions to meet their needs.

- State and Federal Mediation
- Commercial Real Estate Development
- Construction and Real Estate Disputes
- Discovery and Dispositive Motions
- Title VII Litigation
- Legal Malpractice
- Pre-Trial Motion Practice and witness preparation
- Business Transactions

PROFESSIONAL EXPERIENCE

HAYWOOD GROUP LLC, Milwaukee, WI

2017 to Present

General Counsel

Principal lawyer and legal advisor on all major business transactions and partnerships. Role encompasses all legal functions within the company including financing, development, construction, leasing, asset and property management, risk management and mitigation, regulatory compliance, litigation, dispute resolution, business operations, acquisitions, and human resources. Manages the closing process for property sales, acquisitions and refinances, and various contracts. He is also responsible for all corporate governance matters.

- Oversaw the negotiation, acquisition, and stabilization of seven-acre mall in preparation for development.
- Oversaw the acquisition and creation of take-out seafood restaurant.
- Handled the negotiation and acquisition of office building.

DEVOUGAS LAW GROUP LLC, Milwaukee, WI

2017 to Present

Attorney

Commercial Real Estate and Business Transaction Practice.

- Assisted entrepreneurs in the formation of new business ventures.
- Reviewed and negotiated leases for commercial tenants.
- Lead purchase of Community Based Residential Facility.
- Lead termination of condominium association.
- Prepared Trust and Estate plans.

QUARLES & BRADY LLP, Milwaukee, WI

2015 to 2017

Attorney

Responsible for national litigation practice of product liability and commercial litigation. Worked as national coordinating council in areas of product liability for Fortune 500 clients. Engaged in Development and execution of litigation strategies in "high stakes" lawsuits. Provided extensive pro bono expertise to non-profit organization.

- Obtained permanent injunctions in domestic violence cases and working as a third-party neutral facilitator for parenting conferences to ensure cooperative placement of minor children.
- Coordinated foreclosures on non-performing properties for Milwaukee Habitat for Humanity in Milwaukee County Circuit Court to preserve their revenue stream.
- Drafted and argued numerous dispositive and discovery motions, many resulted in avoiding costly litigation.
- Reviewed case theory and prepared witnesses and conducted and defended depositions to ensure best possible outcome to court action.
- Developed case assessments for administrative, state, and federal mediation to resolve disputed without further litigation
- Collaborated with para-legal and client representatives to obtain necessary materials for legal defense.

Attorney

Broad practice focus in the areas of business and defense litigation, contract disputes, judgment enforcement, professional/medical liability, products liability, insurance coverage, personal injury, landlord-tenant, toxic tort and employment law from pre-suit through the trial/hearing phase. Regularly involved in business development initiatives with current and prospective clients.

- Collaborated with partners in developing and implementing litigation strategies.
- Managed discovery and motion practice in state and federal court.
- Drafted and argued numerous dispositive and discovery motions, successfully avoiding litigation.
- Prepared witnesses for, conducted and defended depositions.
- Prepared statements and participating in administrative, state and federal mediation.
- Negotiated favorable settlements for defense clients with settlements of in excess of \$100,000.
- Argued and won reversal of unemployment compensation decision before the Wisconsin Department of Workforce Development allowing client to receive unemployment benefits.
- Won administrative decision for employer on perceived disability discrimination claim.
- Obtained \$60,000 judgment for railroad client in freight dispute.
- Briefed motion to dismiss that resulted in dismissal of 100 plaintiffs from lawsuit with claims of increased risk of contracting cancer (affirmed by Wisconsin Court of Appeals).

EDUCATION

Juris Doctor, Marquette University Law School, Milwaukee, WI

Bachelor of Arts, Economics and English (dual major) (minor in Accounting), University of Michigan, Ann Arbor, MI.

Liberal Arts Diploma, Marquette University High School, Milwaukee, WI

BAR ADMISSIONS

State of Wisconsin (2008).

U.S. District Court, Eastern District of Wisconsin (2008).

U.S. District Court, Western District of Wisconsin (2008).

PUBLICATIONS AND PRESENTATIONS

“Expert Reliance on Inadmissible Evidence under Wis. Stat. § 907.03,” Marquette University Law School Civil Litigation and Evidence Conference (March 6, 2015).

“The Fair Debt Collection Practices Act and the Tools Available for Defense,” Lorman Education Services, Brookfield, Wisconsin (April 2010-2012).

PROFESSIONAL MEMBERSHIPS AND RECOGNITION

Milwaukee Business Journal “40 Under 40,” Class of 2017

The Milwaukee Times “Black Excellence” Award Recipient

Wisconsin Super Lawyers Rising Star

Wisconsin Association of African American Lawyers, President

State Bar of Wisconsin – Pro Bono Honor Society

Lawyers of Color Hot List

Named Wisconsin Law Journal “Up and Coming Lawyer”

COMMUNITY SERVICE AND CIVIC ORGANIZATIONS

City of Milwaukee Fire and Police Commission: *Commissioner* (2013); *Chairman* (2015-2018)

Marquette Volunteer Legal Clinic: *Steering Committee* (2010-2015)

Milwaukee Justice Center: *Coordinator* (2009-2015)

ACTS Community Development Corporation: *Secretary, Board of Directors* (2008-2011)