

STEVEN M. DEVOUGAS

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PROFESSIONAL SUMMARY

Attorney with fifteen years of experience in the areas of Administrative Law, Labor and Employment, Business Litigation, Business Transactions, and Commercial Real Estate. Specializing in servicing small to mid-size businesses and crafting practical legal and business solutions.

AREAS OF EXPERTISE

- Commercial Real Estate
- Business Transactions
- Outside General Counsel
- Civil Litigation
- Title VII Litigation

EDUCATION

Marquette University Law School
Juris Doctor (2007)
Milwaukee, WI

University of Michigan
B.A., Economics & English (2004)
Ann Arbor, MI

BAR ADMISSIONS

State of Wisconsin (2008)
Eastern District of Wisconsin (2008)
Western District of Wisconsin (2008)

PROFESSIONAL RECOGNITION

Milwaukee Business Journal "40 Under 40"
(2017)
Wisconsin Super Lawyer, Rising Star
(2015, 2016, 2020, 2021)
Wisconsin Law Journal "Up and Coming
Lawyer" (2011)

PROFESSIONAL EXPERIENCE

Founder and Principal Attorney

DeVougas Law Group, LLC | Milwaukee, WI | 2017-Present

Real Estate and Business Law Practice specializing in the acquisition of businesses and commercial real estate. Serves as outside general counsel and provides risk management services to small to mid-size businesses.

- Counsel entrepreneurs in the process of new venture formation, initial growth strategies, and risk management.
- Advise small to mid-size businesses in a variety of transactions, including asset purchases, commercial leases, and partnership agreements.
- Managed the acquisition of commercial real estate development projects.
- Advise restaurant and bars on licensing and day-to-day operations.
- Serve as outside general counsel for small to mid-size businesses.
- Represent real estate investors in breach of contract claims.

General Counsel

Haywood Group LLC | Milwaukee, WI | 2017-2020

Principal attorney and legal advisor on all major business transactions, partnerships and day-to-day legal operations.

- Oversaw the negotiation, acquisition, and stabilization of commercial properties.
- Handled property management for commercial real estate portfolio.
- Successfully negotiated the purchase of a seven-acre site for development.
- Handled the acquisition of a takeout seafood restaurant.
- Successfully negotiated the purchase of office building for development.
- Involved in securing \$9MM in tax-incremental financing for hotel development.
- Assisted in securing \$4MM in financing for inner-city development.

Senior Associate

Quarles & Brady LLP | Milwaukee, WI | 2015-2017

Served as part of a cross-functional team acting as national coordinating counsel for multiple Fortune 500 companies in the areas of Product Liability and Commercial Litigation.

- Reviewed case theories, prepared witnesses, and conducted depositions.
- Drafted and successfully argued dispositive and discovery motions.
- Prepared case assessments for mediation.
- Successfully resolved premise liability cases.
- Worked as a liaison between local defense counsel and in-house general counsel to coordinate defenses and consistency of discovery.

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PUBLICATIONS AND PRESENTATIONS

- "Risky Business: Liability for Small Business in a Pandemic," UW-Madison Extension and Appleton Public Library (October 26, 2020)
- "Final Thought: Vel Phillips-A Legacy Writ Large," Wisconsin Lawyer (May 2018)
- "Expert Reliance on Inadmissible Evidence under Wis Stat. sec. 907.03," Marquette University Law School Civil Litigation and Evidence Conference (March 6, 2015)
- "Labor & Employment Law Update," Fox Valley Chapter of the Society for Human Resource Management Annual Program, Kimberly, Wisconsin (October 2012-2013)
- "The Fair Debt Collection Practices Act and the Tools Available for Defense," Lorman Education Services (2010-2012)
- "Personal Bankruptcy & You: Part Overview, Part Cautionary Tale," Milwaukee Public Library System, Milwaukee, Wisconsin (April 2009)

Attorney

Hinshaw & Culbertson LLP | Milwaukee, WI | 2006-2015

Experience in the areas of Business and Civil Defense Litigation, Labor & Employment, Professional Liability and Post-Judgment Enforcement.

- Successfully represented clients in state and federal court.
- Prepared witnesses for, conducted, and defended depositions.
- Handled all aspects of civil litigation from responsive pleadings to trial.
- Assessed litigation exposure and verdict research in recommending settlement value of cases.
- Successfully defended Title VII and Wisconsin Fair Employment Act cases.
- Experience in handling state and federal mediation.
- Argued and won reversal of unemployment determination before the Wisconsin Department of Workforce Development.
- Obtained a \$60,000 judgment for a defendant in a railroad freight dispute.
- Handled construction defect cases.
- Litigated insurance coverage disputes.
- Prepared insurance coverage opinions.
- Prepared and argued numerous dispositive motions.
- Briefed motion to dismiss that resulted in the dismissal of 100 plaintiffs from a lawsuit with claims of increased risk of contracting cancer (affirmed by Wisconsin Court of Appeals).

SERVICE, MEMBERSHIPS & ORGANIZATIONS

- Fondy/North Business Improvement District 32: Board Member (2019-Present); Chairman (2020-Present)
- City of Milwaukee Fire and Police Commission: Chair (2015-2020); Commissioner (2013-2020)
- Milwaukee Justice Center: Parenting Conference Mediator (2015-Present); Coordinator (2009-2015)
- PRISM Economic Development Corporation: Board Member (2013-Present)
- Wisconsin African American Lawyers: President (2011-2012; 2015-2017)
- ACTS Community Development Corporation: Secretary, Board of Directors (2008-2011)
- Diversity Clerkship Program, Wisconsin State Bar: Interviewer (2008-Present)
- Assetbuilders: Board Member (2014-2022)