


HENNEPIN LAWYER



Vince Louwagie
2018-2019 HCBF President
+ Profiles in Practice



MEMBERSHIP SOCIAL

Inviting ALL Hennepin County Bar Association members!

From law students to new lawyers to our most experienced attorneys, come join us and join in the fun at our fall social. Great conversations start here.



**THURSDAY
NOV. 29
5:00 to 7:00 PM**



ATLAS GRILL
(First Floor of US Bank Plaza)
200 South 6th Street
Minneapolis, 55402



Expand your network. Catch up with colleagues. Come meet, mix and mingle at downtown's Atlas Grill.

HCBA members: Enjoy free appetizers and a drink.

Members: Attend for free. Non-members: \$20 at the door.

Thank You Sponsors



Contact Sheila Johnson at sheila@hcba.org with any questions. RSVPs appreciated, but not required.
HENNEPIN COUNTY BAR ASSOCIATION • CREATING CONNECTIONS • WWW.HCBA.ORG

HENNEPIN LAWYER

Official Publication of the Hennepin County Bar Association



PROFILES IN PRACTICE

02 | Inside View: What is a Legacy? *by Lisa Buck*

03 | Doing Well, Doing Good *by Susie Brown*

04 | In Good Com-pany *by Adine S. Momoh*

06 | Introducing Vince Louwagie: 2018-2019 HCBF President

08 | HCBF Impact Report: Infographic

10 | Tee It up for Justice: Thank You *by Roshan Rajkumar*

13 | Ask-a-Lawyer: New Lawyers Spotlight

15 | Profiles in Practice

16 | David McKinney *by Kasia Kokoszka*

18 | Megan Buckles *by Priya Elayath*

20 | Lisa Stratton *by Amarita Singh*

22 | Sam Aintablian II *by Eder Castillo*

24 | Jules Porter *by Nora Huxtable*

26 | Chris Pham *by Reginald Snell*

28 | Natasha Phelps *by Aryan Gurase*

30 | Alison Griffith *by Georgie Brattland*

32 | Scott G. Swanson *by Megan Bowman*

34 | Are Your Trial Skills Up to the Task? *by Chad Snyder*

37 | Practice Pointers *by Jess Birken*

41 | The Docket

42 | Classifieds

43 | Member News

44 | Ten Things I Like About Being a Solo Practitioner *by Stephen C. Fiebiger*

Hennepin Lawyer
November/December 2018
Volume 87, Number 6
www.hcba.org

HENNEPIN LAWYER

Ayah Helmy	Committee Chair
Lisa Buck	Vice Chair
Joseph Satter	Executive Editor
Nick Hansen	Managing Editor
Jennifer Pickles	Design & Layout
Sarah Mayer	Photography
Lisa Buck	Issue Editor

COMMITTEE MEMBERS

Scholastica Baker	Judge William H. Koch
Lisa Buck	Beth Luoma
Eric Cooperstein	Dan McCabe
Sandra Feist	Chad Novak
Stephen C. Fiebiger	Pedro Reyes
Aaron Frederickson	Alice Sherren
Judge JaPaul Harris	Azure Schermerhorn-Snyder
Karl Johnson	Tom Wheeler

The Hennepin Lawyer is published by the Hennepin County Bar Association to educate and inform lawyers about the current issues and events relating to the law and the profession. It allows for the free expression and exchange of ideas. Articles do not necessarily represent the opinions of any person other than their writers. Copies of the editorial policy statement are available upon request or online at www.hcba.org.

© 2018 Hennepin County Bar Association

HENNEPIN COUNTY BAR ASSOCIATION

Adine S. Momoh	President
Jeffrey Baill	President-Elect
Esteban Rivera	Treasurer
Brandon Vaughn	Secretary
Thaddeus R. Lightfoot	Past President
Stephanie Willing	New Lawyers Chair
Susie Brown	Executive Director

Hennepin County Bar Association
600 Nicollet Mall, #390
Minneapolis, MN 55402-1043
Phone 612-752-6600 www.hcba.org

For advertising contact: Sheila Johnson
sheila@hcba.org 612-752-6615

You can be a part of the
Hennepin Lawyer Committee.
If you are interested in writing
or editing, email Nick Hansen,
Managing Editor at nick@hcba.org

What is a Legacy?

I was not lucky enough to get tickets to the blockbuster musical *Hamilton*, but I enjoy listening to the soundtrack. The founding father's words about building something that will outlive him ring true today. Many of us chose a career in law not just to make a living, but to make a difference. Our Profiles in Practice issue features nine HCBA members who are making a difference in our community.

As a first-generation college graduate, **Sam Aintablian** persevered to become legal counsel for the Minnesota Vikings. **Megan Buckles'** experience living with a disability has inspired her to pursue a career in civil rights. **Alison Griffith** advocates for refugees and immigrants fleeing their homes in search of a better life. Fueled by his faith and a passion for social justice, **David McKinney** left private practice to defend civil liberties at the ACLU. Motivated by his path through poverty and discrimination, **Chris Pham** mentors law students and started a networking group for professionals of color. **Natasha Phelps** works to improve public health by influencing tobacco control policy, while helping to empower women. **Jules Porter** combines her legal and business degrees to create video games that build social awareness and empathy for others. In advocating for those facing workplace discrimination, **Lisa Stratton** is breaking down barriers to employment equality. **Scott Swanson's** recovery from chemical dependency has shaped his work with the law students to whom he provides academic and personal support.



“I wanna build
something that’s
gonna outlive me.”

– Alexander Hamilton in
“The Room Where It Happens”
Hamilton

Each of these people is concerned about something other than just billing hours. They have chosen, in their own way, to reach out to others, share their knowledge, invest time, fight discrimination, promote healthy lifestyles, challenge the traditional career path of a lawyer, and build a legacy.

“What is a legacy?” Alexander Hamilton sings in the musical. “It’s planting seeds in a garden you never get to see.”

Though we probably won’t meet an early death by way of duel, as Hamilton did, we may not know the ultimate impact of our efforts on future generations. But we can plant a seed today.



**Lisa
Buck**

November/December
Issue Editor

buck.lisamarie@gmail.com

Ms. Buck practiced corporate law in Minneapolis and was an adjunct professor at William Mitchell College of Law. She contributes to the *Hennepin Lawyer* and serves on the board of the Hennepin County Law Library. She is also a coach of a local high school speech team.

Doing Well, Doing Good



FELLOWS

MAKING A DIFFERENCE
IN HENNEPIN COUNTY

Member engagement takes many forms. For some, it's chairing a section. For others, attending the Judges Social. And for many, it's supporting access to justice in Hennepin County through the Hennepin County Bar Foundation (HCBF), the HCBA's charitable arm.

Earlier this year the HCBF turned 50. It's been a remarkable half-century of the attorneys of Hennepin County demonstrating that they care about their own community. Anchored by a long-standing partnership with the HCBA's pro bono arm, Volunteer Lawyers Network, the HCBF supports a wide variety of community organizations that provide essential legal services—orders for protection, representation in housing court, assistance with employment matters, advocacy, and much more.

I appreciate witnessing the member engagement opportunities (and fun!) available through the foundation. A group of golf enthusiasts, led by Roshan Rajkumar from Bowman and Brooke, plans the Tee it Up for Justice golf event each year. A development committee, led by Cory Olson of Anthony Ostlund Baer & Louwagie, designs and carries out the critical fundraising activities of the foundation. A grant-making committee, co-chaired by Alecia Anderson of Wells Fargo, and Matt Ralph of Dorsey and Whitney, consider applications and make funding recommendations. Judges Sarah West, Regina Chu, and Marta Chou serve on the board of directors. Alecia Anderson joins Matt Ralph, Judge West, Vince Louwagie, and Kati Mohammad-Zadeh as the foundation's officers. Whether large or small firm, corporate, or judicial, HCBA members from a wide range of practice settings find fulfilling opportunities to engage with other lawyers, in service to the community, through the work of the foundation.

This year we're launching a new engagement opportunity—perhaps it's an opportunity for you to get involved. The Hennepin County Bar Foundation Fellows program is an esteemed group of members of the local legal community who have demonstrated a commitment to access to justice in Hennepin County and pledge five years of support to the foundation. This group will enjoy special networking opportunities with other Fellows and will be recognized among their peers as leaders in the important charitable work of the Hennepin County Bar Foundation. If you or someone you know would be a promising Fellows nominee, please contact Amanda Idinge at amanda@hcba.org by November 15, 2018.

Through the foundation, we demonstrate that you, attorneys in the HCBA community, do well in your profession by doing good in the community. It's important and meaningful. Let's keep it up! Please feel free to stop by my office in City Center, or contact me anytime if you would like to talk about opportunities to get involved. You can reach me at susie@hcba.org or 612-752-6610.



Susie Brown

HCBA Executive Director

susie@hcba.org

Ms. Brown is the executive director of the Hennepin County Bar Association and Hennepin County Bar Foundation.

Editor's Note: The *Hennepin Lawyer* recently won a Luminary award from the National Association of Bar Executives for excellence in regular publications at the NABE Communications Section Workshop in October. Please see the HCBA Facebook page for photos.

In Good Com·pa·ny

The origin of the word “company” is Middle English. According to *Merriam-Webster*, when used as a noun, the word “company” primarily means “association with another; fellowship.” Yet, when you look at the etymology of the word “company,” its meaning stems from the word “companion,” which in Latin (*com-* + *panis*) (or Spanish, *con pan*) translates to “with bread.” Does this ring a bell to you? Suffice it to say for now, in today’s ever-changing environment, the Hennepin County Bar Association is embracing this multifaceted concept of company, both proactively and pre-actively.

In September, I attended the Conference of Metropolitan Bar Association’s annual meeting in Scottsdale, Arizona with the HCBA’s Executive Director, Susie Brown. The meeting’s keynote speaker, Cathi Hight, a membership engagement consultant, encouraged bar associations to not only be proactive, but to also be pre-active. Bar associations are *proactive* when they attempt to solve today’s problems before they get worse and

allow themselves to be disrupted. In other words, they play defense, are reactive and address issues by asking, “How can we take charge, be bold and dynamic, and do something?”

On the other hand, bar associations are *pre-active* when they –

- Anticipate the impact of trends and driving forces,
- Change from the inside-out,
- Attempt to solve tomorrow’s problems before they happen, and
- Play offense and plan ahead.

In other words, instead of allowing themselves to be disrupted, pre-active bar associations allow themselves to be the disrupter and, as Ms. Hight says, an “opportunity manager.”

I am proud to be the president of an association that is both proactive and pre-active. With respect to being proactive, recall that during the HCBA’s 2018 Annual Meeting where I was installed as the HCBA’s 100th president, I identified the three priorities of my presidency: new lawyers, diverse attorneys and attorneys practicing 7 to 15 years. Why these specific groups of attorneys? Attorneys are in a unique position to address some of the issues that have arisen in a time when we are hearing and seeing such negative, divisive discourse. Attorneys are being asked to step up and to do more, oftentimes with less, to help the oppressed, the underserved and the under-represented. Attorneys are needed now more than ever. But if we, as attorneys, are not at our very best, what good are we? Consider also the fact that the number of attorneys could increase dramatically in the near future. The ABA Journal reports that since the 2016 presidential election, the number of LSAT takers and law school applications has jumped significantly, leading many to

conclude that the “Trump Bump” is real. The legal community will need to help these new attorneys once they enter the profession and to make sure that their energy and passion is properly channeled. But we also must not forget about those who are currently practicing and need our help so they can continue to develop their skills, work and serve the community. By being proactive and championing the profession by focusing on these three groups of attorneys – new attorneys, diverse attorneys and attorneys practicing 7 to 15 years, my hope is that we will be better able to serve not only the profession, but more importantly, the legal community and community at large.

Another way that the HCBA is being proactive regarding diversity is with respect to a new offering I call “A Table for 10,” where 10 members can connect at a restaurant and get to know each other in a more intimate setting. There are several CLEs to educate the public about issues affecting diverse attorneys, but few social events or programs are offered to foster inclusive environments for diverse attorneys, in particular, attorneys of color and LGBTQ attorneys, and to build their social support network, which diverse attorneys often lack. Imagine being an attorney (whether at a firm, in-house or government) who does not get asked to socialize outside the office, while knowing colleagues (more often than not, non-diverse colleagues) are connecting over drinks, golf, etc. Imagine being a diverse, “transplant” attorney who has no ties to Minnesota other than his or her job. This year, the HCBA is going to address these issues by being proactive. A Table for 10 will attempt to fill the void by offering an inclusive space to connect outside the office at various minority-owned restaurants over breakfast, lunch, or dinner four times this year. Food is something that we all have in common. My hope is that we can break down some barriers over



**Adine S.
Momoh**

2018-2019 HCBA President

adine.momoh@stinson.com

Ms. Momoh is a partner in the Minneapolis Office of Stinson Leonard Street where she represents clients in matters involving banking litigation, estates and trusts litigation and creditors’ rights and bankruptcy before state and federal courts across the country. As a trusted advisor, she helps clients navigate the entire lifecycle of a case, from case development and strategy, to discovery, to motion practice, to trial, to appeal.

good company, good conversation, and good food – con pan! A Table for 10 will kick off on November 15, with additional gatherings planned for 2019. See hcba.org for more information and registration. All members are welcome.

With respect to being pre-active, upon receiving news that the Minnesota State Bar Association's Executive Director, Tim Groshens, was going to be retiring after over 30 years of service, the HCBA saw an opportunity to think outside the box and plan ahead for the benefit of its members—we were pre-active. And on June 12, 2018, the HCBA's board seized this opportunity by approving an agreement to share a single executive director with the Minnesota State Bar Association and Ramsey County Bar Association. The three bar associations will continue to operate as three, separate legal entities, each with its own independently governed foundation. But our hope is that increased collaboration among the state and county bars will ultimately strengthen support to district bar associations and attorney members throughout the state; lead to better coordinated efforts, increased efficiencies, and improved member value; and realign the associations to better meet the changing needs of the legal profession. These positive changes are already underway, as staff among the three bar associations are already working together (the majority in the same physical space) to identify ways to eliminate duplicative association offerings and otherwise decrease costs. Stay tuned as we get closer to finding our new executive director.

The Hennepin County Bar Association does not run away from change. We embrace it. If you want to help be a part of the change, join the HCBA. You will be in good company.



Help us make PRO BONO happen



Give to the Max
on November 15

GiveMN.org/VLN

Visit us on Facebook, Twitter
and VLNMN.org
for **matching gift** information



Why Take Chances?

CALL METRO LEGAL

Why trust your process service and courthouse requests to an untrained, inexperienced delivery person? Let our trained and experienced staff of over 80 help you with these and more.

- Service of Process (locally or nationally) • Searches and Document Retrievals
- Real Property Recordings • Court Filings • General Courier Service and Mobile Notary
- Secretary of State Transactions • Skip Tracing and Private Investigations

METRO LEGAL
legal support specialists since 1969

www.metrolegal.com
service@metrolegal.com
(612) 332-0202

330 2nd Avenue South, Suite 150 Minneapolis, MN 55401-2217



Introducing Vince Louwagie

Hennepin County
Bar Foundation
2018-2019 President



Vince Louwagie is the president of the Hennepin County Bar Foundation (HCBF), which serves as the charitable arm of the HCBA. He is a shareholder at Anthony Ostlund Baer & Louwagie, and he has been an active member of the HCBF for a number years.

What inspired you to join the Hennepin County Bar Foundation Board, and serve as an officer?

I have been involved in bar association activities for much of my more than 30-year legal career. My partners at Anthony Ostlund Baer & Louwagie have always encouraged our lawyers to be active in bar associations. It is an important part of our firm's culture, and it is something our lawyers embrace.

I joined the HCBF board several years ago after being invited by another board member. I agreed to do it without really knowing what I was getting into. In fact, I had never focused on the HCBF as being the separate, charitable arm of the HCBA. I had never taken the time to understand what wonderful things the HCBF does for the people of Hennepin County, and for our legal community.

As I became more involved with the HCBF, I learned that its mission, "Promoting equal access to justice for the people of Hennepin County," is more than just a collection of words. I saw first-hand the dedication of the lawyers on the grant review committee who spend countless volunteer hours to ensure that the money entrusted to the HCBF through its fundraising activities are well used by making grants to efficient and effective nonprofits whose focus is to empower those in need in our county. I saw first-hand the hard work of the board and staff in fundraising, primarily through the annual Bar Benefit and the annual golf tournament.

The HCBF is instrumental to the local legal community. Having a charitable giving organization play a prominent role in the community helps enhance the reputation and image of the entire legal community. In short, we look good by doing good.

I should say that serving on the leadership team for the HCBF has been a great experience. I have been able to learn from my predecessors who did a wonderful job as stewards of the Foundation. During my year as president, I hope I can maintain the quality of their stewardship.

I also learned that there is still much more that we can do. Many needs go unmet. The HCBF focuses on helping people with less familiarity with the legal system get the help that they need. Last year we were able to make grants to 15 organizations totaling \$206,150, including significant grants to our affiliated organization, the Volunteer Lawyers Network, which is the pro bono arm of the Hennepin County Bar Association. There were still 18 organizations seeking over \$ 50,000 in grants that we were unable to make. I am inspired and energized by the positive impact the HCBF can have, and I know the board members feel the same way.

From your experience as a lawyer, what perspective do you bring to the Foundation?

I have been involved with a number of law-related nonprofits over my career, and I have seen the necessity and power of fund-raising efforts. I have seen that successful nonprofits need boards of directors who take their fundraising responsibilities seriously. The HCBF's mission is a natural fit for the lawyers of Hennepin County, and the board must serve two very important functions: grant analysis and fundraising. Grant analysis is a real value added by the HCBF. I personally count on the HCBF to help me decide how much of my charitable giving is ultimately spent.

But fundraising activities are also important, and increasingly so. This year we will continue a trend that has existed for several years of increasing the responsibility that each director will have to engage in our fundraising efforts. I believe this is very important to the long-term success of the HCBF, and to the impact it can have in our community.

What's new with the HCBF this year?

The year 2018 marked the HCBF's 50th anniversary, and we are celebrating that landmark in style. I'm very excited about a new HCBF Fellows program. The Fellows is an honorary society of distinguished attorneys, judges, law faculty, and legal scholars who have demonstrated dedication to upholding

the standards of the legal profession and commitment to the mission of the HCBF. Fellows will be nominated by board members, and then approved by the entire board. There will be several events throughout the year to celebrate the Fellows and their involvement with the HCBF Foundation.

The Fellows program has been very well received. I really look forward to the new events and the continued involvement of the Fellows to make the Foundation an even more social and vibrant organization.

The golf tournament and Bar Benefit also featured some new elements to commemorate the 50th anniversary.

How can HCBA members engage in and support the Foundation in the coming year?

There are many ways. If you weren't there, you already missed a very successful golf tournament. [Editor's Note: Check out a recap later in this issue.] You can sign up for it for next year, and you can join the golf committee, which did a fabulous job finding sponsors and putting on a great event. If you are a golfer, it is an event you shouldn't miss. If you are not a golfer, you can do the bike ride, "Pedal for Justice," or come for the dinner and craft beer fest.

HCBA members should also be sure to attend, and volunteer to help organize the annual Bar Benefit, which is a signature social event of the year for the HCBA, including a number of games, a VLN silent auction, good food and great revelry. This event is always a great time to see your colleagues.

Members can also apply to be on the HCBF board. This might be the greatest contribution that an HCBA member can make. If you really want to make a difference, being on the HCBF board is one of the best ways.

HCBA members can, of course, make tax-deductible contributions directly to the HCBF by going online at: www.hcba.org/donate.

What impact is the Foundation making in the community?

The HCBF makes a big impact. Our impact report, [which is on the following page] shows that we made grants totaling \$126,250 to Volunteer Lawyers Network, and Community Grants totaling almost \$80,000.

Those total over \$206,000, and is the most the HCBF has ever made in its 50-year history. Grant recipients included nonprofits focused on women's issues, civil rights, resources for victims of domestic abuse, Native American rights, and many others. Some were for specific purposes, others were sustaining grants.

The impact report also shows that your HCBF's grants impacted nearly 20,000 people in Hennepin County in the last fiscal year. It is our goal to reach even more, and to be able to make even larger grants this year.

What would you like members of the HCBA to know about you?

Wow. That's a tough one. Maybe how to pronounce my name? [Laughs] Although I'm sure some readers and my wife might disagree, I try not to take myself too seriously. I like to have fun. I have a family of four adult sons, three daughters-in-law/significant others, my wife of 33 years, and a six-month old fox-red Labrador Retriever who we've been trying desperately to train.

I've been fortunate enough to have excellent mentors and partners in the legal business, and they have taught me that you can work hard, earn a good living, and still do good for the community. That's what I'm trying to do.

You're an avid bicyclist, what's your favorite ride in the Twin Cities?

There are many HCBA members who ride a lot more often, faster, and further than I do. But I do like to ride, and I often ride in the Twin Cities, almost weekly with the HCBA bike club on Wednesday evenings. I also often ride near our lake cabin in Northwest Wisconsin. My favorite route in the Twin Cities so far is one I took for the first time at this year's Pedal for Justice ride, which was a companion activity for the golf tournament. It was a 22-mile ride. We started at Oak Ridge Country Club, where our colleagues were golfing, and rode into Chanhassen, between Alban's Bay and Lake Minnetonka, and back along the Three Rivers Trails—beautiful scenery, very little interaction with traffic, and manageable hills. I encourage people to sign up for it for next year; I would guess we will choose the same route again.

A TRUE MEASURE OF JUSTICE

HENNEPIN COUNTY BAR FOUNDATION

In 2018, the HCBF awarded grants to local nonprofits that work to provide legal access and support to those in need. Because each organization is unique in the way they provide services, we would like to highlight the collective work of our grantees to show how your support of the Foundation promotes access to justice for the people of Hennepin County.

COMMUNITY GRANTS \$79,900



CENTER FOR MULTICULTURAL MEDIATION

\$4,000



COUNCIL ON AMERICAN-ISLAMIC RELATIONS, MN

\$7,000

DIVISION OF INDIAN WORK

\$5,000

DOMESTIC ABUSE PROJECT

\$5,700

HOME LINE

\$5,000



LAWYERS CONCERNED FOR LAWYERS

\$4,000

LEGALCORPS

\$5,000

LEGAL RIGHTS CENTER

\$5,000

MN ASSISTANCE COUNCIL FOR VETERANS

\$5,000



MINNESOTA JUSTICE FOUNDATION

\$3,000

RESTORATIVE JUSTICE COMMUNITY ACTION

\$10,000

SEWARD LONGFELLOW RESTORATIVE JUSTICE PARTNERSHIP

\$6,700



SOJOURNER PROJECT

\$7,500

STANDPOINT

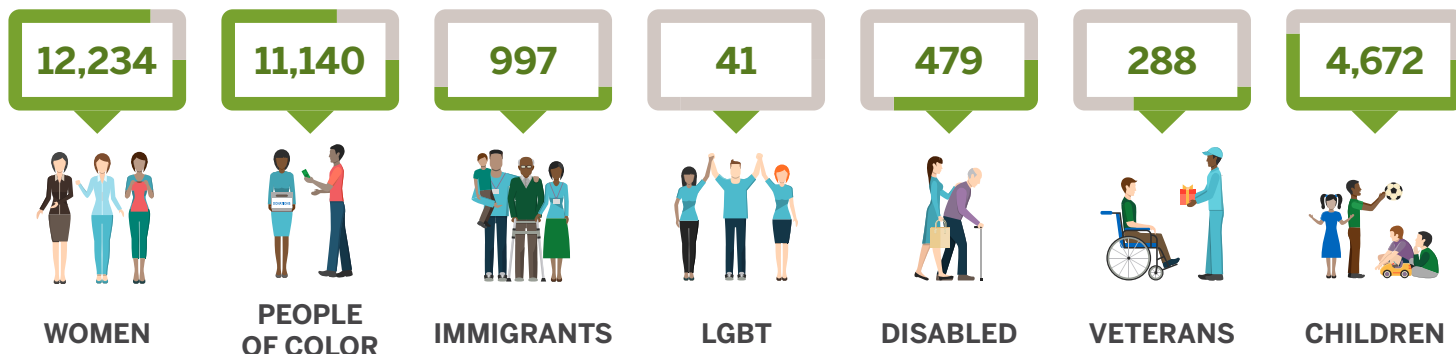
\$7,000



SERVING THE COMMUNITY

HCBF strives to meet a variety of needs in Hennepin County and recognizes value in providing services for different communities. We work to choose grantees with a wide variety of targeted services in order to diversify our support to the community.

IMPACTING
19,682
PEOPLE IN HENNEPIN COUNTY



HCBF PARTNER GRANT

\$126,250

VOLUNTEER LAWYERS NETWORK

Each year, the HCBF gives a meaningful contribution to Volunteer Lawyers Network – the pro bono arm of the HCBA. By providing funding, the HCBF is able to assist VLN in protecting and enforcing the legal rights of low-income Minnesotans.



CONNECTED
738
PRO BONO
VOLUNTEERS

DELIVERED
9,200
LEGAL
SERVICES

ASSISTED
7,550
LOW-INCOME
MINNESOTANS

SUPPORTING THE HCBF

With support from HCBA members, law firms, partner organizations, and the legal community, the HCBF provides strategic funding to a variety of nonprofits in Hennepin County. We thank our 1,320 donors this past year for contributing to this work. The HCBF relies primarily on support from our annual Bar Benefit, Golf Tournament, and the HCBA dues check-off. We truly could not accomplish this work without you. Thank you.



\$206,150
2018 GRANTS AWARDED

HELP FUND LEGAL SERVICES IN OUR COMMUNITY, GO TO WWW.HCBA.ORG/DONATE

2018 TEE IT UP FOR JUSTICE



Ninety-two golfers. One golf course. Near perfect weather. Time well spent on a Monday. The 2018 Hennepin County Bar Foundation Tee it Up for Justice golf classic was held September 24 at Oak Ridge Country Club. Last year we raised \$20,000. Our goal this year — raise \$25,000. We did it! Our net was over \$26,000. We also added a new, non-golfer event—Pedal for Justice—which saw 12 HCBA members join a scenic and energetic afternoon ride before joining golfers at the post-golf beer tasting and cookout. Prizes were awarded, door prizes given away, and it was good.

This event is one of two major fundraisers for the Foundation, but it is so much more than a day of golf. It allows members of our profession to gather, connect, and share in the work of the Foundation. Proceeds from the day's event support the Hennepin County Bar Foundation—the charitable arm of the HCBA. By participating, you become an active supporter of the Foundation's mission "promoting equal access to justice for the people of Hennepin County"—all while having fun.

And a huge thanks to our sponsors, especially our Eagle Sponsor, **612-Injured Heimerl & Lammers Injury Law**. Big hurrah to Judge Mickey Greenberg who raised over \$900 from golfers on a par 3. And kudos to Oak Ridge Country Club for opening its course and facilities to us for the second year in a row. Oak Ridge made sure every guest was treated to tasty food, prompt service, and great golf. In short, a fantastic day for all who attended. And if you wish you had been there, mark your calendar for next year's golf classic to be held on Monday, September 23, back at Oak Ridge. We'd love to have you there to share in the comradery, cause, and golf.

Finally, this event could not have happened without the amazing staff at the HCBA, especially Events Manager Sheila Johnson, and the amazing 10-person Golf Classic Committee. It was a team effort, which is what the HCBA is all about!

Roshan Rajkumar

2018 Golf Committee Chair

Thank You Golf Classic Committee

Chair Roshan Rajkumar, Susan Aase, Bruce Candlin, Joe Dixon, Dave Forro, Mike Lammers, Cory Olson, Jeff Thone, Eric Weisenburger

Thank You to Our Additional Supporters

Allegra Print & Imaging Downtown Minneapolis, Brooks Brothers, Dorsey & Whitney LLP, GOLFTEC, Loffler Companies, Oak Ridge Country Club, Olsen Thielen CPAs and Advisors, Katherine Mackinnon, Paradigm/Veritext, Robins Kaplan LLP, Stinson Leonard Street LLP, The Capital Grille

Thank You Sponsors

Eagle Sponsor

612-Injured Heimerl & Lammers Injury Law

Golfers' Gift Sponsor

Anthony Ostlund Baer & Louwagie P.A.

Pin Flags Sponsor

Thomson Reuters

Beverage Carts Sponsor

Minnesota Lawyers Mutual Insurance Company

Golf Carts Sponsor

Foley & Mansfield PLLP

Bernie Zimpfer Memorial Cup Challenge Sponsor

Stinson Leonard Street LLP

Lunch Sponsor

TimeSolv

Beer Tasting & Dinner Sponsor

Element Technologies

19th Hole Snack Sponsor

Benchmark Reporting Agency

Hole Sponsors

Aafedt, Forde, Gray, Monson & Hager, P.A.

Alerus

ALPS Lawyers Malpractice Insurance

Avison Young

Bassford Remele, P.A.

Benchmark Reporting Agency

Computer Forensic Services

Conlin Law Firm, LLC

CourtCall Remote Appearances. Simplified.

Henson Efron

FindLaw

Paradigm/Veritext

J. Teleconnections, Inc.

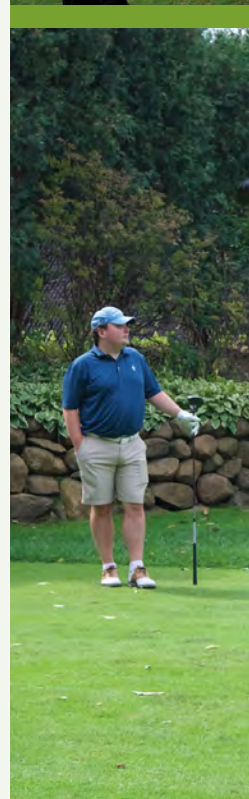
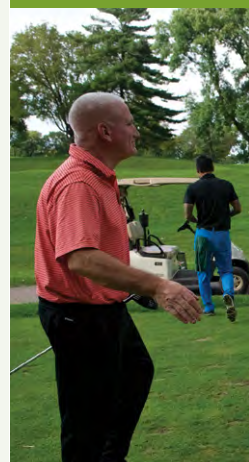
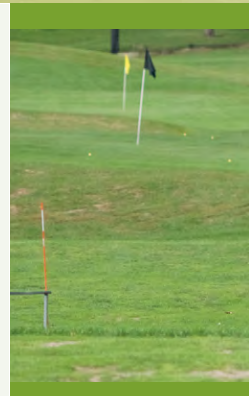
Konverge Inc.

Mahoney Ulbrich Christiansen Russ

Messerli Kramer

Minnesota CLE

Robert Half Legal

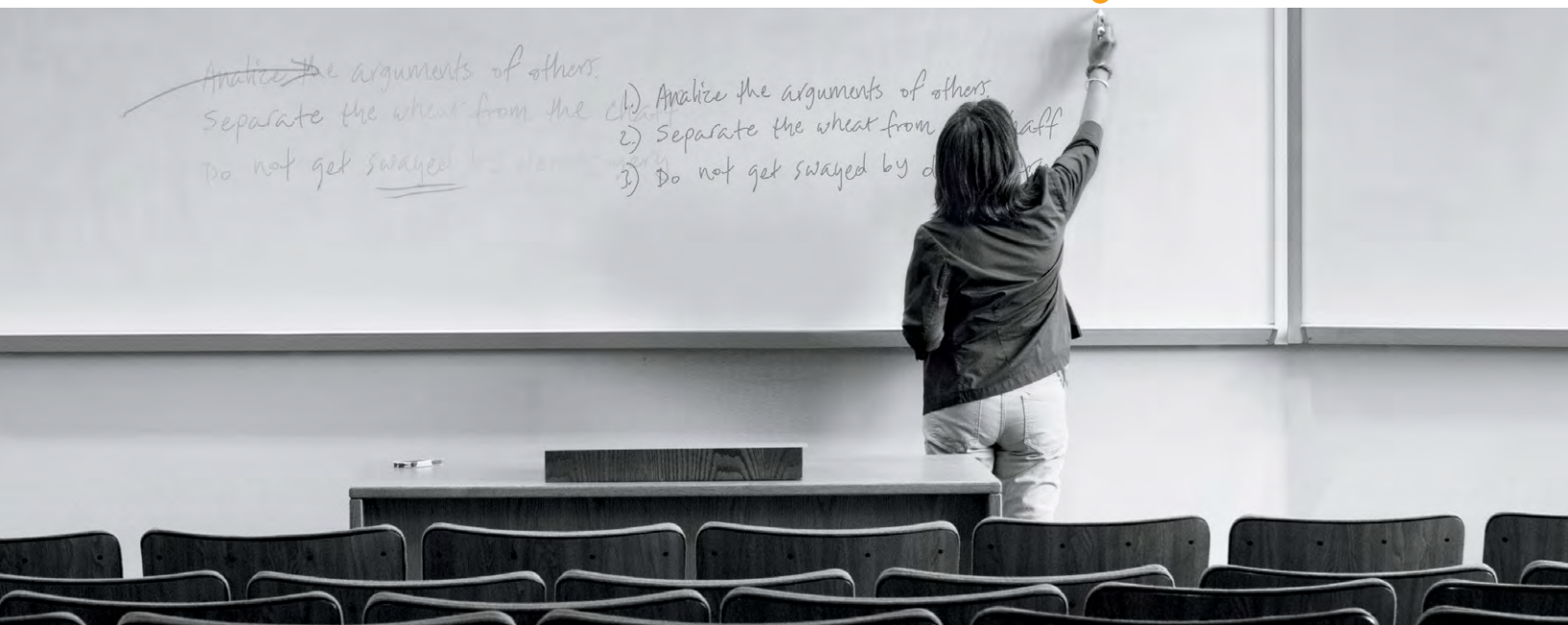
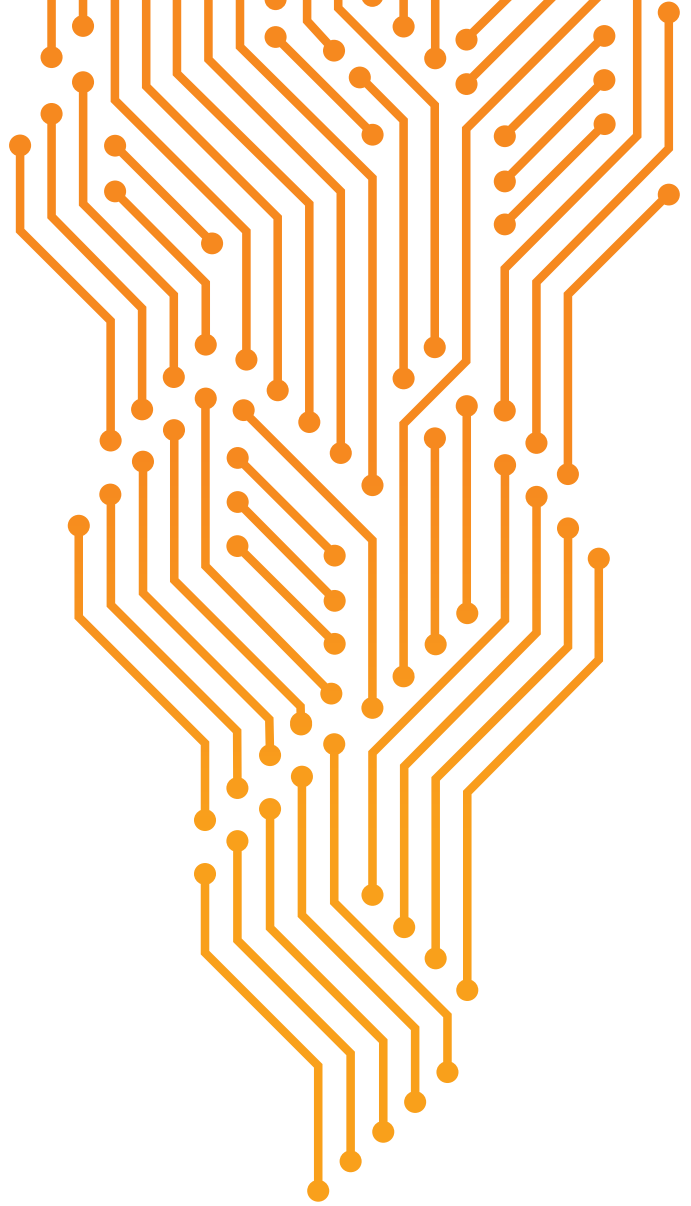




Artificial intelligence now has a few thousand law degrees.

Introducing WESTLAW EDGE™. The most intelligent legal research platform ever.

WESTLAW EDGE



WestlawEdge.com

The intelligence, technology and human expertise
you need to find trusted answers.



the answer company™
THOMSON REUTERS®

New Lawyers Spotlight: What was your ‘I’m really a lawyer’ moment?



Brooke A. Achua

Associate; Robins Kaplan

My first “I’m really a lawyer” moment happened somewhere between stumbling through my first notice of appearance on the record and triumphantly typing my bar number at the end of a particularly grueling brief. But I had my first “I’m really a lawyer, and this is a huge responsibility” moment when a client sought my advice not because she wanted to arbitrarily test my knowledge on a given legal subject, but because she truly needed my help, depended on me, and because I was the only person advocating on her behalf. I return to this memory often to remind myself of the great privilege that is being an attorney.



Eleanor A. Richardson

Associate Attorney;
Long, Reher, Hanson & Price

My “I’m really a lawyer” moment came months after I became a licensed attorney when I had to prepare for and represent a client in my first courtroom appearance. This was the moment I realized the weight and responsibility that comes with our profession. When I stood in front of the Judge and presented my case with my client seated beside me, I was terrified. After the initial fear subsided and I presented my case, I began to feel empowered because I was able to use my knowledge of the law to obtain a great decision for my client. It was an incredibly rewarding experience. I became a lawyer because I wanted to help people navigate our complex legal system and, at that moment, I finally felt like I achieved that goal. I will never forget the gratitude and appreciation my client gave me that day.



Pharaoh Lewis

Law Clerk to the Hon. Bruce D. Manning

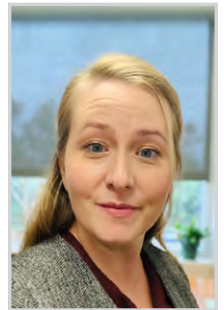
As a current law clerk, my “I’m really a lawyer moment” may have transpired in a different capacity than a young lawyer in a private firm or government agency setting. My “lawyer moment” happened during my judge’s feedback on my first substantive writing assignment. Receiving feedback on my writing was refreshing, but it also put me in a very vulnerable position.

That particular moment prepared me to take constructive criticism while also adhering to a tight deadline in producing an important opinion for the court. The feedback I received also highlighted the importance of learning how to write in the judge’s voice and style—essentially having my judge become my first client.

Overall, that experience was one of the most helpful experiences during my time as a young lawyer. Having that honest and thoughtful feedback from the judge helped to improve and polish my legal writing and analysis in a very short time. Fortunately, after every opinion I drafted for my judge, I had the privilege to have these feedback sessions. Each session allowed me to improve as a legal professional, with an eye towards implementing these skills in a private firm setting.

Kali A. Russen

Associate Attorney; Gurstel Law Firm



My moment happened around 2 a.m., in a friend’s living room, a few months after I earned my license to practice. Earlier that day, the husband of one of my closest childhood friends was picked up by the FBI, facing seven felony charges of child pornography, including dissemination and possession of content including their nearly three-year-old daughter. After hours of discussing the events with my blindsided and bewildered friend, there was a moment when she looked at me and asked the seemingly logical question, “What should I do next?”

As lawyers, we are faced with legal questions and requests for our expert opinions on a daily basis. In the office or in the courtroom we expect this and understand their context. Yet, there I found myself at 2 a.m., in my friend’s living room surrounded by toys, realizing my friend was not asking for Kali’s opinion, she was asking an attorney for legal advice. It was in that moment that I realized I’m an attorney, and my advice can drastically impact the life of another.

Benjy Schirm

Super Lawyers at Thomson Reuters

Most of my practice has been working as a criminal defense attorney. It goes without saying that I have had a lot of losses. But the moments that overtake these often negative results are greatly overshadowed by moments like this one.



I defended a 17-year-old kid on charges of felony vulnerable adult abuse. From the beginning of the investigation through every day of trial and the day he was released, I was there. So was his Mom. I spent months on his defense. While we received a not guilty at trial for one offense, he was convicted of a misdemeanor. This was against the top prosecutor in Michigan. My senior attorneys were impressed with my work, which was great.

But, the moment that I knew this was what I’m supposed to do, came well after the trial, it was in his Mom’s eyes as she said, “You, young man are a great attorney and an even better man. Thank you for taking care of my son.” She gave me a hug as her only son was sent to a year in jail. I knew in that moment that I was really a lawyer. That in this life you can do great things, but when you can truly care for someone in a time of need that is the best.



Thank You
Sponsors



Hennepin County Bar Association • 612-752-6600 • www.hcba.org

You helped more than
7,200
Minnesotans in need
last year!



To our volunteers,
**THANK
YOU!**





PROFILES *in* PRACTICE

Photos by Sarah Mayer



DAVID MCKINNEY

As a staff attorney for the ACLU of Minnesota, David Paul McKinney identifies potential civil rights and liberties violations and addresses them through “integrative advocacy”—a combination of litigation, public outreach and engagement, and lobbying. His unique background drives his passion for this work. It also provides his resilience in the face of the significant legal challenges he confronts on a daily basis at the ACLU.

McKinney grew up on the south side of Chicago among rampant violence, heavy policing, and a dearth of institutional resources, but he persevered to become the first college graduate in his family. Growing up, his faith community played a critical role. “My exposure to the church, to put it starkly, saved my life,” McKinney said. “Part of what the church provided was not just this moral compass, but also an environment in which I could feel safe and where, in fact, I was safe. The more times I was there and not on a street corner somewhere, the better it was for me.” Much of his time was spent at the neighborhood Baptist church. “If it wasn’t Sunday school or Friday night youth group or Wednesday Bible study, it was just being there playing basketball,” he said. McKinney believes the support of this faith community, along with his family, played a key role in his success.

McKinney graduated from Crown College with a degree in business management and ethics, and he went on to study law at Loyola University. He also studied religion at Trinity University and finished his graduate degree in law as a visiting student at the University of Minnesota in 2011. “I considered very strongly going into the ministry full time, but ultimately decided that I had a desire to really influence social change and the law would be a better place to do that,” he recalled. “I went to law school with the desire to change the world.” Throughout law school, he pursued his interest in social justice and volunteered for nonprofits that assisted communities of color.

McKinney began his legal career by practicing complex civil litigation at large law firms in the Twin Cities. While in private practice, he remained engaged with organizations like Tubman, Minnesota Children’s Museum, Habitat for Humanity, and Junior Achievement. In the wake of the 2016 presidential election and widespread increase in hateful rhetoric, his interest in social justice led him to the ACLU. “I began to feel a real frustration and dissonance between the litigation work I was doing and this nagging desire to work in social justice and the urgency of the moment,” McKinney explained. “I thought, ‘What can I do? How can I be more directly involved and stand up for the communities which I came from and value and cherish?’”

McKinney found the transition from private practice to the ACLU seamless because of his passion for social justice and the practical litigation experience he brought to his new role. The courtroom training he received at the law firms proved to be a strong foundation for his current work. McKinney credits his experience at Larson King and Ogletree Deakins with teaching him to always “anticipate surprises” in federal litigation practice. The importance of “110 percent dedication,” diligent preparation, and a willingness to take on greater responsibility when the situation requires are critical skills McKinney brought to the ACLU from his private practice.

On the ACLU’s legal team, McKinney’s daily work focuses on defending constitutional rights and guarding civil liberties. His work not only taps into his extensive litigation experience but also encompasses other forms of advocacy, such as developing legislation and outreach campaigns to respond to the surge in membership and financial support the ACLU recently experienced. While the increased engagement is creating new opportunities at the ACLU, McKinney is mindful of the challenges of keeping the public engaged.

“I considered very strongly going into the ministry full time, but ultimately decided that I had a desire to really influence social change and the law would be a better place to do that.”





"It's sometimes difficult to make sure people understand that continued engagement is necessary because you can become muted to the fact that we are in a long-term crisis, because you hear about so many crises," he explained. Continued engagement is often critical to fully resolving the legal issues at hand. To illustrate this point, he pointed to the ACLU's success in stopping immigrant child-parent separation and the difficulty of ongoing efforts to force the government to comply with the outcome of a favorable ruling. "We are not fighting on an equal playing field with equal resources," he said. "The government, with whom we are often in dispute, is better resourced and more fully staffed, and there's an information gap as well. They have all the information that we often seek to get little pieces of." However, despite the new challenges, McKinney is dedicated to his work because the kind of problem solving he practiced at large firms now gives a voice to unheard and marginalized communities.

McKinney encourages law students and lawyers to volunteer and to seek pro bono opportunities. He points to the significant amount of legal need in our communities and urges young lawyers considering their career trajectory to "be resilient, but think expansively."

He views opportunities to create meaningful change as fundamentally grounded in appealing to people's values on equality and defending the underprivileged. The importance of ethics and staying true to one's values are ideals that McKinney tries to practice. "I often ask myself, am I acting in a way in which my fifth-grade daughter would be proud of me?" he said. "Or my 104-year-old grandmother, who grew up in Cotton Plant, Arkansas—would she be proud of the way I work and practice and engage with my community?"



**Kasia
Kokoszka**

kokos003@umn.edu

Ms. Kokoszka is a 2L at the University of Minnesota Law School and aspires to become an employment law attorney. She graduated from Barnard College with a double major in Anthropology and Spanish. Before law school, she lived abroad in Argentina and worked for a labor union in New York City.

MEGAN BUCKLES

Megan Buckles, a third-year student at the University of St. Thomas School of Law, chooses to face obstacles with optimism.

Buckles was born with a rare condition that resulted in cataracts in both of her eyes. She was four weeks old when she had her first surgery. "I had every complication along the way," she said, and now she has great difficulty seeing.

Buckles has found ways to manage her busy life. She counts her steps everywhere and memorizes routes. She knows how many steps it takes to walk from her kitchen to her front door and how many steps it takes to walk from class to class on campus. She has no depth perception, so she has to feel the stairs with her feet as she goes down them. "People tend to notice my challenges more when I am going down stairs," she said. "It looks like I am dancing my way down them."

She does not drive and depends almost entirely on public transportation, Lyft, and friends to get around. Her mobility is more severely impacted in the winter. "People make fun of me because I came from California, but it is really difficult to see ice and snow. That makes walking outside even more hazardous than usual," she explained.

When it comes to school work, Buckles works with Disability Services on the main campus. She requests all documents sent to her be enlarged, so she can read them. All of her textbooks are converted to PDFs, so she can use her computer and screen reader, a program that enlarges and reads documents. "I always sit in the front and usually just rely on hearing everything," Buckles said. "I use my computer to take notes, even if classes don't allow computers."

Buckles tries to be open about her condition, so it is easier for people to ask questions, and she maintains a positive attitude. "Humor really is the best medicine," she said.



“We want to bring together lawyers, advocates, and legislators to discuss bail reform as an avenue to help eliminate some of the issues leading to mass incarceration as well as the collateral consequences of bail that disproportionately affect people of color, poor communities, and women.”

Buckles grew up in Los Angeles, the youngest of five children. Her father is a teacher, and her mother is a nurse. She is the only daughter, and her brothers insist that she was spoiled and could do no wrong in their parents' eyes. However, she always felt their parents were harder on her. “I think my parents pushed me harder than my brothers, so I learned not to limit myself based on my physical ability,” she said. She was pushed academically, and her parents enrolled her in many extracurricular activities and sports. “I think I've played a season of every sport; some worked out better than others,” she said. “I only played half a season of T-ball. My coach threw a ball and hit me straight in the forehead and knocked me down. Turns out you need better sight and depth perception to be good at T-ball.”

As a child, Buckles was teased for her skin color. “And, when other kids found out I was biracial, I was made fun of for that,” she recalled. Her dad used these instances as teaching moments. Buckles became interested in the law after realizing it was a way for her to help other people. She was also interested because she had not seen a lawyer that looked like her.

She earned a B.A. in political science from the University of Colorado–Boulder and a M.S. in global development and technology from Arizona State University. After college, she worked in Washington, D.C., and then enrolled in law school at St. Thomas.

As a member of the Diversity and Inclusion Community at St. Thomas, Buckles encourages the school to pursue diversity and inclusion on all levels. “I am always searching for more opportunities to volunteer or work to continue my commitment to serve the community,” she said.

For the past year, Buckles and a classmate have been working with a nonprofit fund researching bail, including the effects of bail on defendants and bail reform efforts across the U.S. “The founder of the Minnesota Freedom Fund contacted [St. Thomas] Professor Carl Warren about conducting research regarding bail in Minnesota: how judges make decisions, who gets bail and for how much, and who gets out and who stays in jail,” Buckles explained. They are also researching how other states have transformed their bail systems and brainstorming ways to make the bail fairer. She discussed efforts that other places have implemented, such as using pretrial services that provide text message reminders or bus passes to reduce the economic barrier of coming back to court. She is hoping to plan a campus event and write a paper centered around bail reform. “We want to bring together lawyers, advocates, and legislators to discuss bail reform as an avenue to help eliminate some of the issues leading to mass incarceration as well as the collateral consequences of bail that disproportionately affect people of color, poor communities, and women,” Buckles said.

After law school, she plans to pursue a career in civil rights, government, health care, or voting rights. She noted that voting rights is not just about racial disparity. She believes there is a need to help those living with disabilities as well. “I have never been handed a ballot I could read without help,” she said. She is currently volunteering at the Disability Law Center evaluating the accessibility of polling places.

When she is not working, volunteering, or studying, Buckles enjoys watching movies, traveling, playing with her puppy, and watching baseball. She grew up in a baseball-loving family. She recently attended a game in Milwaukee, making Miller Park the 14th major league baseball stadium she has visited.

Buckles also loves going to national parks. When she lived in Washington, D.C., she was a volunteer park ranger at the National Mall, including volunteering at the Korean War Memorial and the Martin Luther King, Jr. Memorial. Buckles appreciates national parks so much that she named her puppy Theodore “after Theodore Roosevelt, who was a huge conservationist and is credited for starting the park service,” she explained.

After three years in Minnesota, she enjoys living here but misses California food and the beaches. “I could walk a few minutes in any direction and experience food from so many different cultures,” she reminisced.

Physicians have told Buckles she is continuing to lose her vision and may become completely legally blind soon. As a result, she has made a list of places she wants to see before she loses her vision, similar to a bucket list. Others have dubbed it the “Buckles List.” Her most recent trip was to Peru, where she was fascinated with the beauty of Machu Picchu.

Buckles has had obstacles in her life, but the way she deals with them continues to inspire. She prefers to stay optimistic and keep her focus on others. As she puts it, “I like helping people who cannot help themselves.”



**Priya
Elayath**

pselayath@stthomas.edu

Ms. Elayath is a 2L at the University of St. Thomas School of Law. She is a judicial extern to the Hon. Daniel Moreno in the Fourth Judicial District. Ms. Elayath is interested in litigation. She lives in Eden Prairie with her husband.

LISA STRATTON

Movies and television often depict stories of characters with a dream they pursue their whole lives. Lisa Stratton is a true-life example of someone who actually knew what she wanted to do from a young age, and even rarer, she followed through on it. As the co-founder of Gender Justice, a nonprofit organization devoted to addressing the causes and consequences of gender inequality through litigation, advocacy and education, Stratton is a true warrior of justice and equality.

Stratton has had a passion for social justice and gender equality from a young age. “I’ve always had empathy and identification with the underdog and unfairness. This is what a lot of people who want to go into public interest law share,” Stratton said. “I can’t remember a time when I didn’t feel this way.” In fact, she wrote an article about Title IX in elementary school for the school newspaper.

“[My passion for] gender issues became more defined as I was out in the world and experiencing things myself,” Stratton explained. College would provide Stratton with one of those experiences that would further motivate her to challenge gender disparities. In the early 1980s, Stratton attended the University of Virginia (UVA) and obtained a bachelor of arts in international relations. UVA did not admit women to their institution until 1970 and “there were still vestiges of that” when she attended. For example, undergraduate students were required to do an interview in order to major in certain subjects. Stratton explained that during her interview, the advisor “grilled” her while praising male students. She later learned that another female student had a similar experience when interviewing for her major. Stratton took an advanced feminist philosophy course, which also inspired her to pursue her passion in human rights and social justice work.



“I’ve always had empathy and identification with the underdog and unfairness. This is what a lot of people who want to go into public interest law share.”

After graduating from college, Stratton moved to Washington, D.C. and became a legal assistant at a personal injury law firm where she worked on a complex asbestos litigation case. In “Reagan’s D.C.,” she noted the stark gender differences in hiring—women were often limited to administrative assistant positions. Stratton realized she would not be able to do the work she wanted without an advanced degree. She gained a female mentor at the law firm who encouraged her to become an attorney.

When applying to law schools, Stratton was very specific and deliberate about finding a school with a strong public interest or human rights focus. The University of Minnesota ended up being that place. During law school, Stratton’s cross-disciplinary thinking and broad interests qualified her for a MacArthur fellowship, a fellows program that supported creative individuals in taking on social challenges such as gender inequality.

After law school, Stratton worked in almost every public sector environment available in Minnesota. First, she clerked for the Hon. Sandra S. Gardebring in the Minnesota Supreme Court. It was during this clerkship that the idea of Gender Justice first came to her. She talked to other organizations in Minnesota to find out if there was a need and if there would be support for the organization. After the clerkship, she worked at the Attorney General’s Office on anti-trust law and enforcement. Two years later, Stratton was asked by Judge John Tunheim, the former Chief Deputy Attorney General, to clerk for him in the Federal District Court of Minnesota. In 1998, Stratton went to Sprenger & Lang, PLLP as an associate attorney. She was second-chair for the first multi-facility sexual harassment class action in the nation. From July 2006 to 2010, Stratton was an associate clinical professor who developed and directed the Workers’ Rights Clinic at the University of Minnesota.

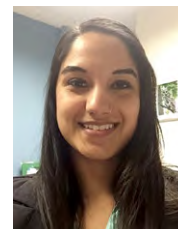
In the seventeen years between when she graduated from law school and when she left her teaching position at the University of Minnesota, Stratton collected a wide range of legal experience and a great deal of insight into the needs of the community. She learned that in addition to representing individuals, policy advocacy and education together could more effectively bring about change without solely relying on cases being successfully litigated. Stratton met Jill Gaudling, a law professor at the University of Iowa and eventual co-founder, and was ready to finally embark on the adventure of establishing Gender Justice.

“The job I had at Gender Justice is the job I always wanted,” Stratton said. She was the executive director while also representing clients. One of Gender Justice’s greatest legislative successes was the passing of the Minnesota Women’s Economic Security Act (WESA) in 2014. Gender Justice got involved in passing this policy after a client was forced to leave her job because her employer refused to give her time to pump her breast milk during the work day. While both Minnesota law and the Affordable Care Act explicitly allow a woman the right to request time to breast pump, there was no enforcement mechanism in the law to support women when the request was illegally denied. WESA strengthened the law by adding those missing enforcement mechanisms.

Stratton plans to continue her involvement with innovative national collaborations like the Equal Pay Today Campaign, which brings litigators, policy experts, and other organizations together to devise ways to close the gender wage gap.

Stratton truly is like a character in a movie. She is an inspiring person, woman and attorney. She knows what she wants, goes after it, and gets it. The world is better because of the work she has done in her career, including of course, all the work of Gender Justice.

When asked if she has any advice for newer attorneys, she stated the following, “Recognize that you get to choose who benefits from your legal skills and the access to the courthouse that comes with your license to practice law. If you feel called to a public interest practice, know that there are many ways to work for social justice and still make a living. They are not without risk, and may require some creativity and entrepreneurial spirit, but those paths are open to you.”



Amarita Singh

Amarita.Singh@courts.state.mn.us

Ms. Singh is a law clerk for the Hon. Michael K. Browne in Hennepin County District Court. Prior to that she was the civil rights director at the Council on American-Islamic Relations, Minnesota chapter. She graduated from William Mitchell College of Law in 2013.

SAMUEL AINTABLIAN II



The TCO Performance Center, the massive new home of the Minnesota Vikings, is surrounded by a 10-foot-tall fence. After getting buzzed in through the gate, I am greeted by Samuel “Sam” Aintablian II, associate counsel for the Vikings.

Aintablian shows me the indoor practice field, which has an exceptionally high ceiling for punters to practice. We board an elevator and step onto a terrace that overlooks TCO Stadium, a 6,000-seat outdoor venue adjacent to the Vikings offices. Aintablian has a simple office with an L-shaped desk mostly occupied by small stacks of paper, a chess set, and the Wall Street Journal. While we make our way to the cafeteria, Aintablian frequently pauses to greet coworkers. He doesn't only greet the office staff; he chats with the maintenance workers and the cooks. He knows everyone, and everyone knows him. Aintablian doesn't get a lot of time to eat, so he serves himself one big meal for the day and then finds a table for us to sit and chat. Aintablian begins to tell me about the path that led him to a job with the Vikings.

Samuel Aintablian II was born and raised in Los Angeles, the only child of a single mom. He played tennis in high school, where he received “B+” average grades and dreamed of becoming a sports agent. When it came time to apply for college, Aintablian applied to three historically black colleges: Morehouse College, Howard University, and Hampton University.

Aintablian accepted an offer to enroll at Morehouse and prepared for the move to Atlanta. He was going to be the first in his family to go to college. Then, he opened the bill. It was for \$19,000. “I remember getting the bill and thinking, ‘What am I going to do?’ I didn’t even know that you could take out loans for college,” Aintablian recalled. “When you’re a first-generation college attendee, information changes situations.” So he enrolled in a community college instead. In community college, Aintablian realized that if he only put a little more effort into his schoolwork, he could achieve drastically better results. The result: he did not earn anything less than an A.

After two years, Aintablian transferred to Flagler College, which boasted one of the best sport management programs in Florida, at an affordable price. In college, he remained involved in sports. He played Division II tennis and interned in the Jacksonville Jaguars ticketing department. At Flagler, Aintablian became a disciplined student who juggled the responsibilities of being a student-athlete. If a professor offered to read his paper, Aintablian would hand it in repeatedly until it was perfected. Then, he met a professor who would change the trajectory of his life.

Retired Judge Richard Poland was Aintablian’s prelaw advisor and professor at Flagler. Aintablian calls him “Judge.” Poland is a Flagler alum, and before returning to work at Flagler, he served as a practicing attorney and judge in Maine. Aintablian credits Poland for opening the doors of his mind to think about legal careers outside of sports and the possibility of pursuing those careers at a prestigious law school. Aintablian graduated from Flagler *magna cum laude* with a bachelor’s degree in sport management and economics and accepted an offer to attend Northwestern University School of Law. “[Without Judge,] I don’t know if I would’ve gone to Northwestern,” he said. “I don’t think I would be sitting here without him.”

After graduating *cum laude* from Northwestern, Aintablian went on to clerk for Minnesota Supreme Court Justice and Hall of Fame defensive tackle Alan Page. “When I was clerking, and nobody was around, I was perfecting the memos I would give to Justice Page,” Aintablian explained. “A lot of that can’t be accomplished from nine to five.” Aintablian thinks a strong work ethic is critical. When asked “What’s the best advice you’ve ever been given?” Aintablian answered, “Even when you think nobody is looking or when you won’t get the recognition, put in the hard work.”

Aintablian made such an impression on Justice Page that he called Kevin Warren, then general counsel for the Vikings, and told him he should meet Aintablian. Not having a car at the time, Aintablian walked to the nearest car rental facility so he could drive to meet Warren at the Vikings’ previous home in Eden Prairie. “The meeting lasted 10 minutes,” Aintablian noted while laughing. It would be another three years after that meeting that Aintablian would be offered a job with the Vikings. “Similar to ‘Judge,’ I wouldn’t be here without Justice Page. On the last day of my clerkship, I told Justice Page, ‘I hope I made you proud,’” Aintablian shared. “Justice Page answered with a smile, ‘Very proud.’”

Aintablian joined the Vikings front office in October 2017. “I’m used to them winning,” Aintablian said. During the 2017–2018 season, the Vikings won 13 out of 16 regular season games and played in the NFC Championship Game. “The momentum throughout our city last season was special,” he recalled.

Then the Vikings hosted the Super Bowl and moved into their new headquarters in Eagan. “The week of the Super Bowl was a whirlwind, but we were proactive and had been preparing for it for months,” he said. “It was a lot of fun, but a ton of work.”

The Vikings in-house counsel team is small. It consists of the Vice President of Legal and Social Impact and two associate counsels. Because of the small size of the legal team, Aintablian has to be a generalist and must be prepared to address any legal issue. “Everybody in this cafeteria works for a department in the Vikings, and we touch them all,” he explained. “Analytics, ticketing, entertainment, football operations.

There were conversations with our internal attorneys and outside counsel on the building of this place. There’s a contract with a vendor that we need for our social media team. From the sponsorship side, our team drafts all the sponsorship agreements. We support each and every department.”

Aintablian adds value to the team by completing projects far in advance of their deadline. “Clients appreciate accuracy, but speed [is key] . . . I would like to do good legal work and have it out the door because I think the clients appreciate that the most,” he said. On game days, the legal team ensures that nothing is out of the ordinary at U.S. Bank Stadium. Although this means working weekends and holidays, his job is enviable. On January 14, 2018, Aintablian tweeted, “Watched the game next to [Hall of Fame wide receiver] Cris Carter and witnessed a miracle,” referencing the NFL Play of the Year dubbed the “Minneapolis Miracle.”

When he is not working, Aintablian can be found playing tennis or hanging out with his American bulldog Dom, who is named after Vin Diesel’s character in *The Fast and the Furious*. Aintablian believes his hard work has been worth it. When asked what advice he would give to his younger self, he answered, “Put your head down, work hard, and stay the course. It’ll all work out.”



**Eder
Castillo**

cast9717@stthomas.edu

Mr. Castillo is a first-generation law student. He graduated from the University of Minnesota and is currently in his second year at the University of St. Thomas School of Law. He serves as a court monitor for WATCH and as a representative in student government.

JULES PORTER

“Give me a lever long enough and a fulcrum on which to place it, and I shall move the world.”

– Archimedes

In some ways, Jules Porter is a typical Minnesotan. She was born in St. Louis Park, raised in Minneapolis, and fell in love with the Minnesota Vikings at an early age. “My dad says I was born with purple blood,” she said, while flashing a smile and laugh.

But Porter’s life is far from typical. She has guarded embassies, attended seminary, earned a degree in aeronautics, attained a dual J.D.–M.B.A., and started her own business. In her spare time, she is teaching children that they can slay dragons, save villages, and go on epic quests, regardless of their race. And she does it, in part, thanks to her time in law school.

Porter was born into a family of go-getters. “My mom was the first in her family to go to college, and my dad was an entrepreneur,” she explained. Her grandmother seemed to know something about everything. Porter recalls asking her grandmother about cosmetics, then receiving a short lecture about the history of makeup, how various cultures used it, and how it is used today. Her parents would give her extra homework to highlight the value of learning. Together, they showed her the importance of effort and education, teaching her that she could succeed if she tried. She considers herself lucky to have received that message.



Coming from a family of service members, Porter joined the Marine Corps after college and achieved marks in the top 10 percent of the branch. Soon, she was offered the position of guarding embassies around Europe and South America. After leaving the Corps, she completed her aeronautics degree and attended seminary where she solidified her faith and travelled the world. Then, in the wake of the deaths of Trayvon Martin and her grandmother, Porter decided to attend law school so she could improve community relations in a more concrete way. During law school at the University of St. Thomas, Porter decided to also get her M.B.A. She completed the dual program this past spring.

Now Porter is putting her degree to use in an unlikely new business: video games. Even though she has an expansive background in many different areas, it is clear that video games are an energizing force in her life. All of her interests come together in her new business: Seraph 7 games.

Starting with *Super Mario Brothers*, Porter developed a love of video games early on in her life. Throughout her time in the Marine Corps, seminary, law school, and business school, she hoped to work in video game development someday. She sees gaming as more than a form of entertainment. To her, gaming is a distilled and covert empathy-building exercise, where the player can literally “step into the shoes” of someone else.

Understanding and empathy are important concepts to Porter. A lifelong Christian, she feels called to bring peace to communities through common ground. “There is so much more that unites us as human beings than the artificial constructs that divide us,” she said. “We all experience love, hope, joy, and sorrow. History has shown this to be true.” She feels video games are the perfect medium for achieving common ground and peace.

Until recently, Porter hoped to work in-house with a major game developer. But last year, she learned about the Fowler Business Concept Challenge at St. Thomas Opus College of Business, where she was pursuing her M.B.A. She saw a new path: starting her own gaming company, using the skills she developed throughout law school.

She applied for the Fowler Challenge, pitching a new type of video game company developing a new type of game. Her first idea has the potential

to build social awareness in ways where many video games fall short.

Porter is designing Seraph 7 games to be different. Historically, a number of prominent video games have depicted women as sex objects and people of color as gangsters and thugs. Growing up, Porter never saw any heroic video game characters who looked like her. She wants to change that. “Why can’t we slay dragons and save villagers or go on epic adventures?” she asked.

Porter wants to design games where heroes come from traditionally underrepresented groups. “You can’t be what you can’t see,” she explains. When children see someone like them being heroic, that profoundly affects their self-image. They start to believe, Porter asserts, that they can achieve anything and conquer any problem. Players start to see themselves as being brave and strong and unconquerable, even if other forces in life tell them otherwise. *Harriet* is a game about Harriet Tubman, who was, in Porter’s words, “a true American hero.” The game, still in the early stages of development, plans to follow Tubman’s exploits on the Underground Railroad.

Billed as a horror-survival game in the vein of *The Last of Us*, *Harriet* is being designed to capture Tubman’s heart-pounding, gut-wrenching journey through terror to heroism. Hoping to release it as a virtual reality experience, Porter wants the game to scare and challenge the player. Successful gamers will have to endure dark woods filled with torch-bearing mobs, make strategic decisions, and ponder moral quandaries. Through the experience, players will begin to taste the pain and fear endured by those fleeing slavery and realize what it took to survive. And that’s the point, according to Porter. Games like *Harriet* immerse the player in someone else’s life. Gamers make choices and live with the consequences, while experiencing actual feelings of tension, fear, and elation. This visceral experience builds understanding in a world where differences are exacerbated by politics and social media. Porter says that games like this could model a more well-rounded idea of the “American hero.”

Seeking a more concrete way to improve the community, Porter’s Fowler application looked beyond game development alone. Video game development is a booming segment of the entertainment industry, and companies are desperate for coders. With entry-level salaries

in the range of \$80,000, anyone with solid coding experience can get a well-paying job, even without a college education.

Porter knows this, so she is also developing a work-study coding program for schools in the Twin Cities. Not only could she build video games like she always wanted but also she could build bridges between communities and build solid jobs for Twin Cities youth.

By the way, Porter’s idea for Seraph 7 won the Fowler competition.

Seraph 7 is getting off the ground, with Porter applying for more grants and developing concept art for her games. *Harriet* is on the back burner for now, while Porter waits for virtual reality to improve. In the meantime, she is working on a more lighthearted game called *Ultimate Elder Battle Royale*, a melee game using voice talent of residents from local retirement homes. Also in the works is a game following the basic storyline of *Paradise Lost*.

Porter sees Seraph 7 not as a deviation from her law degree, business degree, and faith, but as an amalgamation of the three. Because of her schooling, she knows how to start and run a business. She can negotiate and write contracts, protect her intellectual property, and argue her case. She can also use her business to bring people together, build empathy, improve the lives of those in need, and give strength and meaning to young people.

Porter has found her lever and fulcrum. Now she is starting to push.



**Nora
Huxtable**

huxt2222@stthomas.edu

When Ms. Huxtable isn’t busy studying for her 3L classes at St. Thomas or clerking at Barnes and Thornburg law firm, you might hear her on Classical MPR or see her reading a book in her local café. She hopes to practice estate planning and administration.

CHRIS PHAM

Chris Pham has propelled himself from low-income housing to the rank of senior associate at one of Minneapolis's largest law firms, and he hopes to inspire others to overcome barriers to success.

Born in 1982, in Hollywood, California, and raised in North Minneapolis, Pham did not know or interact with attorneys. "Growing up, I was exposed to people who sold drugs and participated in gang activity," Pham recalled. His parents divorced when he was young and his father disappeared from his life, which put a heavy financial burden on his mother. "My mother's dream for me was to become a medical doctor, which is a common thread in Asian households," he explained. "My mother could barely keep us financially afloat." At the time, she worked multiple jobs to support Pham and his sister, Elizabeth. He witnessed this and did not want to see his loved ones struggle. Pham became committed to alleviating the financial burden his family faced.

After graduating from high school, Pham had ambitions of becoming a doctor. While taking college courses in that area, he realized the medical field wasn't for him. Transferring to the University of Minnesota his sophomore year, Pham changed his major to sociology – criminology, law, & deviance, while minoring in African-American studies. In 2004, Pham became the first member of his family to graduate from college.

After college, Pham decided to pursue a master's degree in criminal justice at Chapman University in California. Given the cost of living in California, Pham worked a full-time job while attending school and maintaining a 4.0 GPA. He was hired as a area manager for two Verizon Wireless stores while taking night classes at Chapman. He learned he had a skill for leading and motivating people. This hands-on experience would lead him to consider entrepreneurship later in his career.

At Chapman, Pham met a fellow classmate, a prosecutor, who saw potential in him and encouraged him to become an attorney. After completing his master's degree, Pham was ready to take on the challenge of law school. Pham

enrolled at William Mitchell College of Law. After his first year, he was selected to participate in a highly competitive summer clerkship program sponsored by the Minnesota State Bar Association (now sponsored by the Hennepin County Bar Association.) Through the clerkship program, Pham worked at Lindquist & Vennum. "I was so excited to be selected," he said. "I was ready to get my feet wet and expand my network in the legal community in the Twin Cities."

Pham credits Terry Fleming, an attorney at Fredrikson & Byron, for helping mold his career. Fleming motivated Pham professionally, teaching him about the business model of large law firms and the art of attracting and retaining clients.

Pham eventually joined Fredrikson & Byron as an associate, where he works today. At Fredrikson, Pham practices business law, handling complex business and commercial cases involving securities and financial fraud, merger and acquisition litigation, and shareholder disputes. He also co-chairs Fredrikson's sports and entertainment practice group. Pham is active in pro bono work, serving as volunteer attorney for YouthLink, Hennepin County Housing Court Project, and Children's Law Center of Minnesota. He recently joined the board of trustees of Mitchell Hamline School of Law.

When he is not advocating for his clients, Pham tries to help other attorneys of color as his mentor helped him. "I want to reach out to attorneys of color to bring them together, to make them feel like they are not alone," he said. "Not many senior to me look like me at the firm, so I have to continually emphasize that a big part of being an attorney of color is to pave the way for others and give back through mentorship."

Determined to make a difference in the community, Pham created Elevate Your Network, a happy hour which brings together professionals of color (but open to everyone) at The Exchange & Alibi Lounge in Minneapolis. Every Friday, professionals of color gather at The Exchange to discuss business ideas and encourage one another to be successful. Pham designed this space because he sometimes felt alone on the job, and he wanted a space where he could let his cultural background and preferences flow freely.

"Not many senior to me look like me at the firm, so I have to continually emphasize that a big part of being an attorney of color is to pave the way for others and give back through mentorship."



"I felt like I needed to create a space where minority professionals could come together and share ideas," he explained. Elevate Your Network has helped with business development for Pham and his peers. The gatherings at The Exchange also allow him to share interests with professionals who have similar cultural experiences. Pham says he enjoys basketball and hip-hop music as opposed to golf, hunting, and fishing.

In addition to motivating other professionals, Pham mentors law students and young attorneys through Twin Cities Diversity in Practice and its subcommittee, Young Lawyers Group, which focuses, among other things, on the retention and career advancement of attorneys of color. Pham encourages the young professionals he mentors to nurture relationships, become involved in the community, and build, rather than burn, bridges.

Outside of the law, Pham enjoys spending time with his young family, whether it is at the movie theater, an amusement park, or a favorite restaurant.

Recognized as a 2017 Rising Star by Super Lawyers magazine, Pham reflects on where he has come from and where he is now. He is committed to helping professionals of color overcome traditional and historical barriers to break through the proverbial glass ceiling they encounter.

"As you blaze a trail, bring others along," Pham said. "It makes all the difference in the world."



**Reginald
Snell**

Reginald.Snell@mitchellhamline.edu

Mr. Snell is a 2L at Mitchell Hamline School of Law. He is from Huntsville, Alabama, where he graduated from the University of Alabama in Huntsville. Prior to his first semester of law school, he moved cross-country to attend the Council on Legal Education Opportunity (CLEO) summer program at Mitchell Hamline. Last summer, he clerked for Assistant Chief Judge Toddick Barnette through the Hennepin County Bar Association 1L Minority Clerkship Program.

NATASHA PHELPS

Natasha Phelps is an attorney at the Public Health Law Center, a nonprofit in St. Paul that provides legal technical assistance on commercial tobacco control issues to the general public, public health professionals and organizations, legal professionals, and advocates. “I’m passionate about this work because it gives me a chance to have a direct and positive impact on my local community,” Phelps said. The job is fitting given her longstanding commitment to equity, justice, and holistic solutions.

Phelps was born on the south side of Minneapolis. She attended Washburn High School and appreciated the rich diversity of the student body. She credits that environment for providing an incredibly positive school experience, and helping her learn to quickly adapt, communicate with others, and empathize. She has a strong love for Minneapolis, but when it came to decide on a college, she sought a new experience at the University of Wisconsin–Madison. She double-majored in sociology and legal studies and minored in gender and women’s studies.

In college, she became involved with the Black Student Union, the diversity committee of the student government, and a prelaw school organization for students from nontraditional backgrounds. She also wrote for the college newspaper, worked as a state legislative intern for Representative Jason Fields, and joined a historically black, community service-based sorority.

After graduating from college, Phelps started her legal education at William Mitchell College of Law. Coming back home for law school opened her eyes to the realities of the legal system in Minnesota. Her first legal job was interning for the Hon. James Cunningham of the Tenth Judicial District in Anoka County. Phelps worked with the judge and his clerk on a variety of cases from criminal to family law. “Judge Cunningham was tremendously supportive and influential to my professional development,” she said. Even though Phelps was a law student, Judge Cunningham asked for her opinion and valued her contributions.



“I find it rewarding to be able to expand students’ minds by presenting them with an approach or information they may have not considered before.”

A difficult part of Phelps’ first foray into the courts was witnessing the racial, socioeconomic, and other inequities reflected by the court system.

Those inequalities inspired Phelps to work as a student attorney for the Ramsey County Public Defender’s Office. The experience was heartbreaking as she represented adults and juveniles during their arraignment hearings. She felt as if she was just moving people through the system, with many clients charged with crimes of severe poverty. She recalls juvenile clients who came to court without a parent or guardian and indigent adult clients charged with theft for stealing food. “In my role as a student attorney, I was limited in how I could help my clients, but I understood how poverty, childhood trauma, institutional oppression, and a lack of a support system may have led them to that moment,” Phelps recalled.

The following summer, Phelps joined the defense litigation firm Aafedt, Forde, Gray, Monson & Hager as a law clerk, looking to experience work in the private sector. The firm hired her out of law school as an associate attorney. She spent three years working in civil litigation and worker’s compensation defense and developed a love for being in the courtroom and guiding clients through complicated legal issues. Shareholder Robin Simpson taught Phelps about the importance of respecting everyone involved in a lawsuit, including the opposing counsel. “You catch more bees with honey,” she recalled him saying.

Litigation also served as an outlet for her to use her skills of compiling and presenting information. Phelps compares this skill to creating mixtapes as a teenager, taking time to curate a list of songs that she hoped would create the desired mood in the intended audience. Phelps also enjoyed taking depositions. She likes getting to know people and is a naturally curious person. “Depositions gave me an outlet to connect and learn about people,” Phelps shared.

As much as Phelps enjoyed litigation, her passion for equity and public service led her to the Public Health Law Center, where her work focuses on commercial tobacco control policy. According to the Centers for Disease Control, tobacco use is the number one cause of preventable death in the country. Phelps said many health inequities related to commercial tobacco are caused by the tobacco industry’s long history of targeting youth and already-oppressed communities.

At the Public Health Law Center, she analyzes and drafts progressive policies that advance public health, which requires an understanding

of the social determinants of health, structural inequities, and knowledge of legal issues and scientific data. “Every day I am faced with new challenges and legal issues—from the First Amendment to preemption—but I am driven by my ability to ease the burdens of those I serve by acknowledging their challenges, providing them with comprehensive solutions, and making them feel understood and heard.”

Another passion that she has found is teaching students at Mitchell Hamline. Phelps has taught Transactions and Settlements, and Feminist Jurisprudence. “I find it rewarding to be able to expand students’ minds by presenting them with an approach or information they may have not considered before.”

Despite her busy professional schedule, she makes activism a priority. She is on the board of directors for Women’s March Minnesota. In her capacity as a board member, she works as the liaison to the Civil Rights Committee. “Women’s March Minnesota originated from the march of women across the nation in January 2017,” Phelps explained. “It has since grown into a nonprofit organization that works to harness the power of women and their communities to create transformative social change that will lead to a society in which women—including Black and Brown women, Native women, immigrant and refugee women, Muslim women, queer and trans women, and poor women—are free and able to care for and nurture themselves and their families, however they are formed, in safe and healthy environments free from structural impediments.”

Through work in public health policy, Phelps is making Minnesota healthier and more equitable. As a teacher, she is working to support students on their journey to becoming more holistic attorneys. As an activist, she is helping empower women. Phelps is the new modern attorney—one who works hard but takes time for personal growth and considers attorney competence to include emotional intelligence.



**Abyan
Gurase**

guras002@umn.edu

Ms. Gurase is a 2L student at the University of Minnesota Law School. She currently serves as the president of the Black Law Student Association and secretary of the Business Law Association.



ALISON GRIFFITH

Alison Griffith is a staff attorney for the refugee and immigrant program at Advocates for Human Rights, a Minneapolis nonprofit that serves Minnesota and the Dakotas. Griffith mentors and supports pro bono attorneys who are working on asylum cases before the asylum office and the immigration court, as well as in Special Immigrant Juvenile Status. Her job is crucial to ensuring those fleeing their home country in search of a better life are provided pro bono assistance and resources. Additionally, she refers clients to private counsel if they are over the income capacity.

Q: What can you tell us about your background?

A: I grew up in the Twin Cities and I went to college at Marquette University in Milwaukee because of its Jesuit mission and ideology. I majored in international affairs and Spanish.

Q: Why did you decide to go to law school?

A: I knew I wanted to work on access to justice issues, but I did not know it was in the context of law necessarily. In undergrad, I had the opportunity to participate in a student social justice organization and work for the Marquette Service Learning Center. In that capacity, I did a lot of work related to immigrant justice issues. It was a time when tens of thousands of people protested in the streets of Milwaukee to advocate for immigration reform, and I got to work on helping to publicize those protests. I met some incredible people who have had a long-lasting impact on my life.

I remember one woman who applied to Marquette at the same time as I did. She had grown up in the shadow of the university and had always wanted to go to Marquette. When she was accepted, she found out she was ineligible for financial aid because she was undocumented. That woman bravely shared her story with me to say that even though we had the same dreams, skills, and abilities, there was this one barrier, and because of that she couldn't access those opportunities.

Stories like hers, and working at the Jesuit Volunteer Corps after undergrad, really cemented for me that I wanted to work on access to justice issues for immigrant communities in the legal context. It's unique to be able to tell someone that, although I might not be able to help you with all of the barriers you're facing, I can at least help you obtain legal status.

Q: How did the clinical program at St. Thomas play a role in your job today?

A: I always recommend to anyone who is interested in asylum work, immigration law work, or really any area of law to take advantage of clinical programs because they provide unique opportunities to make decisions as an attorney with the help of very experienced mentors. The mentors are helping you shape your decision-making skills, consider different alternatives, and pursue the best set of options for your client, while also considering the ethical issues. Other internships will be more focused on skill building, while the clinics really focus on developing your instincts as an attorney.

Q: What are the most important or meaningful cases in Minnesota right now?

A: There is an incredible need for representation for immigrants. The use of detention as a deterrent for seeking asylum and other relief from deportation has increased exponentially in the past few years, and detainees face even lower access to representation than other immigrant communities. Immigrants in removal proceedings desperately need counsel.

In the asylum context, the rate of success in seeking asylum is exponentially higher for individuals represented by an attorney. According to Syracuse University's TRAC reports, only one out of every ten unrepresented individuals win their case, whereas nearly half of represented asylum seekers are successful. Advocates for Human Rights volunteer attorneys have had more like a 70 percent success rate. The situation is even more stark for unaccompanied minors and mothers with children before the Court. A 2015 study by Syracuse University indicates that whether or not an unaccompanied minor or a family with children had an attorney was the single-most important factor influencing the

case's outcome. For unaccompanied minors, in almost three out of four of the cases in which the child was represented, the court allowed the child to remain in the United States. Where the child appeared alone without representation, only 15 percent were allowed to remain in the country. Similarly, for parents with children before the Immigration Court, a 2015 Syracuse University study indicated that only 1.5% of those unrepresented were allowed to remain in the U.S., whereas more than a quarter of represented families with children were allowed to stay.

It is incredibly difficult to prove eligibility for asylum. We give attorneys training and resources, so they are able to understand how to present the case, but for people who may have fled with just the clothes on their backs and not a suitcase full of documents to prove their cases, it's a very challenging feat.

One of the challenges unaccompanied children face is the changing policies regarding release from detention after presenting at the border seeking protection. One positive reform in this field over the last few decades was regarding unaccompanied children entering the U.S. who lack legal status. Since advocates for minors and the Department of Homeland Security entered into the Flores Settlement, children have been transferred into the care and custody of the Office of Refugee Resettlement (ORR) rather than remaining in adult detention as they previously had been. However, recent priorities have changed to keep kids detained for longer periods. For example, in April 2018, ICE [Immigration and Customs Enforcement] and the ORR signed a Memorandum of Agreement resulting in forcing proposed sponsors to provide the fingerprints of everyone in their household to ICE in order to have their child or youth relative released to them. Parents and potential guardians are put in a "Sophie's Choice" situation where they are forced to choose between their family members with whom they already live and their child in detention.

Q: What keeps you at Advocates for Human Rights?

A: First, the clients, whom I feel privileged each and every day to meet. Our clients are human rights defenders, advocates for justice, people who are sacrificing for their families in ways I can barely begin to comprehend, and individuals

who have shown incredible resilience to build a better life for themselves and their families in a place where they can attain safety. Another reason I stay is seeing the impact that people who are truly dedicated to access to justice issues can have, like our volunteers who make themselves available to their clients and use the great legal skills they have developed in the corporate world or their own litigation practice. To see the outcomes from volunteers who are dedicated to filling the gaps in access to justice—that is what keeps me in this field.

Q: What advice do you have for young lawyers?

A: I would say get experience in areas you think you might be interested in, but also get a variety of experience during law school because you might be surprised by what interests you. I also think developing mentors who will be honest with you about what to expect in the field is important.

Q: What are some things most people wouldn't know about you?

A: I am hoping to learn French this year through a community ed class. I also went to Lebanon this past summer for a wedding. I was incredibly impressed by the beauty of the country, the food, and how welcoming the people are. I would really encourage people to visit Lebanon.



Georgie Brattland

georgiebrattland@gmail.com

Originally from Eden Prairie, Ms. Brattland is a 2L at the University of St. Thomas. She attended undergrad at Lehigh University in Pennsylvania and graduated with a B.A. in political science. She is very active in the family law community and interns for the Association of Family and Conciliation Courts, as well as for the Minnesota Chapter of the American Academy of Matrimonial Lawyers Divorce Camp.

SCOTT SWANSON

Helping students be happy and healthy, and do well if they want to do well”—that’s how Scott Swanson describes his job as director of academic achievement at the University of St. Thomas School of Law. Swanson does not measure his success in this role through bar passage metrics or the rate at which he moves students from the bottom to the top of the class. Rather, success is particular to the person. “My role is to make sure people continue to develop as human beings in the ways they want to develop,” he said.

Swanson’s work with law students is deeply influenced by events that preface his legal career. Swanson grew up in Minnesota, in a family broken by alcoholism. By age 15, he was using alcohol and illegal drugs. “Drinking was easy,” he said, “because it was easily accessible to teenagers.” One thing Swanson had going for him, though, was that he was smart. Swanson received a full scholarship to attend Phillips Academy, a prestigious boarding school in Andover, Massachusetts. “My family was falling apart and I had an alcohol problem,” he explained, “so I went out there thinking that I was smart enough to maintain.”

However, Swanson’s chemical dependency prevented him from reaping the benefits of the opportunity he was given. With low grades plaguing his chances of getting into the colleges typically available to Phillips Academy graduates, Swanson returned to Minnesota. “By this time, I knew I was in deep with alcohol because it was interfering with my ability to function,” he recalled. Swanson attended Gustavus Adolphus College, but his chemical dependency continued to interfere. Eventually, Swanson dropped out. “People were not good then at identifying chemical dependency,” he said.

Swanson worked through his twenties at two inpatient psychiatric care facilities. He also continued to drink. At age 27, Swanson wound up “living alone, drunk all the time, and with very specific suicide plans,” he recalled. Swanson’s girlfriend took him to couples therapy, and the therapist recommended Swanson meet with her individually. The therapist asked,

“My role is to make sure people continue to develop as human beings in the ways they want to develop.”



"How much did you have to drink last night?" Swanson estimated that he drank about a pint of brandy. The therapist proceeded to walk him through a 20-item questionnaire to assess alcoholism. When Swanson gave positive answers to nine of the first 10 questions, the therapist suggested, "Just go to alcohol treatment." Knowing he was suicidal and not seeing many other options, Swanson thought, "Well, I'll give it a shot." He went to alcohol treatment that following Monday, and he has been sober ever since that day in March 1983.

"When I stopped drinking, I wasn't better," he cautioned. Swanson had collected arrests, unpaid tickets, bad debts, and all of the real-world circumstances that often appear alongside chemical dependency. Yet, Swanson now had a system to help him cope with the consequences of his behavior. He practiced the skills he was learning in treatment, such as actually listening to other people, seeking feedback, and taking the risk to provide feedback to others. "I climbed out of the hole I made for myself, and I learned how to be genuine," he said. One overarching task in treatment was learning who he was as an adult and as a sober person. When he asked himself about his own purpose in life, Swanson saw a legal career as the answer. He had always considered going to law school. And as for the stress and hard work law school required? Swanson responded, "I used to drink a 12-pack of beer and then go to work; there is nothing more stressful than that."

Swanson attended William Mitchell College of Law from which he graduated *summa cum laude*. He clerked at the Minnesota Court of Appeals following law school, and then turned himself toward the job he knew he wanted. "I knew my background and figured I may end up working with people like me," he reminisced.

Swanson joined the Minnesota State Public Defender's Office in 1988, where he worked as an attorney for 13 years. He enjoyed a successful appellate career, including an appearance before the U. S. Supreme Court, but Swanson particularly liked the cases where he worked as a trial lawyer. "I loved connecting with the clients, and helping move them down the path of figuring their lives out," he said. In an effort to effect changes in the law, Swanson eventually left the State Public Defender's Office to take a position as the executive director of the Minnesota Sentencing Guidelines Commission.

During the same time, Swanson taught several courses at William Mitchell College of Law and the University of Minnesota School of Law. However, Swanson soon found himself teaching others about an unconventional subject in an unconventional way. "I worked in a public defender's office where a woman who went to the University of Minnesota failed the bar exam," he recalled, "and it did not make sense to me." Swanson asked the woman to explain to him how she was taking the exam. "I could see that there were a half-dozen things she was doing that she did not need to be doing on the bar exam." Swanson worked with the woman

one-on-one, and when they practiced her test-taking together, she scored more points. "I could see that she just needed to apply what she learned in Lawyering Skills—a class I had been teaching for years—in a different way."

The word about Swanson spread. To date, he has helped more than 250 individuals, from all of Minnesota's law schools, pass the bar exam. Many of these students came to him after having experienced multiple bar exam failures. "In that situation, the first thing you have to help people get past is trashing themselves," he said. "That's the 'reframing how one thinks about one's self' that I learned in treatment." A free classroom version of his self-developed curriculum (referred to as "Scott Bar") is offered by St. Thomas to all graduates every summer. "Most people have the knowledge, but I work on overcoming the psychological aspect of it and then teach them the test."

Swanson joined St. Thomas in 2002. In addition to his bar prep course, Swanson developed a plethora of other student support services, including a four-day academic success program during orientation and midterm exam feedback for all first-year students. Most notably, he provides individualized academic and personal support. Swanson, who also holds a M.A. in counseling psychology, regularly meets with students on a one-on-one basis to discuss what is going on in their lives. "Most law students don't struggle because they don't understand the curriculum," he said. "They struggle because something else is interfering." Swanson offers himself as someone who will listen. "In particular," he said, "I am here to listen when the content of the conversation is hard to hear."

Swanson admits that how he describes his role is different, and that his person-centered approach to academic achievement may not be the norm. "But I just refuse to put people in a box," he said. Instead, he encourages his students to understand themselves, be mindful of others, and accept that they do not control the universe—all concepts he learned in treatment.



**Megan
Bowman**

MBowman@fredlaw.com

Ms. Bowman is a staff attorney at Fredrikson & Byron in Minneapolis. She formerly clerked for the Hon. William H. Koch, and graduated magna cum laude from the University of St. Thomas School of Law.

Are Your Trial Skills Up to the Task?

by Chad Snyder

For litigators, the possibility of a trial looms at the end of every case. If the case isn't wrapped up by motion practice, if the parties can't find a way to a settlement, then there we'll be, after months of discovery, analysis, and preparation, uttering the first words of an opening statement, with the first witnesses waiting outside the courtroom.

What should I say in an opening statement? In closing argument? What can I say? What am I not supposed to say? How do I phrase questions to my witnesses? What steps do I follow to get an exhibit admitted into evidence? How can I use the exhibit to convince the jury? What about the other side's witnesses? Do I object to that question? Wait for cross-examination? How should I organize a cross? What kinds of questions do I ask? What if the witness lies? How do I impeach them?

Worrying about the "how" of trial can make it hard to focus on the "what" and "why" of your case. The HCBA Civil Litigation Section's trial skills CLE aims to help lawyers overcome the procedural and practice worries, so that when a case heads to trial they are ready to put their energy into the evidence and arguments. The next series of this training is set to begin in early 2019, and it will run for six sessions held every other week. The cost is \$95 for members and \$195 for nonmembers. Members will receive notice when registration is open.

The idea behind the trial skills series is simple: the best way to learn how to try a case is to practice trying a case. Based on the model developed by the National Institute for Trial Advocacy, the CLE is a bit like a lab for lawyers. Unlike most CLEs, the emphasis isn't on sitting through a lecture—there is practically no time committed to a lecture—but on practicing trial skills, seeing what worked and what didn't, and then trying again.

In the CLE, participants meet five times. Each class session is in a courtroom at the Hennepin County Government Center, and each week a Hennepin County judge sits in to offer suggestions and provide feedback. Participants take turns examining a witness, and then the other attorneys and the judge offer their thoughts on what went well and what might need work. After all five class sessions are finished, the participants try a case to a panel of volunteer jurors. Sitting and listening to those jurors deliberate, hearing them analyze and pick apart your case, realizing that they may not have

seen or understood the evidence the way you wanted them to, and then thinking about how you might have done things differently may be the best legal education a litigator can ever get.

I took part in the pilot program last spring, and even though I have been practicing for nearly 20 years, and have represented clients in many bench (and a few jury) trials, I found this class to be so valuable that I volunteered to help plan and coordinate the 2019 series.

Is this a training for new lawyers, or for more experienced lawyers? Big firm lawyers, or solos? All of the above.

For a lawyer like me—experienced in the courtroom, but who doesn't try cases on regular basis—the course offered an opportunity to experiment with different approaches to argument and witness examination. For newer lawyers—who made up most of the first class—it was an opportunity to focus on practical skills they may not have picked up in law school. New lawyers in larger firms often don't get into the courtroom, and so they may not get many opportunities to work with witnesses and exhibits. This class offers the chance to develop those skills, and hopefully the confidence to show more senior lawyers that they can take on a role at trial. New lawyers at small firms or on their own often don't have mentors who can guide them through the development of courtroom skills. The HCBA trial skills CLE provides them with that direct experience, and with feedback from fellow attorneys and judges so they can feel better prepared when they step into a courtroom.

COURTROOM CLASS

Each CLE session is in a courtroom at the Hennepin County Government Center, with a Hennepin County judge sitting in to offer suggestions and provide feedback.

But most civil lawsuits don't reach that moment. And that means that many civil litigators don't get a lot of opportunity to practice trial skills. That, in turn, can mean that when faced with the relatively rare case that heads to a jury, lawyers are hit with anxiety not just over the merits of their case, but over how they are going to put that case in.



Chad Snyder

csnyder@rubriclegal.com

Mr. Snyder is a partner at Rubric Legal in Minneapolis, where he practices business and intellectual property litigation.



THE NATIONAL ACADEMY OF DISTINGUISHED NEUTRALS

The following neutrals are recognized as Minnesota Chapter Members for Excellence in the field of Alternative Dispute Resolution



Hon. John Borg
(612) 840-1619



Hon. Arthur Boylan
(612) 206-3730



Philip L. Bruner
(612) 332-8225



Patrick R. Burns
(612) 877-6400



Just. James Gilbert
(952) 767-0167



Hon. Sam Hanson
(612) 977-8525



Steve Kirsch
(612) 977-8030



Roger Kramer
(651) 789-2923



B. Jon Lilleberg
(612) 255-1134



Paul F. McEllistrem
(952) 544-5501



Linda Mealey-Lohmann
(612) 791-2218



Philip Pfaffly
(612) 349-5224



Mark Pilney
(651) 702-1414



Paul J. Rocheford
(612) 375-5937



James G. Ryan
(612) 338-3872



Doug Shrewsbury
(952) 428-9840

Check Available Dates Calendars at www.MinnesotaMediators.org

NADN is an invite-only professional association of over 900 top litigator-rated mediators & arbitrators throughout the US and is proud to partner with the national defense and trial bar associations. For more info, visit www.nadn.org/about

Relax... eLe^{ment} Has your Back.



IT



Advisory



Cloud

We Know **[IT]**

612-876-5432 | ele-ment.com
TWIN CITIES | CHICAGO | NAPLES



You can trust over 35 years
of experience protecting lawyers.



There is a reason MLM is the **only** professional liability insurance carrier
endorsed by the MSBA.

Put your trust in the carrier
created by lawyers,
run by lawyers,
exclusively serving lawyers.

- Works exclusively with lawyers professional liability insurance
- Specializes in solo to mid-size firms
- Returned over \$56 million in profits to policyholders since 1988
- Offers an array of services to mitigate risks



2018-2019 Annual Sponsor for the Hennepin County Bar Association

Protecting Your Practice is Our Policy.®

Get a fast quote today!

www.mlmins.com

or contact Chad Mitchell-Peterson
612-373-9681 or chad@mlmins.com

Stop saving business cards, let robots create your contacts from now on.

How to easily eliminate the work of adding networking/client/PC contacts to your outlook contacts using Zapier to connect the apps you already use.



Here's a situation for you: You have about five seconds between meetings, so you open up your email, ignoring the 50 unread emails, and type up a quick follow up message to the person you met last week. You pause a moment and marvel at how productive you're being, crossing that one thing off your to-do list.

But then...Outlook has no idea who you're trying to reach. You search their name a few times just in case the search bar is lying to you, but nope. No email address to be found. So, you waste your five seconds trying to figure out their email address, and no follow up is sent.

Sound familiar?

Now just think—what if you never have to have another moment like this again? Next time you *will* cross that email off your to-do list and you can walk into your next meeting feeling accomplished rather than frazzled. Sounds great, right?

And yes, I do understand that digging up an email isn't normally a big deal. But what if you could reclaim *all* the time you've wasted on tracking this stuff down? What if there was a super simple solution that will never send you digging for a business card again?

I'm a self-described "techie" lawyer, and I love finding creative solutions to problems like these. But, those solutions *have* to be simple and easy enough for anyone to implement. I'm not trying to learn how to code some complicated program. (Who has time for *that*?)

Instead, I use Zapier. It's this great website that connects programs you *already* use to cut out a ton of the repetitive busy work that sucks up your time. I use Zapier for tons of tasks. Anything from sending myself reminders to follow up with people to – you guessed it – creating contacts in Outlook.

Contacts from Acuity Scheduling

I use Acuity, an online scheduling app, for almost all of my client, colleague, and networking meetings. (If you're still setting up your meetings the old-fashioned way, be sure to check out my article in the September 2018 issue of the *Hennepin Lawyer* about using Acuity—it'll change your life!) Most people who meet with me book a time through my online scheduling tool. That means that everybody is giving me their name, email address, and phone number—but it's all in my online scheduling account, not in my Outlook.

I kept having to dig around to find people's old emails or look up their information. If only there was a way to get that information out of my online booking application and into my Outlook without having to copy paste it every single time.

Well, there is.

How it works

With Zapier you make “Zaps.” These are the connections made between programs online. Basically, Zapier is the go-between. It is able to talk to your Mailchimp account and then it can also turn around and tell Office 365 what Mailchimp knows. It translates and connects programs you use online.

Making a Zap is pretty simple. They are based entirely on logic (If this, then that). Score!

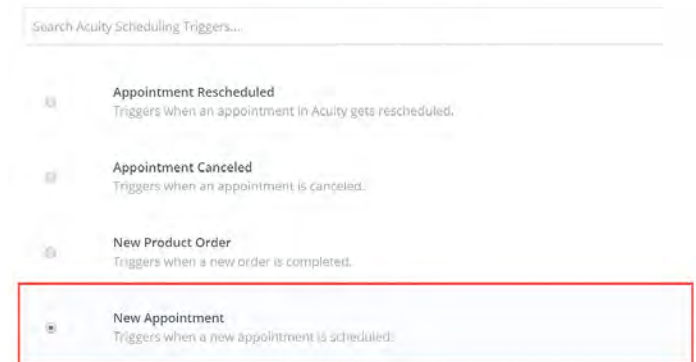
First things first, you’ll need to make a free Zapier account and connect it to your accounts. Zapier connects to thousands of programs you use that connect to the web. The possibilities are endless!

But here’s the basic formula. I’ll show screenshots for the zap I described above, creating new Outlook contacts after a new Acuity appointment is scheduled online.

1 Select a Trigger.

First you choose the program (app is now the ‘new’ word for program, by the way) that will “trigger” the Zap to run. Zapier gives you suggestions for common trigger events for this app / program, which is really helpful. For this one, I chose “New Appointment” because I want to gather the contact information from everybody who makes a new appointment (I don’t care about rescheduled or cancelled appointments for this one).

Select Acuity Scheduling Trigger



Access to the best mediators and arbitrators practicing today—that’s the power of difference™ only JAMS delivers.



**Philip L.
Bruner, Esq.**



**Kathleen R.
Gearin**
Ramsey County
District Judge, Retired



**Hon. James M.
Rosenbaum
(Ret.)**



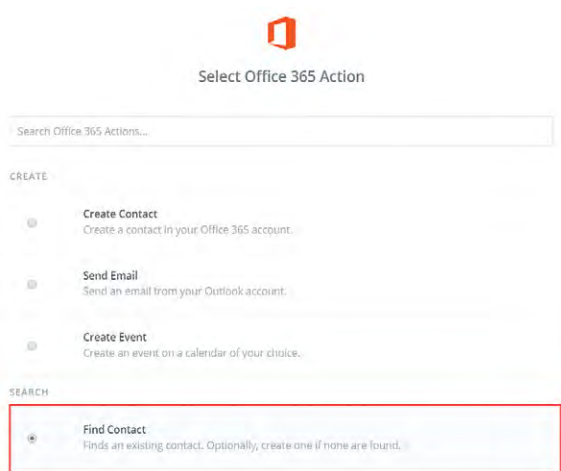
**Hon. Janice
M. Symchych
(Former)**

Our Minneapolis Resolution Center provides a client-friendly environment, including spacious conference rooms, private meeting rooms and a top-notch administrative team for tackling cases of any type or size.

Resolving Disputes Worldwide | www.jamsadr.com | 612.332.8225
JAMS Minneapolis | 333 South Seventh Street | Suite 2550 | Minneapolis, MN 55402

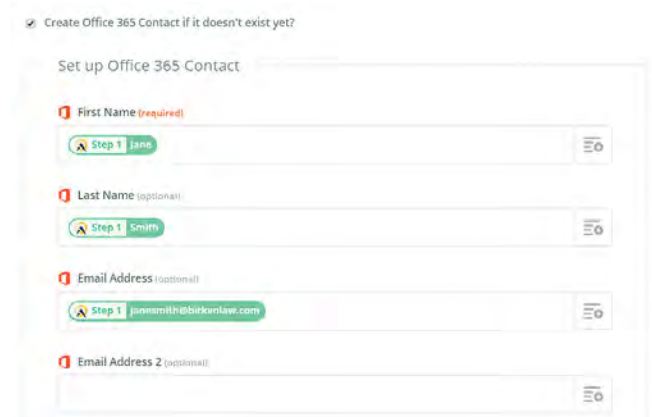
2 Choose an Action.

We just told Zapier “every time THIS happens (the Trigger) I want you to DO something.” The action is what you want it to DO. So, just like in step one, we need to choose the app / program we want to take action in (i.e. add a contact). For my Zap, I want Office 365 to create a new contact. People might book a lot of meetings with me. I don’t want a lot of contacts duplicated every time. So for this Zap I choose “Find Contact” instead of just “Create Contact.” Zapier uses these super clear descriptions so you understand what you’re really doing with the action step.



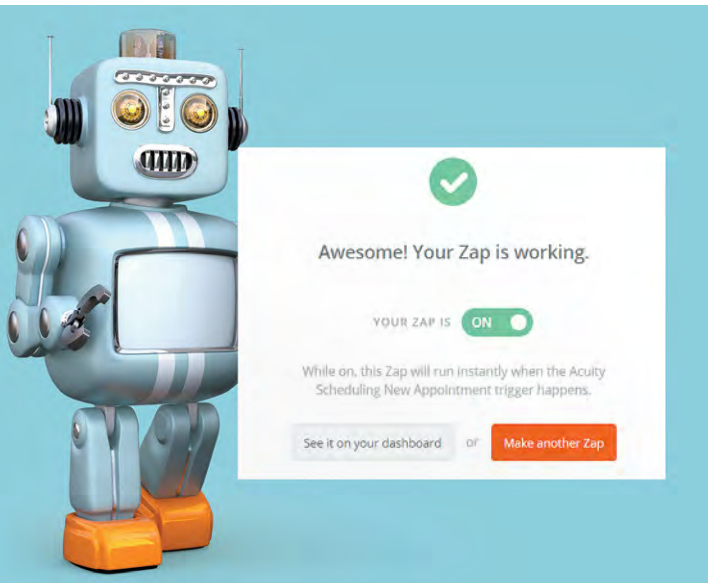
3 Refine the details of the Action.

Great. Now Zapier is going to find the contact, but we might need to refine this a bit. What pieces of information do I want it to harvest from Acuity and put into Office 365? I know that Acuity gets a person’s name, email, and phone number. In the screenshot below, I’m literally just matching up the pieces of information that Acuity has to the right MS 365 contact fields. Name = Name, Email = Email, etc. Now I don’t get all of the possible fields because Acuity doesn’t know more than the little bits of data it has—but that’s ok, I’m glad to get a contact started in Outlook—I can add to it later, Zapier’s done the hard part.



4 Test!

Now Zapier runs a test to make sure everything works okay in Office 365. If there are any issues, it’ll turn up with an error so you can figure out why it isn’t working. If none, click “Finish” and you’re done!



- Send yourself a text with a weather report
- Add meetings to your calendar automatically
- Update an excel spreadsheet in Office 365
- Add Google Form responders to your Office 365 contacts
- Automatically add new contacts to your Mailchimp newsletter list
- Whatever else you can dream up!

Zaps are easy to set up and are major timesavers when you get them running. Simple law firm automation like this can really revolutionize the way you spend your time – and you don’t even have to be all that techie. If you’re open to learn and try something new with the way you work, I promise Zapier can help you and your law firm!

Interested in seeing more about how this works? I made you a special video walkthrough showing how to set up this Zap in detail. You can check it out at <https://tinyurl.com/HowToZapier>. If you have questions tweet me anytime @JessBirken



Jess Birken

jess@birkenlaw.com

When she’s not helping lawyers use tech tools, Jess Birken is the owner of Birken Law Office—a firm that helps nonprofits solve problems so they can get back to their mission.

Not too bad, right? It really is as easy as it looks. The options for what you can do are almost unlimited. Here’s a bunch of examples of other zaps to set up:



Digital Evidence: The Impartial Witness

Within the past decade, the landscape of consumer technologies has changed drastically. Thanks to rapid development and innovation, computers as powerful as those that took us to the moon are now kept in our pockets. With such potential, electronic devices are now sources of useful information.

In response, Computer Forensic Services analyzes digital evidence within the contexts of e-discovery, incident response and litigation support. CFS has an unmatched background in the examination of electronic evidence. Our expert forensic examiners have many years of professional experience in both law enforcement and information technology. We assemble narratives and construct timelines of computer activity. We are known for our ability to relay complex technical findings in a manner that can be easily understood, which has proven useful in litigation. We act as a conduit for electronic evidence to speak for itself.

601 Carlson Parkway, Suite 1250
Minnetonka, MN 55305

952-924-9920
www.compforensics.com

Events and Meetings

Visit www.hcba.org/events for more information

TUESDAY, NOVEMBER 1

Corporate Counsel CLE:

Legal Artificial Intelligence
Reality Check for In-House
Counsel

HCBA & MSBA

Solo & Small Firm Section:

Fall Social Gathering

New Lawyers Section:

Networkout with Alchemy 365

WEDNESDAY, NOVEMBER 7

Mindfulness Meditation:

Practice Group

THURSDAY, NOVEMBER 8

Debtor Creditor CLE: The

Attorneys Collection Toolbox

Bench and Bar CLE:

Candid Conversations—
First Impressions from the
Newest Members of the
Hennepin County Bench

TUESDAY, NOVEMBER 13

HCBA Board of Directors

WEDNESDAY, NOVEMBER 14

Mindfulness Meditation:

Practice Group

THURSDAY, NOVEMBER 15

Civil Litigation CLE:

Getting Your Evidence In

TUESDAY, NOVEMBER 20

New Lawyers Section

Meeting

WEDNESDAY, NOVEMBER 21

HCBF Board of Directors

TUESDAY, NOVEMBER 27

HCBA Executive Committee

WEDNESDAY, NOVEMBER 28

Eminent Domain CLE: Update
on Access Cases in Minnesota

Mindfulness Meditation:

Practice Group

THURSDAY, NOVEMBER 29

HCBA All-Member Social

HONORING LAWYERS WHO PASSED AWAY IN 2018

The HCBA's Bar Memorial Committee requests your assistance in its efforts to memorialize Hennepin County lawyers and judges. Please inform us of any colleagues who have passed away this year who should be memorialized at the 2019 Bar Memorial.

The 2019 Bar Memorial will take place on Wednesday, May 1, from 9:00–10:00 a.m. at the Thrivent Financial Auditorium in downtown Minneapolis. The Chief Judge of the Fourth Judicial District Court presides over this special session of the court.

Contact Sheila Johnson at sheila@hcba.org, with names of those to be memorialized. If you are interested in serving on the Bar Memorial Committee, we welcome your participation.



MEDIATOR.

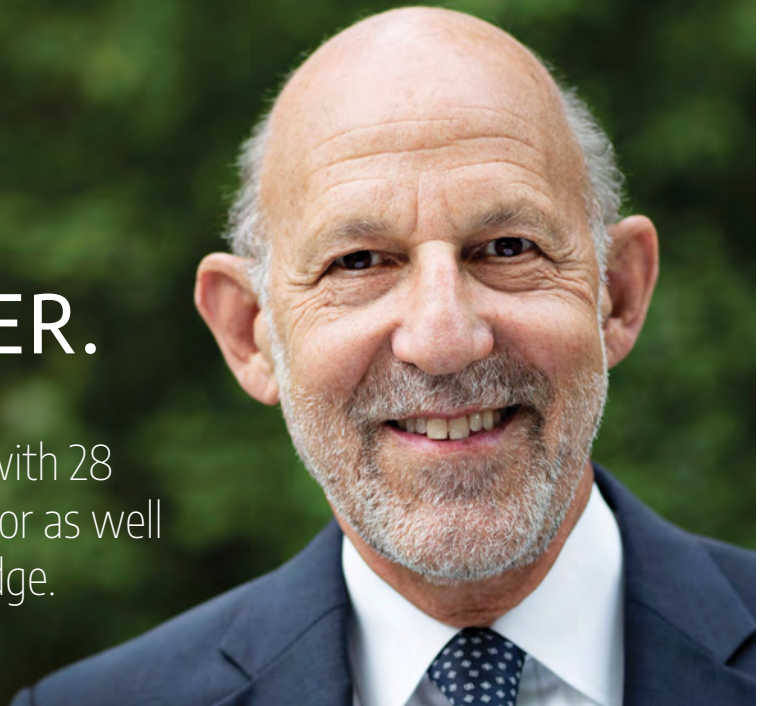


ARBITRATOR.



SPECIAL MASTER.

Experienced and well prepared with 28 years as a trial lawyer and litigator as well as 16 years as a District Court Judge.



MEL DICKSTEIN | ADR

(612) 888-4681

| info@meldicksteinadr.com

| www.meldicksteinADR.com

ATTORNEY SERVICES

ATTORNEY COACHING

Coach/consultant Roy S. Ginsburg provides marketing, practice management and strategic/succession planning services to individual lawyers and firms. www.royginsburg.com, roy@royginsburg.com, (612) 812-4500.

MEDIATION TRAINING

Also courses in managing your own conflicts. Qualify for the Supreme Court Roster. Learn the approach most likely to settle cases and to exceed parties' expectations, the transformative approach. Earn 30 or 40 CLE's. Highly-Rated Course and Instructor. St. Paul. 612-824-8988. <http://Transformativemediation.com>, Dan@transformativemediation.com

PLYMOUTH OFFICE SPACE

Creekview Professional Building 12800 Industrial Park Blvd. at Hwy 55 just east of 494. Smaller suites (small rents), eight suites available to accommodate from one person to nine people. Nice building and grounds. Lots of FREE parking! For full info call Jackie, 612-677-2100 or jsticha@creekviewassociates.com

**Your next
legal career
opportunity is
right at your
fingertips.**



CAREER CENTER

Search for jobs or post a position today!

FOR JOB SEEKERS

- ✓ Get your resume in front of employers who search the database
- ✓ Be the first to get job alerts when a new job meets your criteria
- ✓ Learn how to prepare for an interview and get resume writing tips

**Connecting
Talent with
Opportunity**

FOR EMPLOYERS

- ✓ Post your job in front of HCBA attorneys and legal professionals
- ✓ Promote your jobs directly to candidates via our Job Flash emails
- ✓ Manage your posted jobs and applicant activity

Visit the Career Center at www.hcba.org to get started.

Member News

Submit your HCBA member news to
thl@hcba.org for consideration.

Brandt Criminal Defense announces that **Nicole A. Kettwick** has joined the firm as a partner.



Tuft, Lach, Jerabek & O'Connell announces that **Alexandra Michelson Connell** has joined the firm as an associate attorney.

Ciresi Conlin announces that attorney **Bob King** has joined the firm as a partner.

Wiley Law Office announces the addition of senior associate **Ben Reber**.



Fredrikson & Byron has elected five new shareholders to their Minneapolis office: **Jeremy P. Duehr, Youn-Jin Kim, Nicholas J. Monson, Patrick J. Seul** and **David G. Waytz**.

Attorney **Brian T. Benkstein** (pictured) has also joined the firm as a shareholder.

Chestnut Cambronne welcomes associate attorney **Kristin Hendrick** to the firm.

Brownson • Norby announces that **Joseph F. Lulic** has joined the firm as a senior attorney.



Family Law Attorney **Margaux Soeffker** has started a solo practice located in Maple Grove.

Halunen Law announces that **Amy Boyle** has been named a partner with the firm.

Simone Washington, Gabrielle Mashaal, and **Daniel McGuire** are the new law clerks for Ceiba Forte Law Firm.

Briggs and Morgan announces **Steve Ryan** as the firm's president/managing partner.

Arthur, Chapman, Kettering, Smetak & Pikala announces the addition of attorney **Jack M. McFarland**.

THANK YOU!



For helping us make
pro bono happen at the
2018 Riverfront Celebration!



Ten Things I Like About Being a Solo Practitioner



by Stephen C. Fiebiger

“Not every case will set legal precedent, but all of them are important to the people involved, and I like being part of the process.”

1 Helping People. What I like most about my job is helping people. People call when they need help, often in situations that are traumatic and emotional. I like the challenge of sorting out the facts to get to the heart of the matter and then finding the best way to help.

2 Creativity. Thinking outside the box to come up with a legal theory, the right words in a brief, or solution to a difficult situation, is challenging and rewarding. People come to lawyers when the answers are not easy. Finding a solution is often the most difficult part of the job.

3 Relationships. Relationships with lawyers, judges, clients, and community members are vital to my practice. Each relationship is different. Over time, relationships in law practice provide a sense of knowing what to expect. Your word and integrity are keys to success and longevity. This reinforces the Golden Rule to treat others as you would want to be treated.

4 Meeting new people. Everyone has a story, and I learn something from meeting people that helps navigate life and the practice of law.

5 Learning. Each day teaches me something new. It may be reading a new case with a subtle twist on the law or a new app that redacts and bates stamps documents.

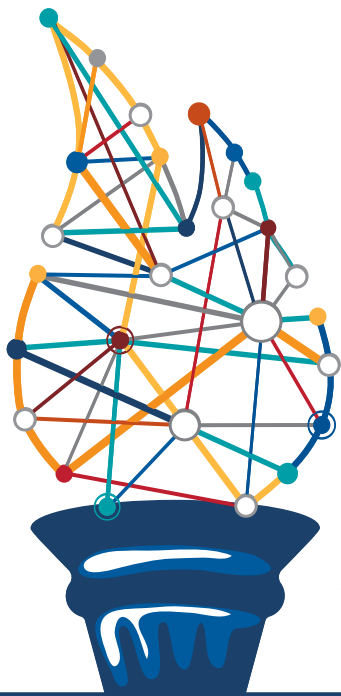
6 Humor. While I take matters I handle seriously, there are times when humor enters the picture. It can come up in the office, in court, in depositions, or elsewhere. One time, for example, during a tense trial a number of years ago, the door to the courtroom burst open unexpectedly and a Domino's Pizza delivery driver hurried in with an armful of pizzas. That was funny. Humor should not be at someone else's expense, but unexpected humor can relieve tension at the right time.

7 Selecting and trying cases. I enjoy deciding what cases to handle. Having a solo practice affords flexibility to take cases that are interesting and challenging while providing a service. My practice focuses on civil litigation and appeals. Once a trial starts, the preparation is done and the adrenaline kicks in. It becomes all-consuming.

8 Setting my schedule. I enjoy managing my own day, week, month, and year. This can be challenging. A small practice involves sometimes working evenings and weekends, but it goes with the territory. Having flexible staff and an understanding wife and family is critical, and so is taking time off to refresh.

9 Being a professional. I value the responsibility of being a member of the legal profession and the unique opportunities to make a positive difference in people's lives. Not every case will set legal precedent, but all of them are important to the people involved, and I like being part of the process.

10 Gratitude. Receiving a thank you is the highest compliment that tells me that my efforts have been worthwhile. It also reminds me to thank others who help me. No one can do it alone.



Attorneys need to do their part to enable access to justice.

As in-house counsel, we can provide that access through pro bono work and financial support of Legal Aid.

We have each made a financial contribution to The Fund for Legal Aid and encourage our colleagues to do the same. Your support will provide critical assistance to families and individuals struggling to meet their basic needs.

All new and increased individual gifts made by December 31, 2018, will be matched up to a total of \$50,000.

Please join us. Visit mylegalaid.org to contribute today.

For more than 100 years, Mid-Minnesota Legal Aid has provided access to legal services to those in our community who cannot afford them. Legal Aid assists more than 10,000 families and individuals each year.

Unfortunately, due to lack of resources, Legal Aid turns away nearly 60% of eligible clients, over 18,000 people, every year.

In-House Counsel Support The Fund for Legal Aid

CAMPAIGN COMMITTEE

Jodie Crist, Best Buy
Campaign Chair
Jim Chosy, U.S. Bank
John Geelan, Piper Jaffray Companies
Brian Felton, Medtronic
David March, Target Corporation

Shari Aberle, Optum
Kristin Arneson, Wells Fargo & Co.
Shelly Becker, SunOpta Food Group
Laura Bednarski, U.S. Bank
Jeff Brockmann, U.S. Bank
Kristi Carlson, Best Buy
Maria Christu, Children's Minnesota
Lydia Crawford, Wells Fargo & Co.
Andrew Deutsch, OneBeacon Insurance Group
Tim Dordell, The Toro Company
Craig Downs, Prime Therapeutics LLC
Holly S. A. Eng, Cargill, Incorporated
Christine Eskilsen, Piper Jaffray Companies
Emily Fitzgerald, Target Corporation
Ed Friedland, Thomson Reuters
Keri Graefing, Best Buy
Joe Green, TCF Financial Corporation
Todd Hartman, Best Buy
Debra Hovland, H.B. Fuller Company
Robert Jacob, Boston Scientific Corporation
Jim Jacobson, Medica

Ann Kinsella, Medica
Krisann Kleibacker Lee, Cargill
Thomas Kramer, Best Buy
Janet Lambert, Best Buy
Louis Lambert, Polaris Industries Inc.
Kristen Larson, TCF Bank
David Lauth, UnitedHealth Group
Nicholas Lewandowski, Wells Fargo & Co.
Erik Lindseth, Life Time
Don Liu, Target Corporation
Jeff McGuire, Target Corporation
Ellen Meyer, Evine Live
Matthew Mlsna, Best Buy
Keith Nelsen, Best Buy
Stacey Rice, Cargill
Karla Robertson, Pentair PLC
Eric Rucker, 3M
Noreen Schertler, Best Buy
Matthew Shors, UnitedHealth Group
William Skallerud, Best Buy
James Spolar, Life Time
Matthew Stennes, Medtronic
Amy Taber, Prime Therapeutics LLC
Karen Wilson Thissen, Ameriprise Financial
Mary Thomas, Best Buy
James M. Zappa, CHS Inc.

THE FUND FOR LEGAL AID
430 First Ave. N., Suite 300, Minneapolis, MN 55401
612.746.3709 mylegalaid.org/donate



HENNEPIN COUNTY BAR ASSOCIATION
600 NICOLLET MALL SUITE 390
MINNEAPOLIS, MINNESOTA 55402
612-752-6600
www.hcba.org

CHANGE SERVICE REQUESTED

PRSR STD
U.S. POSTAGE
PAID
TWIN CITIES, MN
PERMIT NO. 90027

IN A WORLD OF UNCERTAINTY

WE ARE CERTAIN ABOUT THE WORK WE DO.

We fight for the rights of employees and consumers
in individual cases and class actions.



EMPLOYEE & CONSUMER RIGHTS

4600 IDS Center | 80 S. Eighth St. | Minneapolis, MN 55402 | nka.com | (612) 256-3200