



Austin So

Sr. Vice President, Chief Legal Officer & Secretary
StoneMor, Inc.

Austin So is Senior Vice President, Chief Legal Officer and Secretary of StoneMor Inc. (NYSE:STON), a leading, publicly-traded consolidator in the U.S. death care industry, with approximately 320 cemeteries and 90 funeral homes in 27 states and Puerto Rico. The company's complex business operations include management of a \$900 million trust overseen by an internal Registered Investment Adviser.

Austin joined StoneMor as the first CLO for a \$1 billion market-cap company with staggering legal expenses. In a matter of months, Austin built a legal department of 9 legal professionals, overhauled the company's relationships with over 50 law firms, and implemented other initiatives that cut the company's recurring legal costs by 50% in the first year alone, and has continued to lower these costs every single year. In addition to Legal, Austin has led over 100 colleagues in HR and other departments.

As the most senior member of the C-Suite, Austin has been a steady hand that helped lead the company through a series of "bet-the-company" matters, including a 95%+ drop in market cap, multiple turnovers of the C-suite (including 4 CEOs and 4 CFOs in 3 years), a change of control, an SEC investigation, a securities class action, financial restatements, and delinquent filings of the company's 10-K/10-Q. With StoneMor now in an active turnaround phase, Austin continues to serve as a highly-regarded business executive, leading both legal and business initiatives.

Prior to StoneMor, Austin was Division General Counsel, Secretary and Board Member of Heraeus, a Fortune Global 500 manufacturing conglomerate with \$21 billion in revenues. Previously, Austin practiced both litigation and transactional law at top law firms in New York.

Austin received his A.B. from Harvard and his J.D. from Penn.