



Randy E. Hayman

Principal

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Randy uses his diverse experience working in the private and public sectors to examine corporate environmental issues from a business position with a panoramic legal perspective.

Environmental law is a natural fit for Randy because it touches upon all aspects of business and the law.

He is a former general counsel for the municipal water agencies of two major cities—Washington, DC and St. Louis, Missouri. From his tenure as the chief legal officer of the District of Columbia Water and Sewer Authority (DC Water) and service as General Counsel of the Metropolitan St. Louis Sewer District (MSD), to his role as Assistant Attorney General for the State of Missouri and time in private practice, Randy brings significant corporate transactional experience to waste and water regulatory compliance, land use permitting, enforcement defense, and environmental litigation.

Strategic Counsel

Randy is a problem solver who thinks strategically and faces new challenges head-on. As a general counsel, he was able to direct utilities through the complicated maze of state and federal regulations to create sustainable consent decrees.

While serving as General Counsel from 2010-2016 of DC Water, Randy managed a legal department of fifteen people and an annual budget of \$6 million, while providing representation for all legal matters affecting the utility. From 2000-2010, Randy served as General Counsel of MSD, which provides wastewater collection, treatment, and stormwater management to 1.4 million people in the St. Louis area.

Today, he uses his civil litigation, corporate transactional, regulatory knowledge, and problem-solving skills to assist businesses in environmental concerns, bringing a fresh perspective and nimble approach based on his prior experience.

Corporate Compliance

Randy is part of the Beveridge & Diamond corporate compliance team hired by the Department of Justice to oversee the \$30 billion Volkswagen emissions settlement, stemming from its emissions-cheating vehicles. He helps with auditing, monitoring, writing reports, and conducting investigations related to VW's plea deal with the DOJ.

Because Randy has experience investigating very sensitive matters, clients trust him explicitly with their most difficult and challenging matters of corporate due diligence and compliance.

Randy currently serves as the Co-Chair of the American Bar Association's (ABA) Minority Trial Lawyer Committee, and he has served in leadership capacities on several bars and community organizations. He also served on the Board of Directors of Washington, DC, and St. Louis Crime Solvers and on the Herbert Hoover Boys and Girls Club Board of Directors in St. Louis. He is a former radio talk show host for ABC Radio in St. Louis.

The *Washington Business Journal* presented Randy with its "Minority Business Leader" and "Legal Champion" awards in 2014.

Education

- University of Michigan (B.A., 1985)
 - Political Science
- Georgetown University (J.D., 1989)

Bar Admissions

- District of Columbia
- Missouri

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals - Eighth Circuit
- U.S. District Court – Western District of Missouri
- U.S. District Court – Eastern District of Missouri

Professional Affiliations

- American Bar Association
- National Bar Association

- Bar Association of Metropolitan St. Louis
- Lawyers Association of Kansas City
- Fellow, American Bar Foundation

Community Involvement

- Current member of the ABA's Professional Development Committee
- Co-Chair of the ABA's Corporate Counsel Committee
- Co-Chair of the ABA's Minority Trial Lawyer Committee
- Co-Chair – Region VII of the National Bar Association's Corporate Advisory Board
- Board of Directors, Association of Corporate Counsel
- Presidential liaison for the Bar Association of Metropolitan St. Louis Board of Governors
- Boys and Girls Club – St. Louis, Board of Directors
- Crime Solvers –Washington DC, Board of Directors
- Court Appointed Receiver (St. Louis County Circuit Court), Greenwood Cemetery
- Leadership ST. Louis (FOCUS St. Louis)

Honors & Awards

- Fellow of the American Bar Foundation
- The National Black Lawyers top 100 – Energy, Environment, Public Utilities Law
- DC Business Journal – Legal Champions Award
- DC Business Journal- Minority Business Leader Award
- St. Louis Business Journal-Minority Business Leader Award
- St. Louis Business Journal- 40 Under 40 Award

Representative Matters

Prior results do not guarantee future outcomes.

Highlights of Randy's career at the District of Columbia Water and Sewer Authority (DC Water) include:

- Leading the legal team that finalized a major multimillion dollar Intergovernmental Municipal Agreement (IMA) designed to equitably distribute wastewater treatment costs at DC Water's Blue Plains Advanced Wastewater Treatment Plant amongst the neighboring jurisdictions, the largest plant of its kind in the world, averaging 370 million treated gallons per day, and over one billion gallons per day at peak flow.

- Playing a major role in the development and execution of a \$2.6 billion consent decree modification incorporating innovative green initiatives.
- Successfully securing the denial of class certification in major class action and winning significant summary judgment motion in lead in water case.
- Providing the legal underpinnings and ongoing legal review for the \$950 million Enhanced Nutrient Removal Project designed to reduce the level of nitrogen from the cleansed wastewater that DC Water discharges to the Potomac River, after which Blue Plains will produce effluent with some of the lowest levels of nitrogen in the country.
- Leading all significant corporate governance issues affecting DC Water.
- Conducting investigations in civil and criminal matters, and worked in parallel with appropriate law enforcement agencies.
- Providing legal support for the world's largest Thermal Hydrolysis Combined Heat and Power Project – the first in North America – at the Blue Plains Plant, a \$440 million project that harnesses the wastewater treatment process to generate a net 10MW of electricity – providing one-third of the plant's energy needs, resulting in savings of \$10 million - \$15 million annually in energy costs.

Highlights of Randy's career as the Metropolitan St. Louis Sewer District's (MSD) lead attorney include:

- Playing a major role in finalizing a \$4.7 billion Consent Decree with the U.S. Department of Justice, U.S. Environmental Protection Agency, and Missouri Department of National Resources, involving overflow issues and environmental impact.
- Supplying the legal underpinnings for a fifteen year, \$3.7 billion Capital Improvement and Replacement Program.
- Successfully representing MSD in matters involving personal injury, property damage, environmental issues, construction issues, environmental and safety compliance, human relations and labor issues, and collection matters.