

CURRICULUM VITA

WADE S. DAVIS

wade.davis@mnsu.edu

253 Morris Hall
Mankato, MN 56001

EDUCATION

- J.D. UNIVERSITY OF IOWA
College of Law
High Distinction / Order of the Coif / Law Review
- A.B.D. UNIVERSITY OF IOWA
Communication Studies
- M.A. ARIZONA STATE UNIVERSITY
Communication Studies
- B.A. CALIFORNIA STATE UNIVERSITY SACRAMENTO
Communication Studies
Summa Cum Laude

LEGAL BAR ADMISSIONS AND CERTIFICATIONS

State Bar Admissions

Minnesota	2003 - present
Iowa	2003 - 2022

Federal Bar Admissions

Eighth Circuit Court of Appeals	2010 - present
U.S. District Court for the District of Minnesota	2003 - present
U.S. District Court for the Northern District of Iowa	2014 - 2022

Minnesota Bar Certifications

Rule 114 Qualified Neutral (Mediator)	2016 - 2022
Board Certified Labor and Employment Law Specialist	2014 - 2020

ACADEMIC APPOINTMENTS

MINNESOTA STATE UNIVERSITY MANKATO	2016 - present
Associate Professor of Business Law (2020 - present)	
Assistant Professor (2016 - 20)	
Department of Accounting and Business Law	
Research Graduate Faculty / Honors Faculty	
 HAAGA-HELIA UNIVERSITY OF APPLIED SCIENCES	 Spr. 2022
Visiting Scholar / Helsinki, Finland	
International Business Program	

UNIVERSITY OF IOWA
 Graduate Instructor
 Department of Communication Studies

1997 - 2001

ARIZONA STATE UNIVERSITY
 Instructor & Assistant Coach of Debate Team (1997)
 Graduate Instructor (1994 - 96)
 Department of Communication Studies

1994 - 1997

LEGAL EMPLOYMENT

DAVIS LEGAL CONSULTING, LLC
 Owner - Attorney
 Employment / Business Litigation / Alternative Dispute Resolution

2018 - present

STINSON, LLP, FKA LEONARD STREET & DEINARD, PA
 Of Council (2016 - 18) / Partner (2010 - 16) / Associate (2006 - 10)
 Business and Commercial Litigation / Employment

2006 - 2018

FREDRIKSON & BYRON, PA
 Associate Attorney
 Business and Commercial Litigation / Employment

2003 - 2006

COURSES TAUGHT

MBA Courses

International Law and Politics – Study Tour to Europe
 Legal and Ethical Environment of Business
 Negotiations

Business Law – Undergraduate Courses

Contracts, Sales, and Professional Responsibility
 Employment and Labor Law
 Environmental Law
 International Law and Politics - Study Tour to Europe
 Individual Study
 Legal Environment of Business
 Negotiation and Conflict Resolution
 Sustainable Business

Communication Studies – Undergraduate Courses

Argumentation, Critical Reasoning, and Public Communication
 Business and Professional Communication
 Forensics
 Interpersonal Communication
 Public Speaking
 Rhetoric I, II & III
 Small Group Communication

SCHOLARSHIP**Publications**

- W. Davis, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16-1-38 (Minnesota CLE, 3d ed. 2021, 2023 Rev. and Supp.).
- W. Davis & J. Post, *Practical Strategies to Protect Corporate Trade Secrets and Avoid Misappropriation Claims*, 32 SOUTHERN LAW JOURNAL (Fall 2022).
- W. Davis, S. Hewitt, & D. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-38 (Minnesota CLE, 3d ed. 2021).
- W. Davis, MINNESOTA UNEMPLOYMENT COMPENSATION BENEFITS: ELIGIBILITY AND APPEALS QUICKSHEET (Minnesota CLE, 2021).
- J. Magaldi, J. Sales & W. Davis, *All's Fair in Love and War but Nothing's Fair Use on YouTube: How YouTube Policies Favor Copyright Owners and Hinder Legal Fair Use*, 27 JOURNAL OF LAW, BUSINESS & ETHICS, 50-64 (Winter 2021).
- W. Davis, LEGAL ENVIRONMENT OF BUSINESS COURSE DESIGN AND MATERIALS (2020) Creative Commons License: Non-Commercial, Share Alike CC BY-NC-SA 4.0.
- W. Davis & J. Magaldi, *"Into the Bowels of Hell": Examining Social Media Defamation Law Through the Twitter Account of James Woods*, 29 SOUTHERN LAW JOURNAL, 157-184 (Fall 2019).
**** Best Article Award**
- W. Davis, D. Peterson & S. Hewitt, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-34 (Minnesota CLE, 2d ed. 2015, 2019 Supp.).
- J. Magaldi, J. Sales & W. Davis, *Let's Play: Fair Use or Copyright Infringement?* 11 JOURNAL OF CRITICAL INCIDENTS, 42-44, n. 1-14 (Winter 2019).
- J. Magaldi, J. Sales & W. Davis, *Let's (Not) Play: How YouTube's Use Rules Allow Copyright Owners to Curtail Legal Fair Use*, PROCEEDINGS FROM THE 2019 GREAT LAKES ACADEMY OF LEGAL STUDIES IN BUSINESS, 16 -30 (Great Lakes Academy of Legal Studies Business, 2019).
- W. Davis, *Employee Raiding: A Teaching Case Study on Claims and Remedies*, 7 ROCKY MOUNTAIN LAW JOURNAL, 20-51 (Fall 2018).
- J. Magaldi & W. Davis, *Trolling Twitter: Defamation in an On-Line World*, 10 JOURNAL OF CRITICAL INCIDENTS, 106-108, n. 1-13 (Winter 2017).
- W. Davis, D. Peterson & S. Hewitt, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-35 (Minnesota CLE, 2d ed. 2015, 2017 Rev. and Supp.).
- W. Davis, *Responding to the Abrupt Departure of Key Employees to a Competitor: A Group Teaching Module*, PROCEEDINGS FROM THE 2017 MIDWEST ACADEMY OF LEGAL STUDIES IN BUSINESS, 156-178 (Midwest Academy of Legal Studies Business, 2017).
- W. Davis, J. Ives & D. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS DISPUTES: CLAIMS AND REMEDIES, 16:1-16:38 (Minnesota CLE, 2d ed., 2015).
- W. Davis, J. Ives & D. Peterson, *Damages in Business Tort Actions Update*, in MINNESOTA BUSINESS TORTS DESKBOOK, 16:1-16:3 (Minnesota CLE, 2013 Supp.).
- W. Davis, *NLRB Takes Aim at Employment, Social Media Policies*, MINNESOTA LAWYER (Oct. 12, 2012).
- W. Davis, MINNESOTA UNEMPLOYMENT COMPENSATION BENEFITS: ELIGIBILITY AND APPEALS QUICKSHEET (Minnesota CLE, 2012).

- W. Davis, J. Ives & D. Peterson, *Damages in Business Tort Actions*, in MINNESOTA BUSINESS TORTS DESKBOOK, 16:1-16:55 (Minnesota CLE, 2008).
- W. Davis, *Minnesota Courts Enforce Some Noncompetition Agreements*, WOMEN'S BUSINESS MINNESOTA (Apr. 2004).
- W. Davis & K. Farrell, *Radical Argument and National Identity: Setting an Agenda for Reconsidering the American Radical Tradition*, PROCEEDINGS FROM THE 11TH NCA/AFA CONFERENCE ON ARGUMENTATION (National Communication Association, 1999).

Conference Presentations

- W. Davis, *Transforming Fair Use: Generative Artificial Intelligence and the Future of Copyright*, Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Mar. 2023).
- W. Davis, Panelist with L. White, *Coaches and Mentors: Reflections on the Dual Identities and Careers of Two PhD Faculty Directors of Forensics in Retirement*. National Communication Association Annual Convention, Written Statement (Nov. 2022).
- N. Bessler & W. Davis, *A Teaching Case Study on Statutory and Common Law Protections of Trade Secrets*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2021).
- W. Davis, Panelist and Chair with E. Cameron & K. Eskew, *Let's Go: Pedagogical Advice for Developing and Leading Domestic and International Business Travel Courses*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2021).
- W. Davis, C. Palczewski & L. White, *Performing Defamation: The Legal Limitations of Personal Narrative Performance*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2020).
- W. Davis & J. Post, *The Secrets of Trade Secrets: How to Protect and Enforce Your Trade Secrets*, Academy of Legal Studies in Business Annual Conference, Virtual (Aug. 2020).
- W. Davis, *Mutually Assured Destruction: Navigating Defamation Claims in the #MeeToo Era*. Academy of Legal Studies in Business Annual Conference, Montreal, Canada (Aug. 2019).
- W. Davis, *Not That Kind of Girl: A Coming of Age Memoir and Defamation Law*. Society for Case Research Annual Conference, Chicago, IL (Apr. 2019).
- J. Magali & W. Davis, *Teaching Defamation in an Online World*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2018).
- ** Master Teacher Competition Finalist**
- W. Davis & J. Magaldi, *Into the Bowels of Hell: Examining Defamation Law Through the Twitter Account of James Woods*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Apr. 2018).
- W. Davis, *Employee Poaching and the Battle for Hollywood Domination in a Post-Cable World*. Academy of Legal Studies in Business Annual Conference, Savannah, GA (Aug. 2017).
- W. Davis, Panelist and Chair with E. Cameron, G. McNary & W. Abed, *Maximizing External Resources for Teaching Dynamic On-Line Business Law Courses*. Academy of Legal Studies in Business Annual Conference, Savannah, GA (Aug. 2017).
- W. Davis, *Dad Just Rolled Over in His Grave: A Case Study of Oppression in the Succession of a Family-Owned Business*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Mar. 2017).

W. Davis, *Responding to the Abrupt Departure of Key Employees to a Competitor: A Group Teaching Module*. Midwest Academy of Legal Studies in Business Annual Conference, Chicago, IL (Mar. 2017).

**** Master Teacher Competition Finalist**

W. Davis, C. Palczewski & L. White, *Performing Defamation: The Legal Limitations of Personal Narrative Performances*. National Communication Association Annual Conference, Chicago, IL (Nov. 2004)

W. Davis, *Politics as Virtue and Collective Memory: Lessons Learned from Isocrates' On the Peace*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).

W. Davis, *Sovereignty-Discipline-Government: National Identity and Foucault's Triangle of Governmentality*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).

W. Davis, T. Burkhart, K. Cady, J. Ferris et al., *Pedagogies of 'Empowerment': Critical Alternatives for Teaching Public Speaking*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).

W. Davis, *Crisis Management: Setting the Stage for Speaking in Groups*. National Communication Association Annual Conference, Chicago, IL (Nov. 1999).

W. Davis, *Writing and Painting the Body: Representation and Resistance in Irish Republican Murals*. National Communication Association Annual Conference, New York, NY (Nov. 1998).

**** Top Three Paper and Top Student Paper, Rhetoric Division**

W. Davis, *Managing the Discourse of Starvation: The Struggle for Meaning Control in the 1981 Irish Hunger Strike*. Central States Communication Association Annual Conference, Chicago, IL (Apr. 1998).

W. Davis, *Narrative and CEDA Nationals: The Defining of a Community*. Western States Communication Association Annual Conference, Monterey, CA (Feb. 1997).

W. Davis, *Consubstantiality Through Starvation: A Burkean Analysis of the 1980-1 Irish Hunger Strike*. Speech Communication Association Annual Conference, San Diego, CA (Nov. 1996).

**** Top Three Paper and Top Student Paper, Kenneth Burke Division**

W. Davis & R. Von Burg, *Dispelling Illusions: The Real-World Implications of Fiat*. Speech Communication Association Annual Conference, San Diego, CA (Nov. 1996).

W. Davis, *Video Games as Rhetorical Narratives: Street Fighter, Violence, Sexism and Racism*. Western States Communication Association Annual Conference, Pasadena, CA (Feb. 1996).

W. Davis, *Joining the Technical and Public Spheres of Argumentation in Debate Through the Narrative Perspective*. Speech Communication Association Annual Conference, San Antonio, TX (Nov. 1995).

W. Davis, *Liminality, Crisis and Criteria in CEDA Debate*. Western States Communication Association Annual Conference, Portland, OR. (Feb. 1995).

Master's Thesis

W. Davis, *STARVING FOR FREEDOM: A RHETORICAL ANALYSIS OF THE 1981 IRISH HUNGER STRIKE*. (Arizona State University, 1996).

Committee: Thomas Nakayama (Advisor), Maruf Hassan and Kristin Valentine

Professional and Invited Presentations

- W. Davis & J. Post, *Business Tort Damages and Other Remedies*, Minnesota CLE, Minneapolis, MN (Dec. 2023).
- W. Davis, *Key Employment Laws for Industrial and Organizational Psychologists*, I-O Psychology Graduate Students, Mankato, MN (Sept. 2023).
- W. Davis, *Disability Employment Law*, Honors Colloquium, Mankato, MN (Feb. 2023).
- W. Davis, Lectures and Workshops: 1. *Sustainable Business Law in Tourism and Event Management Fields*, 2. *Introduction to the Contracts for the International Sale of Goods Treaty*, 3. *International Contract Negotiation Workshop*, and 4. *U.S. Litigation and Conflict Resolution*, Haaga-Helia University of Applied Sciences, Helsinki and Haaga, Finland (Mar. - Apr. 2022).
- W. Davis, *Understanding and Negotiating Boilerplate Contract Terms in International Goods Contracts*, Haaga-Helia University of Applied Sciences, Online Seminar, Querétaro, Mexico (Mar. 2022).
- W. Davis & J. Post, *Business Tort Damages and Other Remedies*, Minnesota CLE, Webcast Seminar, Minneapolis, MN (Aug. 2021).
- W. Davis, *Employment Law Primer for Industrial and Organizational Psychologists*, I-O Psychology Graduate Students, Mankato, MN (Dec. 2020).
- W. Davis, P. Schneider & M. Lessard, *Legal Resources for Entrepreneurs*, One Million Cups, Minnesota State University Center for Innovation and Entrepreneurship, Webcast Panel, Mankato, MN (Jul. 2020).
- W. Davis, J. Post & J. Kenyon, *Proving and Defending Against Lost Profits in Commercial Litigation*, Minnesota CLE, Webcast Seminar, Minneapolis, MN (Nov. 2019).
- W. Davis, *The Current State of Sexual Harassment Law*, Gender, Law and Justice Course, Mankato, MN (Nov. 2019).
- W. Davis, *Negotiation for Success*, Beta Alpha Psi Honor Society, Mankato, MN (Oct. 2019).
- L. White & W. Davis, *Helping Students Create and Present Effective Group Presentations*. MSU Mankato Development Day, Mankato, MN (Dec. 2017).
- W. Davis, J. Post & J. Kenyon, *Damages in Business Torts*. Minnesota CLE, Webcast Seminar, Minneapolis, MN (Nov. 2017).
- W. Davis, *Negotiation Strategy and Skills*, Beta Alpha Psi Honor Society, Mankato, MN (Oct. 2017).
- W. Davis & S. Katras, *The Feds in Action: Navigating the New Overtime Rules & Federal Trade Secret Act*. Southern Minnesota Area Human Resource Association Annual Employment Law Seminar, Mankato, MN (Sept. 2016).
- W. Davis, D. Peterson & S. Hewitt, *Damages in Business Torts*. Minnesota CLE, In-Person Presentations, Minneapolis, MN (2009, 2011, 2015, 2016).
- W. Davis, D. Peterson & J. Kenyon, *Damages in Business Torts*. Minnesota CLE, Webcast Seminars, Minneapolis, MN (2011, 2013, 2015).
- W. Davis, *Update on 2014 Minnesota Employment Laws*. Stinson Leonard Street Employment Law Seminar, Mankato, MN (2015).
- W. Davis, *Are Your Social Media and Employment Policies Legal?* Leonard Street & Deinard Employment Law Seminar, Mankato, MN (2014).

- W. Davis, *Litigating Social Media Policies: Trends, Pitfalls and Opportunities for Employers and Their Counsel*. Hennepin County Bar Association CLE, Minneapolis, MN (2012).
- W. Davis & J. Ives, *Physician Employment Contracts*. American Cardiology Association, Mayo Clinic, Rochester, MN (2011).
- W. Davis, *Whistleblower and Retaliation Claims*. Graduate Course in Public Administration, Mankato, MN (2010 & 2011),
- W. Davis & T. Donesky, *The New FMLA Regulations: Are You Ready?* Leonard Street and Deinard Employment Seminar, Mankato, MN (2009).
- W. Davis, *The ADA Amendments Act: Analysis and Best Practices*. Leonard Street and Deinard Employment Seminar, Mankato, MN (2008).
- W. Davis, *Electronic Discovery: Checklists and Forms*. Minnesota Trial Lawyers Association CLE, Minneapolis, MN (2006).
- W. Davis, *Best Practices in Harassment Prevention*. Fredrikson & Byron's 21st Annual Employment and Labor Law Seminar, Minneapolis, MN (2005).
- W. Davis & Radolinski, *Non-Competition and Trade Secret Protections: Fundamental Legal Concepts*. Fredrikson and Byron's Annual Employment and Labor Law Seminar, Minneapolis, MN (2004).

SERVICE

University Level

2022 - present	Member	Honors Council
2019 - present	Member	Global Education Advisory Council
2019 - 21	Member	Undergraduate Research Council
2018 - 19	Member	Executive Committee, Inter-Faculty Organization
2018 - 19	Chair	Sabbatical and Faculty Improvement Committee
2018	MSU Rep.	Universidad Católica de Santiago de Guayaquil, Guayaquil, Ecuador
2017 - 18	Member	Sabbatical and Faculty Improvement Committee
2016 - 21	Member	Fellowship Advisory Board
2016 - 18	Member	Admissions Appeal Committee
2016 - 17	Member	Student Conduct Board

College Level

2022 - 23	Member	Dean Search Committee
2020 - 21	Member	Expanded Leadership Team
2019	MSU Rep.	ABS Talent Event, HAN University of Applied Sciences, Arnhem, Netherlands
2018 - 21	Coordinator	Global Education Coordinator
2018 - 21	Chair	Global Education Committee
2018 - 20	Planner	China Town Hall Event – Natl. Committee on U.S./China Relations
2016 - 18	Member	Curriculum Committee

Department Level

2023 - 24	Chair	Hiring Committee, BLAW Probationary Professor
2022 - 23	Chair	Hiring Committee, BLAW Probationary Professor
2022 - 24	Co-Chair	Personnel Committee
2022 - 23	Author	BLAW Certificate Application

2018 - 19, 20-21	Member	Curriculum Committee
2019 - 20	Chair	Hiring Committee, BLAW Term Professor
2017 - 19, 20-21	Member	Personnel Committee
2016 - 18	Chair	Curriculum Committee

Student Development Activities

2023	Co-Advisor	Research Apprentice Program - Global
2023	Co-Instructor	Honors Colloquium, Disability Employment Law
2023	Faculty Judge	Undergraduate Research Symposium Poster Session
2022 – 23	Advisor	MSU Ski and Snowboard Club
2021	Advisor	Research Apprenticeship Program
2021	Co-Advisor	Proctor & Gamble CEO Challenge
2020	Advisor	National Undergraduate Research Symposium Presentation
2020	Advisor	Independent Study on Evolution of U.S. LGBTQ+ Employment Laws
2019 - 20	Co-Advisor	National Diversity Case Competition
2019 – 21 & 23	Advisor	MSU Honors Students Capstone Presentations
2018 – 21 & 23	Advisor	MSU Undergraduate Research Symposium Presentations
2018 - 21	Advisor	AIESEC, Student Registered Organization
2016 - 19	Advisor	National Diversity Case Competition

Academic Journals

2019 - 21	Ed. Rev. Board & Reviewer	Journal of Critical Incidents
2017 - present	Ed. Board & Reviewer	Midwest Law Journal
2016 - 18	Reviewer	Journal of Employment and Labor Law

External Reviewer

2023	External Reviewer for Tenure and Promotion Application of Management and Business Law Professor, Oakland University, Michigan	
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Community Activities and Pro Bono Legal Work

2018 – present	Conciliation Court Referee, Blue Earth County District Court
2020 – 22	Assist Mankato High School Debate Team
2018	Prepare Curriculum Materials for Greater Mankato Diversity Council on Free Speech
2016 - 20	Racial Justice Facilitator, “It’s Time to Talk” Discussions on Race, YWCA
2014 & 2016	United Way “Basic Needs” Community Impact Team
2010 - 14	Vice President and Board Member, Partners for Affordable Housing
2007 - 09	United Way “Success by Six” Community Impact Team
2003 – present	Pro Bono Legal Advice for Individuals and Non-Profit Organizations

PROFESSIONAL ASSOCIATION MEMBERSHIPS

Academic Memberships

2016 - present	Academy of Legal Studies in Business
2017 - present	Midwest Academy of Legal Studies in Business
2019-20, 22-23	Southern Academy of Legal Studies in Business
2017 - 20	Society for Case Research
1994 - 03	National Communication Association

Professional Memberships

2003 - present	Minnesota State Bar Association
2013 - 18	Society for Human Resource Management
2015 - 16	National Association of College and University Attorneys
2003 - 18	Iowa Bar Association
2003 - 16	American Bar Association
2003 - 15	Federal Bar Association

AWARDS, GRANTS AND RECOGNITION**Research and Teaching**

2022	Visiting Scholar, Haaga-Helia University of Applied Sciences, Helsinki, Finland
2019 - present	Fulbright Specialist Roster, U.S. Department of State and Cultural Affairs
2019	Top Article Award, Southern Law Journal
2019	College of Business Research Award, MSU
2019 - present	Research Graduate Faculty Appointment, MSU Graduate College
2019 - present	Honors Faculty Appointment, MSU Honors Program
2019	Outstanding Faculty Member, MSU Honors Program
2018	Top Faculty Mentor, MSU Undergraduate Research Center
2017 & 18	Finalist, Master Teacher Competition, Midwest Academy of Legal Studies in Business
2016 - 18	Graduate Faculty Appointment, MSU Graduate College
1998	Top Three Paper and Top Student Paper, Rhetoric and Communication Theory Division, National Communication Association Annual Conference
1996	Top Three Paper and Top Student Paper, Kenneth Burke Division, National Communication Association Annual Conference

Legal

2013	Minnesota "Attorney of the Year" by <i>Minnesota Lawyer</i>
2006, 11 - 13	Super Lawyers-Rising Star® - Minnesota Attorneys

Grants

2021	Faculty Improvement Grant – Fair Trade, Ecotourism, and Sustainability, Costa Rica
2019	Faculty Improvement Grant – Comparative Criminal Justice, Ireland and N. Ireland
2018	Global Education Curriculum and Travel Grants - Citizenship in a Global Context
2017	Faculty Improvement Grant – Witness for Peace Delegation to Cuba
2016	Global Education Curriculum and Travel Grants - International Law and Politics

Academics

High Distinction (5 th out of 220)	Univ. of Iowa College of Law
Order of the Coif	
Iowa Law Review	
Summa Cum Laude	CSU Sacramento
Phi Kappa Phi Honor Society	
Golden Key Honor Society	
Beta Alpha Psi	MSU Mankato

College Debate

1993 & 1994	Academic All-American Debate Team, Cross Examination Debate Association (“CEDA”)
1993 & 1994	Northern California Debater of the Year, CEDA
1991	National Champion, Team Debate, CEDA, Phi Ro Pi

LEGAL PRACTICE

Conciliation Court Referee – Ongoing Service

Preside over civil hearings and issue orders involving disputes up to \$15,000 (2018 – present)

Business and Commercial Litigation

Litigated over one hundred business and commercial lawsuits. Successfully tried jury and bench trials in state and federal courts, and arbitration proceedings. Significant litigation experience including:

- Breach of contract and commercial litigation
- Minority shareholder and partnership litigation and disputes involving officers and directors
- Fiduciary duty, fraud and trade secrets
- Construction and real estate
- Professional malpractice (accounting and legal)
- Probate and trust disputes, and estate litigation

Employment Litigation

Represented employers and employees in employment-related lawsuits and administrative proceedings including:

- Discrimination claims under the MHRA, Title VII, ADA, ADEA, FMLA and § 1983
- Wage and hour claims under FLSA and Minn. Stat. Ch. 181
- Trade secrets, non-competition and non-solicitation agreements, unfair competition, breach of fiduciary duty, breach of loyalty and confidentiality obligations, and corporate raiding
- Defamation, fraud, negligence, theft and infliction of emotional distress
- Employment disputes involving shareholders, officers and executives

Employment Law Counseling

Advised and trained employers, executives, officers and owners on all aspects of employment law including, for instance:

- Compliance with federal and state law (i.e. FLSA, FMLA, ADA, MHRA, Title VII, NLRA)
- Handbooks and contracts
- Harassment and discrimination
- Hiring, discipline and termination
- Leave and accommodations
- Non-competition agreements and intellectual property

Alternative Dispute Resolution

- Mediated cases before former Minnesota Supreme Court justices, federal magistrates, former federal district court judges, private attorneys, and in federal agencies (EEOC and Office of Civil Rights)
- Arbitration proceedings
- Qualified neutral (mediator) under Rule 114 of the Minnesota General Rules of Practice

Court Opinions – Representative Cases

Minger Construction, Inc. v. Clark Farms, Inc. and Kevin (“Casey”) Clark, 873 N.W.2d 301 (Iowa Ct. App. 2015) (contract dispute - affirmed)

Wickenhauser v. Wickenhauser, and Wickenhauser v. Trust B of the Delmar Peterson Living Trust, Nos. A14-0417, A-14-0428, 2015 WL 1757825 (Minn. Ct. App. Apr. 20, 2015) (family farm litigation, marital property dispute - affirmed)

In re the Estate of Thomas D. Riley, No. 14-048, 2014 WL 7011224 (Minn. Ct. App. Dec 15, 2014) (estate, will challenge, fiduciary and trust litigation - affirmed)

McGrath v. MICO, Inc., Nos. A11-1087, A11-1109, A12-0093, 2012 WL 6097116 (Minn. Ct. App. Dec. 10, 2012) review denied (Minn. Feb. 19, 2013) (minority shareholder, fiduciary, whistleblower and employment litigation - affirmed)

Schmidt Printing, Inc. v. Pitney Bowes, Inc., No. 10 Civ. 1083, 2011 WL 5967308 (D. Minn. Nov. 29, 2011) (international contract litigation)

Grazzini-Rucki v. Grazzini et al., Nos. A09-0694, A09-0700, A09-1693, 2010 WL 1286725 (Minn. Ct. App. Apr. 6, 2010), review denied (Minn. 2010) (partnership fiduciary litigation, accountant and legal malpractice - affirmed)

Cenveo Corporation v. CelumSolutions Software GMBH & Co KG et al., 504 F. Supp. 2d 574 (D. Minn. 2007) (unfair competition and trade secrets litigation - affirmed)

Perez v. El Mazatlán Restaurant, Inc., No. 15-cv-02727 (Minn. Dist. Ct. Jun. 18, 2015) (Fair Labor Standards Act)

Slidell, Inc. v. Millennium Inorganic Chemicals, Inc. 430 F.3d 1047 (8th Cir. 2006) (manufacturing contract and trade secret litigation - affirmed)

Currie v. Help/Systems, No. A05-1171, 2006 WL 73072 (Minn. Ct. App. Apr. 25, 2006) (employment discrimination litigation - affirmed)

Cameo Homes, Inc. v. Kraus-Anderson Construction Co., 2003 WL 22867640 (D. Minn. Dec. 3, 2003), *aff’d*, 394 F.3d 1084 (8th Cir. 2005) (construction contract litigation - affirmed)

Thorson v. Billy Graham Evangelistic Association, 687 N.W.2d 652 (Minn. Ct. App. 2004), *review denied* (Minn. Dec. 22, 2004) (First Amendment, religious association exception to Minnesota Human Rights Act - affirmed)

ART ACTIVITIES

2023	Solo Art Show at The Grand Center for the Arts & Culture, New Ulm, MN, Sept. 2023
2023	Artist Residency, The Grand Center for the Arts & Culture, New Ulm, MN, May 2023
2022	“Pop Culture Reality,” Solo Art Show at Waseca Arts Center, Waseca, MN, Dec. 2022
2022	“Looking Back, Moving Forward. The Prints of Wade Davis,” Solo Art Show at the 410 Art Project, Mankato, MN, Sept. 2022
2022	Artist Development Grant, Prairie Lakes Regional Arts Council