



STEVEN N. COUSINS

President and CEO

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As President and CEO of Cousins Allied Strategic Advisors, LLC (CASA), Steven Cousins provides high-level strategic advice to a select group of clients. CASA's cornerstone client is a nationally prominent family of companies doing business across the country.

Prior to his current role, Steven spent more than 38 years as an attorney at Armstrong Teasdale in St. Louis, Missouri, where he founded the firm's Financial Restructuring, Reorganization and Bankruptcy practice area and became the first associate to lead a practice. Through his work with CASA, Steven continues to provide counsel to various Armstrong Teasdale clients. He has a national reputation in the areas of bankruptcy, reorganization and restructuring spanning over 35 years.

At Armstrong Teasdale, he represented a wide variety of debtor companies, including utilities, hospitals, retailers, regulated organizations, major banks, energy companies, creditors' committees, pension funds and other financial institutions around the country, including private entity and hedge funds.

Navigating the complications of business insolvencies, Steven represented creditors seeking to maximize their return through bankruptcy, preference litigation and other litigation relating to the debtor-creditor relationship. Steven also represented creditors or debtors in either prosecuting or defending participants in billion-dollar leveraged buyout transactions. In bankruptcy settings, he assisted in all aspects of transactions relating to distressed debt and the purchase and sale of businesses, and reasserting control over and regaining ownership of business operations.

Steven served as co-counsel to the largest private-sector coal company in the world in its Chapter 11 proceedings, as well as co-counsel to the largest specialty family footwear retailer in the Western Hemisphere in its Chapter 11 restructuring and post-bankruptcy proceedings. He has also served as counsel to the Operating Trustee for *The St. Louis Globe-Democrat*. He also represented several major newspapers including *The St. Louis American* and Johnson Publishing Co., publisher of *Ebony* and *Jet* magazines and owner of Fashion Fair Cosmetics. Steven also successfully represented former HUD Secretary Alphonso Jackson, who was the subject of a three-year investigation by the Justice Department that was closed without the filing of charges and resulted in his complete vindication.

A great civic supporter of the St. Louis area, Steven has been an executive committee member of the St. Louis Regional Chamber & Growth Association (RCGA) for a number of years. For 25 years, he served as its general counsel. In October 2018, he was selected to join the advisory board of the prestigious Hutchins Center for African & African American Research at Harvard University, which is the pre-eminent research center focusing on the history and culture of people of African descent all over the world. Steven is also former vice chairman and board of trustees member of St. Louis Children's Hospital; a former honorary board of trustees member of the St. Louis Art Museum; founding (past) co-chair of the Inner-City High School Summer Internship Program; founding (past) co-chair of the St. Louis Public Schools Foundation; and a former community advisory board member of the University of Missouri-St. Louis Center for Ethics in Public Life. In March of 2014, he was appointed by the Commissioner of Education of the Missouri Department of Elementary and Secondary Education to the Normandy School District Transition Task Force. He serves as a national juror on the Ken Burns American Heritage Prize National Jury for the American Prairie Reserve.



EXPERIENCE

Counsel to Unsecured Creditors Committee for Business Process Outsourcing Company

Served as counsel to the unsecured creditors committee for a business process outsourcing company in the bankruptcies of a group of equity-sponsored debt collection companies.

\$400 Million Recapitalization

Represented client in a recapitalization transaction. The matter included the client's holding company and all of its affiliates.

Co-counsel to Retailer in Chapter 11, Post-bankruptcy Proceedings

Serving as co-counsel to a specialty footwear retailer and its related debtor affiliates in Chapter 11 restructuring and post-bankruptcy proceedings. Client is the largest specialty family footwear retailer in the Western Hemisphere with nearly 4,400 stores across more than 30 countries.

Prosecution and Defense of Fraudulent Conveyance Actions for Multiple Clients

Prosecuted and defended fraudulent conveyance actions arising from alleged ponzi schemes, leveraged buyouts and alleged non-statutory insider transactions.

Representation of Equity Sponsor in Telecom Company Bankruptcy

Represented the equity sponsor in the bankruptcy of a telecommunications company.

Dismissal of Environmental Claims Against Energy Client

Obtained dismissal of environmental claims against a client in the energy industry. Because the lawsuit in question was filed after the client filed its Chapter 11 reorganization plan, the U.S. Bankruptcy Court granted the client's motion to enforce the release and injunction provisions in the confirmed plan. As a result, the court dismissed the causes of action with prejudice.

Counsel to Coal Company in Chapter 11 Proceedings

Served as co-counsel to debtor, the largest private-sector coal company in the world, in its Chapter 11 proceedings.

Successful Representation of Global Health Care Company in Receivership Action

Represented health care company in a state court receivership action filed in Wisconsin. Prepared all of the necessary pleadings to memorialize our client's claim and advocated on their behalf which ultimately resulted in receiving a significant payout from the receivership estate.

\$46 Million in Consumer Brand Acquisitions

Advised client in acquisitions of a number of consumer brands valued at over \$46 million.

PROFESSIONAL ACTIVITIES

- The Missouri Bar (Former Chair, Bankruptcy Committees)
- American Bar Association (Chair, Use and Asset Disposition Committee of Business Bankruptcy Section)
- Bar Association of Metropolitan St. Louis (Former Co-Chair, Bankruptcy Committee)
- Armstrong Teasdale Executive Committee and Inclusion Committee (Former Member)

CHARITABLE AND CIVIC INVOLVEMENT

- Hutchins Center for African & African American Research at Harvard University (Advisory Board Member)
- St. Louis Children's Hospital (Vice Chairman, Board of Trustees)
- St. Louis Art Museum (Board of Trustees, Honorary)
- Inner-City High School Summer Internship Program (Founding and Past Co-Chair)
- St. Louis Public Schools Foundation (Founder and Past Co-Chair)
- St. Louis Regional Chamber (Executive Committee, Transition Team Committee, Former General Counsel)



- Gateway Mall Conservancy (Board of Directors, Assistant Secretary, Assistant Treasurer, Former Member)
- The Private Bank
- American College of Bankruptcy (Fellow)
- University of Missouri - St. Louis Center for Ethics in Public Life (Community Advisory Board)
- Association of Yale Alumni (Former Board of Governors)
- American Prairie Reserve (Board of Directors)

ACCOLADES

- American College of Bankruptcy (Fellow)
- Missouri Lawyers Weekly, ICON Award (2021)
- The Missouri Bar Foundation Martin J. Purcell Award (2017)
- Commitment to St. Louis Award—St. Louis County NAACP (2017)
- Dr. Jerome Williams Leadership Award for Excellence in Diversity and Inclusion, Royal Vagabonds Foundation (2014)
- NAACP Inspiring St. Louisan (2014)
- NCCJ Brotherhood Sisterhood Award Recipient (2014)
- Trailblazer Award, 100 Black Men of America, St. Louis Chapter (2013)
- Rossier Award, Missouri Bankruptcy Bar
- St. Louis Gateway Classic Outstanding African American Citizen honoree (March 2011)
- *The Best Lawyers in America*®; Bankruptcy and Creditor-Debtor Rights Law (20+ consecutive years, including the most recent edition, and the first African-American lawyer practicing law in the state of Missouri to be included in such book)
- *The Best Lawyers in America*®; Lawyer of the Year, Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law (2010)
- "People on the Move" in *St. Louis American* newspaper
- *Missouri/Kansas Super Lawyers*® (2008-present); *Super Lawyers*®, Top 100 Missouri & Kansas; *Super Lawyers*®, Top 50 St. Louis (2013-present); *Super Lawyers*®, Business Edition (2011-2014)
- *Who's Who in Black St. Louis*
- Commitment to St. Louis Award—St. Louis City NAACP (2008)
- "St. Louis Influentials" list for serving as an agent of change in the community, *St. Louis Business Journal*
- Top Five Bankruptcy Lawyers Award, *Black Enterprise Magazine* (November 2003)
- AV® Peer Review Rated, *Martindale-Hubbell*
- St. Louis American Newspaper Foundation's Stellar Performer Award

EDUCATION

- University of Pennsylvania Law School (J.D., 1980)
- Yale University (B.A., 1977)