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"We cannot live only for ourselves. A thousand fibers connect us with our fellow men; and among those fibers, as sympathetic threads, our actions run as causes, and they come back to us as effects."

– Herman Melville

#### 2018 PRO BONO REPORT



Every summer law firms across the country invite fresh-faced law students to join the firm for a few weeks to experience what it is like to work for "big law." These law students, the best and brightest, come from all different backgrounds, from large and small law schools, and from diverse social and economic backgrounds. What connects many of them is the idealism that led them to law school in the first place. When you ask these students why they wanted to go into law, many of them will tell you that they saw a need and wanted to help bridge the gap by working to provide access to justice for those who are not able to represent themselves and lack the ability to pay for a lawyer. Others may be driven by their background—they may be a veteran, or a child of immigrants, or an entrepreneur. Some may be related to a lawyer who worked for a legal aid organization or to one who incorporated pro bono into their business model. In the end, many students tell us they end up choosing a law firm where they believe their desire to contribute to society fits into the firm's commitment to provide pro bono legal services to the community.

Influencing the summer associates at Fredrikson & Byron are the lawyers at the firm—associates and shareholders alike—who say that some of their most memorable and meaningful cases were those they took on a pro bono basis. They will tell you that helping a client with a brain injury negotiate a debt in order to keep her house reminded them why they went to law school. Some take the skills they have honed and use them to help an inventor who developed a time- and money-saving device—and then celebrate with the client when the device is sold and distributed. Some say that by working side by side with an immigrant starting a business, and then seeing that client build the business into one employing dozens of people renews their faith in the American dream.

No matter where lawyers are in their careers, most will tell you that doing pro bono work allows them to connect with those in the community in a way they normally would not. It gives them an opportunity to give back to those less fortunate—and by doing so, they receive much more in return.

We hope you enjoy the stories that follow.

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### Personal Representation Improves Lives



**Greg Karpenko**, a shareholder in Fredrikson's Litigation Group, represented a low-income client in a case referred through Volunteer Lawyers Network (VLN). Before working with her,

Greg's client had sued her landlord in Conciliation Court after she lost many of her possessions in an apartment fire. Like many indigent individuals, the client could not hire a lawyer and was forced to represent herself against the landlord's lawyer. Unfortunately, like many other people in similar situations, she lost. She then contacted VLN to find a volunteer to appeal her case in District Court. Greg and summer associate **Chethana Perera** agreed to take the case and work with the client on the appeal. After the case was filed, the landlord was hospitalized and accrued significant medical bills. As a result, Greg negotiated a resolution with the conservator, who agreed to pay the client \$450, which was even a bit more than she had originally requested. After the conclusion of the case, the conservator, a retired judge, sent Greg a note: "Impressed with quality of service your firm renders to low-income pro se persons."



GREG KARPENKO

"Navigating our judicial system as a self-represented litigant is incredibly difficult and these cases frequently end without their best case being presented. It was a privilege to help our client figure out her best case and turn a bad outcome into a meaningful victory that helped get her back on her feet."

— Greg Karpenko





DANIEL DEVENY

Daniel Deveny, an associate in Fredrikson's Condemnation & Eminent Domain Group, represented a woman who had sold a residential property to another individual on a 20-year Contract for Deed. The woman, disabled due to severe health issues and living on income slightly above the poverty level, had inherited the house a few years earlier, and hoped the sale would provide necessary additional income. However, the contract was

prepared by the purchaser, and included several unusual terms favorable to him. Within a year of the transaction, the purchaser had turned the property into a junkyard covered in broken down vehicles and other debris.



JOHN KONECK

Additionally, the purchaser also placed several trailers on the property where individuals unlawfully stayed. Because the seller was still legally the owner of the property under the terms of the Contract for Deed, the city cited her with violations of city ordinances. The woman sought assistance from Volunteer Lawyers Network, where John Koneck, a shareholder the Real Estate Group, met with her at a local advice clinic. After meeting her and hearing her story,

John decided to provide full representation to her, and recruited Daniel to assist. The team helped the client serve a Notice of Statutory Cancellation of the Contract for Deed, but the purchaser refused to acknowledge the cancellation and filed a lawsuit to contest the action. A three-day trial involving a dozen witnesses was held this past winter. Following the trial and briefing, the judge ruled in our client's favor, deciding that the purchaser breached the Contract for Deed in numerous ways, and that it was terminated both by statutory cancellation and judicial action. The judge also ordered the purchaser to surrender possession of the property within two weeks so our client could begin the clean-up process. The purchaser refused to vacate the property, forcing the team to file an eviction action on behalf of our client. At the hearing, the court issued a Writ of Recovery that allowed the Sheriff to remove the purchaser from the property. Although it was a long process that lasted over a year, the client was overjoyed to finally be able to recover her property. Summer associate Emily McAdam appeared and presented at the eviction hearing on the client's behalf.

"Appearing on behalf of this client at the eviction hearing was a highlight of my summer at Fredrikson. After the hearing was over, the client was so relieved that this ordeal was finally coming to a close. She also expressed her endless gratitude for the help that Daniel, John and I had been able to provide. Beyond just getting to help a client in need, this experience provided me with my very first opportunity to appear as an advocate in front of a judge. This experience will be invaluable to me as I prepare to launch my career as a lawyer. Though this project only amounted to a few hours work, it is one that I will remember forever as my first 'win' on behalf of a client who truly needed our help. I look forward to building a pro bono practice in my future career!" – Emily McAdam





STEVE QUAM

Steve Quam, a member of Fredrikson's Condemnation & Eminent Domain Group, met with a young, single mom named Olivia at the Legal Access Point clinic, a walk-in clinic located at the Hennepin County Courthouse. Olivia needed help getting the police to listen to her. Olivia explained that she had been in a relationship with her baby's father, but after it turned abusive, she kicked him out and filed for an Order for Protection against him.

Despite the Order, her ex-boyfriend took her keys and car and would not return them, so she went to the police to report the car stolen. The police disagreed and said that since she had given him permission to drive the car once, they did not consider it stolen. Shortly thereafter, the police pulled the car over and arrested her ex-boyfriend on different charges. They then gave the keys to the car to a woman passenger even though that woman had a suspended driver's license. While they did notify Olivia that the car was located, they once again said they could not help her retrieve her car. When Olivia asked for a copy of the police report so she could find her car herself, they refused to provide it to her. Olivia tried to get help at both the police precinct and City Hall locations, but was not able to navigate the system on her own. At the clinic, this young mom explained that she lived in a far suburb of the county and had just found a new job. Because she could not find her car and was afraid of losing her job, she now had to take her children to daycare on the bus, drop them off, and then take another bus to work, something that was a hardship for her and her children. Her frustration was palpable. After listening to her story, and drying her tears of frustration, Steve walked her over to City Hall, where he was able to quickly pull a copy of the police report, which listed the name and address of the woman who now had possession of the car. It took Steve about 10 minutes to right this wrong. And best of all, Steve reported that Olivia let him know later that same day that she was able to retrieve her car. When she went to the address in the police report, she learned that the other woman had become frightened and had given the car to someone else Olivia happened to know. Olivia was able to call and explain the situation, and the car was dropped off at her workplace in time to pick up her kids at daycare.

"Listening to Olivia—a young woman trying to do the right thing for herself and her children by leaving an abusive relationship—reminded me that listening is often the most important part of being a lawyer (or for that matter, a parent, or a spouse or a friend). I was happy to help Olivia navigate the system, and am delighted that it ended well for Olivia and her kids." – Steve Quam







TERRY FLEMING

JON BAKER

The Upper Midwest is home to a number of Native American communities, and within those communities are individuals who have dedicated their lives to the social and economic benefit of their constituents. One such person recently wrote an autobiography that included stories

about his work in civil rights as he led peaceful protests locally and nationally. The autobiography also contained a section about an arrest, and referenced another individual's role in the government's sting operation. When that person brought a defamation claim against the author, **Terry Fleming** and **Jon Baker**, lawyers in Fredrikson's Business and Civil Litigation Department, stepped in to assist. The team proceeded to defend against the claim to prove that the story in the autobiography was based on fact.

The case was important to our client for several reasons, including the fact that the client had spent decades establishing himself as a leader and activist in the community. The suit also created discourse within the Native American community and among those who knew both parties, but it was exacerbating medical issues the client and his wife were facing due to the additional stress. For these reasons, Terry and Jon worked hard to settle the case on terms that were acceptable to all parties in a fairly short amount of time.

"Working on this case gave me the opportunity to learn about our client's accomplishments as an activist and community leader. I learned how he and others founded the American Indian Movement in the 1960s and how he has fought against injustice and inequality for nearly 50 years. In the end, through our pro bono representation, we were able to help a person who has spent his entire adult life helping others. It was an honor to work on this case." – Jon Baker







DAVE MARSHALL

ALISSA MITCHELL

Dave Marshall, a shareholder in Fredrikson's Business Litigation Group, represented a 49-year-old client with physical and cognitive disabilities. As a result of her disabilities, she was unable to find or maintain employment. Her only source of income was \$732 per month in Social Security Disability

Income. The client had a long-standing judgment against her for \$3,600 related to old credit card debt. The creditor had renewed the judgment, adding interest and fees to the balance. The judgment was also preventing the client from obtaining credit. The client had considered bankruptcy, but did not want a bankruptcy on her record. Dave agreed to help negotiate a settlement with the creditor, so that the client could obtain a satisfaction of judgment.

During the representation, Dave learned that the client's only asset consisted of a house in Minneapolis that she inherited from her mother. The house was vacant, boarded up and close to forfeiture based on long over-due real estate taxes and fees. Dave also learned that the client had signed an agreement to sell the house for \$74,000 to a flipper. It was soon clear that the client did not understand the terms of the agreement. In researching the property tax situation, it was determined that the house was worth more than \$74,000, and that other buyers were interested, including one who was willing to pay \$101,000 for the house. Dave was able to get the flipper to agree to a cancellation of the purchase agreement. Alissa Mitchell, an associate in the Real Estate Group assisted and worked with a new buyer, the title company and the city to prepare a new purchase agreement. Alissa also reviewed the closing documents and guided the client through a successful closing. In connection with the closing, the client's taxes and fees were paid. At the same time, Dave negotiated a settlement of the credit card debt which the client was able to pay in full from the sale proceeds, and obtained a satisfaction of judgment. The client was extremely grateful for the assistance and now lives with her daughter.



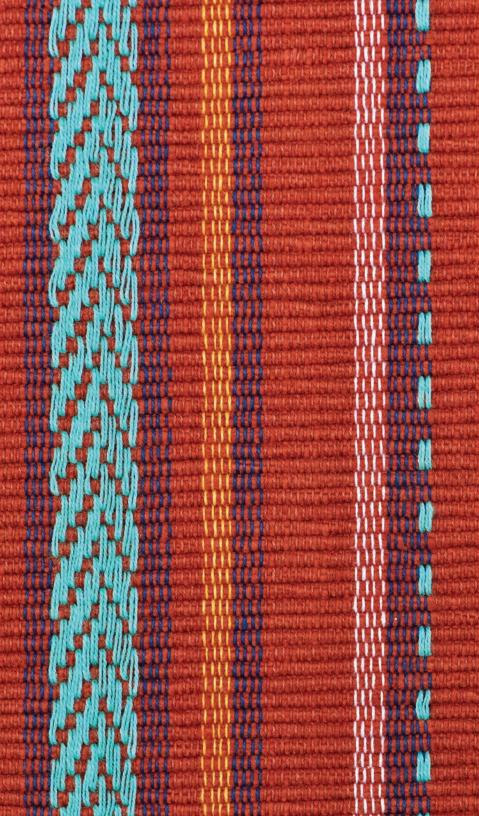


**JAKE HARRIS** 

Jake Harris, an associate in Fredrikson's Business Litigation Group, had his license for just a few weeks when he volunteered through Volunteer Lawyers Network to help a single mother who immigrated here more than 20 years ago with her husband. Sadly, her husband was an alcoholic who abused her and their children. After she divorced him and secured custody of the children, her only asset was her house, which was fully paid off.

Since the divorce, she had been unable to find long-term employment, but worked when she could as a Certified Nursing Assistant. However, due to the divorce and loss of support from her ex-husband, the client had accumulated a considerable amount of debt, including credit card debt resulting from the purchase of material to fix a leaking pipe, which she did herself after watching online videos in order to save money. While she worked to pay off her debts, including paying off the principal, she could not keep up with the interest. After the credit card companies sold her debt to debt collation organizations, she was sued. Prior to connecting with Volunteer Lawyers Network, the client notified all of her collectors, explaining her situation and that her assets were exempt. Unfortunately, the debt collectors refused to negotiate a payment plan that she could manage with her limited funds. Fearing she would lose her home over this, she was fortunate to connect with Jake, who put her fears to rest by explaining that her home was exempt from the collection process. He then called the lawyers from the collection companies and explained to them that, even if they were able to win a judgment, they would not be able to collect on it as her only income was also exempt from collection. The opposing counsel graciously agreed to dismiss their case completely, allowing Jake's client to rest easy knowing these lawsuits would go away for good.

"This case is a good example of how easy it can be for a licensed attorney to make an enormous impact on someone's life with almost no hassle. It is also a good example of why we as attorneys have a moral obligation to help those who cannot afford legal services. On her own, my client had a hard time convincing the collectors their lawsuits were hopeless. But having someone who could go to bat for her changed everything. Not only was she able to free herself of insurmountable debt, but she was also able to protect her home!" — Jake Harris





## 2 Immigration and Hope

Pam Abbate-Dattilo and James Brand, shareholders in Fredrikson's Litigation and Bankruptcy Groups respectively, successfully represented a woman from the Congo on her claim for asylum a

few years ago. The client was a nurse in the Congo who, in her late teens and early 20s, adopted and raised three orphaned children. When she had to flee to the U.S. after being kidnapped, raped, and left in a ditch due to her political affiliation, she had to leave her three adopted children behind. Because she had to flee so quickly, she did not have paperwork showing she had, in fact, legally adopted the children. Once her application for asylum was approved, she needed the official adoption decrees to bring her children over to the U.S. to be reunified as a family. However, her attempts to secure the documents failed and she missed the deadline to file. Undeterred, Pam and her client then contacted every person in the Congo who had knowledge of the adoptions, secured the necessary affidavits, school and medical records showing this client took in and cared for the children, and then, in a leap of faith, submitted what they had after the deadline and hoped for the best. Luckily for Pam's client and her children, the submission was received, reviewed and (after the government made a request for additional proof) approved. The client is ecstatic and filled with hope that—after six long years—she may yet be unified with her children.







JAMES BRAND





**ADAM STEINERT** 

For more than three years **Adam Steinert**, a shareholder in Fredrikson's Intellectual Property Group, represented a young man from Jamaica on his asylum case. The client contacted The Advocates for Human Rights after fleeing the violent persecution he faced in his home country for his sexual orientation. Adam worked with the client to gather the necessary documents and affidavits to attach to his application for asylum. Adam also helped the client

prepare for the interview—something that can be intimidating for those who have not had the benefit of working with an experienced lawyer. Adam and the client were ecstatic when they learned that the client's application was approved and that he can now live his life free to be himself. The client wrote the following note to Adam:

"After all this time waiting asylum has finally been given. Words can never express how grateful I am for all that you have done, thank you so much for being a part of this journey that is instrumentally important in my life. I am forever thankful in the steps that you have taken in assisting me in preserving my life and safeguarding my future."

In a note to Sarah Brenes at Advocates for Human Rights, Adam notes: "It is a reminder of the power that our profession holds, and I am truly honored to have been a part of this journey."



Loan Huynh, a shareholder in Fredrikson's Immigration Group, represented a woman who was a citizen of Ethiopia of Oromo descent, in obtaining asylum in the United States. Our client was targeted by the Ethiopian government because her father was a major leader in the Oromo People's Congress, a major opposition political party, and the government believed that she was engaged in anti-government activities and part of the Oromo opposition. Due to this imputed belief, our client was beaten, tortured and jailed multiple times in Ethiopia. Fearing for her life, she fled to Qatar, where she found work as a domestic worker for a family, who unfortunately, also abused her. She then fled to the United States, where she made her way

to Minnesota and the Advocates for Human Rights. Because of her past persecution and a well-founded fear of future persecution due to her imputed political opinion and because she is Oromo, Loan and her team requested an expedited interview for her when they filed her application. The request was granted within a month, and, after waiting nearly two years for her interview, asylum was granted. The team is now applying to bring the client's spouse into the U.S. Paula Blenker, Lauren Anderson, and Maiyia Vang provided invaluable assistance to the client.









LOAN HUYNH

PAULA BLENKER LAUREN ANDERSON MAIYIA VANG









RYAN YOUNG

Kiel McElveen and Ryan Young, associates in Fredrikson's Mergers and Acquisitions and Business Litigation Groups respectively, currently represent an Ethiopian man seeking asylum through a referral from The Advocates for Human Rights. Their client is a member of the Oromo ethnic group

in Ethiopia. The Oromo people are the largest ethnic group in Ethiopia, but hold very little political power and have been persecuted by the national government for many years. The client, a field epidemiologist who studied outbreaks and other public health emergencies, had advocated for many years for the self-rule of Oromia by the Oromo people, and as a result was detained, tortured and prevented from working in his chosen field by the Ethiopian government. Due to this treatment, and having a well-founded fear of further persecution and torture, the client fled to the United States, leaving behind his pregnant wife and another young child. Kiel and Ryan worked with the client on his asylum application, which was filed in December 2016, and

were with him for his interview with the Department of Homeland Security on April 20, 2018. After obtaining his work authorization, the client now supports himself by packaging medical supplies at a local company. The team, client and his family are anxiously awaiting a decision on his application, which may take up to two years.







DEBRA SCHNEIDER LAUREN ANDERSON

Congress created the U nonimmigrant visa (U visa) with the passage of the Victims of Trafficking and Violence Protection Act (including the Battered Immigrant Women's Protection Act) in October 2000. This legislation was intended to strengthen the

ability of law enforcement agencies to investigate and prosecute cases of domestic violence, sexual assault, trafficking of aliens and other crimes, while also protecting victims of crimes who have suffered substantial mental or physical abuse and are willing to help law enforcement authorities in the investigation or prosecution of the criminal activity. Over a five-year period, Debra Schneider, a shareholder in Fredrikson's Immigration Group, and immigration paralegal Lauren Anderson assisted a mother secure U visas and lawful permanent residence status for herself and her four children. The client had been battered, strangled, and severely abused by her boyfriend, who threated to kill her if she left him. Fearing for her life and for her children, she was able to seek help and went to the police to report the abuse and threats. Due to her cooperation in reporting and assisting with the prosecution, she was granted a U visa, which is a temporary status. After three years in U visa status, our client and her children were eligible to apply for lawful permanent residence. Through our help, they were granted adjustment of status and now have green cards. They are eligible to apply for citizenship in the United States in five years. Now able to live without fear of abuse, and having a pathway to citizenship, our client was able to purchase her first home.





# Working for Veterans



Each month, Fredrikson lawyers and paralegals partner with the Minnesota Assistance Council for Veterans (MACV) and volunteer at the Veterans Medical Center in Minneapolis to meet with and give

legal advice to our country's service men and women. Additionally, the Fargo office also partners with MACV to hold a legal clinic at the Fargo Veterans Medical Center. From employment advice to advice about credit card debt, estate planning to general litigation, volunteers provide hundreds of hours of free legal service to our veterans and their families. Attending this past year included: Kyle Barlow, Jason Cassady, Kate Charipar, Michael Cummings, Clint Cutler, Rachel Dewald, Jessica Foss, Barb Fritz, Nicole Garvey, Bill Guy, Lisa Holter, Angela Horel, Andrea Jenson-Packer, Alicia Jones, Jade Jorgenson, Steve Kinsella, Chris Kline, Barb MacInnis, Patrick Mahlberg, Brendan Mochoruk, Deborah Moeller, Ryan Murphy, John Nelson, Edgar Ocampo, Penny Oleson, Sarah Olson, Katie Perleberg, Anne Radolinski, Howard Roston, Debra Schneider, Joe Slivocka, Erik Splett, Elizabeth Summers, Charissa Syvinski, Kim Thompson, Ben Tozer, Sarah Tucher and John Williams.

"MACV gets over 2,000 new requests for legal assistance every year and relies on volunteers, like the amazing team from Fredrikson & Byron, to help homeless and at-risk veterans resolve their legal issues. With a small staff of four, we could never come close to meeting the need of our clients without these volunteers and their willingness to go above and beyond to serve those who so proudly served our country." – Sara Sommarstrom, Vet Law Director, MACV







RYAN MURPHY

As a regular volunteer at the walk-in legal clinic for veterans sponsored by the Minnesota Assistance Council for Veterans at the VA Medical Center in Minneapolis, **Ryan Murphy**, a shareholder in Fredrikson's Bankruptcy, Restructuring & Workouts Group, gives brief advice to veterans on debt or bankruptcy issues. This past summer, Ryan agreed to assist a veteran he met at the clinic who needed help resolving many outstanding credit card

debts. Ryan explains that the client, Stan, served two tours in Vietnam, was wounded and awarded a Purple Heart. After his wife of 28 years passed away in 2008, Stan lived alone with his golden retriever, who was his companion and best friend. When Stan was forced to move into the VA hospital due to his deteriorating health, his family learned that he had been unable to maintain his residence and affairs for many years. The home was in extremely poor condition, littered with debris and infested with mice. Many of the items of mail, including bills, were unopened and dated back to 2008. A relative was named as Power-of-Attorney and began assisting in managing Stan's affairs. Through that process, it was determined that Stan had outstanding obligations totaling more than \$15,000, which his limited income could not cover. It was also determined that all of his income, including his VA disability, social security benefits, and a pension, would normally be exempt from any judgments or garnishment proceedings brought by any of the credit card companies. However, Stan wanted to pay something to the seven creditors to settle the debts. He proposed paying 50 percent equally to each one. Ryan drafted a letter to the creditors explaining his client's situation, and after much back and forth, the client reported that all the credit card companies agreed to the proposed resolution. Stan has now recovered from his most recent stint in the hospital, has sold his home and is receiving continued assistance from the VA.

After completing the work, Ryan received an email from the personal representative:

"Thank you so much for your guidance through the process. I couldn't have done it without you. Stan also extends his thanks for your help and your willingness to help him pro bono."

"In speaking with Stan, it was pretty clear that there was a potential for a fair resolution for him and the credit card companies, but that he and his Power-of-Attorney may not be able to reach it on their own. It was a pleasure working with Stan and his Power-of-Attorney to do my part to reach a reasonable resolution, and share Stan's story with the credit card companies as a justification for that agreement. It's always rewarding to help those that have fallen on hard times, and even more so when it is someone who has served our country." – Ryan Murphy





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## Providing Voice to Children



**Sam Orbovich** and **Pari McGarraugh**, lawyers in Fredrikson's Health Law Department, received a request from the Children's Law Center to represent a teenage boy facing an unjust situation that, if

left unresolved, threatened his adoptive parents' foster care license and could impact this young individual for the rest of his life. The saga began when the teenager learned that he had been accused of maltreating another child when he failed a background check that was necessary for his adoptive parents to maintain their foster care license. The supposed maltreatment was reported and a determination had been made many years earlier, when the teen was only 11 years old. Sam and Pari filed an administrative appeal, challenging both the licensing action and the underlying maltreatment determination. The county argued that the client could not appeal the maltreatment determination because he failed to appeal timely years ago, even though the county admitted that it did not provide actual notice of the maltreatment determination or the client's right to appeal. Sam and Pari argued that the county's feeble attempts at notice did not satisfy the legal requirements and were constitutionally inadequate as the client did not actually know about the determination. Even if he had known about it, they argued, he couldn't have exercised his right to appeal, because at the time of the determination the client was an 11-year-old child experiencing a mental health crisis. Additionally, his housing was unstable because he had been removed from his home due to alleged abuse by his guardian. He had been shuffled between inpatient hospital treatment, an emergency shelter and several foster homes. A human services judge rejected the county's argument and permitted the client to challenge the maltreatment determination. The judge held the county had violated both Minnesota statute and the client's constitutional right to due process of law by failing to provide notice of the determination to the child and thus, his right to appeal had not been waived. Following the judge's order, Sam and Pari were able to convince the county to drop the maltreatment determination entirely, clearing the client's name and allowing his adoptive parents' foster care license to remain in place.







**PARI MCGARRAUGH** 

"It is always a big deal to have the opportunity to advocate for what's right on behalf of a client. In this case, it was a particular honor because our client is a great kid, adopted by a wonderful and generous family, and we are proud to give them the chance to move forward with a clean slate." – Pari McGarraugh





KRISTIN BLENKUSH

Mid-Continent Oceanographic Institute (MOI) is a Minneapolis nonprofit. The group's name is a play on Minnesota's "Land of 10,000 Lakes" tag line—an oceanographic organization in the middle of a state in the middle of the country. The organization works to empower underserved K–12 students to think creatively, write effectively and succeed academically alongside a community of caring volunteers. One of the goals of the

organization is to become part of 826, a national network of organizations that encourages students to look beyond their borders and reach for the stars—or in this case—the ocean. **Kristin Blenkush**, a shareholder in Fredrikson's Real Estate Group, serves on the board of MOI and recently helped negotiate a commercial lease for the organization's new space. Law student **Gracie Hyland** assisted on this project.





DAVID WINKI FR

**David Winkler**, a shareholder in Fredrikson's Corporate Group was looking for a pro bono project that would allow him to help others in a way that was different than his normal work. After speaking with other lawyers who volunteered to represent children in foster care, David began working with Children's Law Center (CLC) in 2014. While the legal mission of CLC is to provide children ages 10-21 with a voice in court proceedings,

what the volunteers with CLC provide is often much more valuable—a relationship with an adult who listens to the childrens' wishes and empowers them to speak for themselves. David has worked with his current client for nearly three years. His client was removed from his home due to neglect and placed in foster care in Ramsey County. David meets with his client on a regular basis, oftentimes just to make sure things are going well.

"When you work with a child who is in foster care and you are able to build a connection to them, to let them know that someone is there for them, is listening to them, and you are someone who they can trust, it benefits both the volunteer and the child. It's extremely gratifying work." — David Winkler





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## Pro Bono Assistance to Entrepreneurs



Fredrikson's pro bono program touches lives in all of the communities in which we office. In Des Moines, for example, one such project is our work with the Iowa Center for Economic

Success (The Iowa Center). The mission of The Iowa Center is to empower citizens with the potential to succeed as they look to start a new business. The Iowa Center does this by providing education, resources relating to credit and lending programs, and networking and advocacy opportunities. This past year, attorneys **Brett Roberts**, **Marc Ward** and **Olivia Kilgore** began a pilot project with The Iowa Center to provide pro bono legal advice to their business students. Students participating in The Iowa Center's training program attend weekly classes to learn how to start a new business, access financing and marketing assistance and more. Brett, Marc and Olivia were on hand each week to meet with students and provide legal advice on a wide-range of topics.









**BRETT ROBERTS** 

MARC WARD

**OLIVIA KILGORE** 

"We're grateful that our Iowa Center partnership will help our Des Moines corporate attorneys meet pro bono commitments, but we're thrilled that as a result of our Iowa Center partnership we'll be able to help make more dreams happen for business owners in the Des Moines community." – Brett Roberts



Brett Roberts presenting to the students at the Iowa Center for Economic Success.





YOUN-IIN KIM

Youn-Jin Kim, a shareholder in Fredrikson's Mergers & Acquisitions Group, assisted a client who had started an architectural sheet metal company a few years ago. The owner is a Hmong American entrepreneur, a first generation immigrant and a transplant from North Carolina. He received business start-up assistance from Neighborhood Development Center, a community economic development nonprofit located in St. Paul,

Minnesota. Fredrikson originally helped him formalize and incorporate his business. As his business grew and became more successful, he had an opportunity to team up with new partners and expand the business by setting up three new affiliated organizations focused on general contracting, building materials and distribution of building materials. Youn-Jin helped this visionary immigrant understand the options available to him and helped incorporate the three affiliated entities. Youn-Jin also advised the owner on the structure of the ownership of each such entity, and how to raise capital privately.





STEVE KAPLAN

**Steve Kaplan** attempted to retire from his practice as a tax lawyer at Fredrikson a number of years ago. However, this dedicated lawyer regularly steps in to assist those in need, including this past year when he helped a small business owner who had sold her business before she left the country for over two years. While she was away, the new owner failed to pay the business's Minnesota employment taxes. The client later returned home to find that the Minnesota

Department of Revenue had assessed her personally for the unpaid taxes. After making what she thought was the requested payment, the client received yet another notice of unpaid taxes and penalties. After trying unsuccessfully to get more information on why she owed additional funds, or to prove her case to the Department of Revenue herself, she turned to Steve for help. Working with the client, Steve was able to prove to the satisfaction of the Department that she was not liable for the tax, and in fact she was entitled to a refund of what she had paid to the Department after she received its initial demand for payment.





# Supporting Nonprofits in the Community

Dave Marshall has provided pro bono legal services to a local nonprofit shelter for many years. The shelter, located in Minneapolis, provides free daily meals for indigent individuals and families. The organization employs security personnel to ensure the safety of

families. The organization employs security personnel to ensure the safety of all of its clients and volunteers. In early 2017, a guard asked an individual to leave the shelter due to his behavior. When that person refused to leave, the guard escorted him off the property. The individual then filed a report with the Minneapolis Police Department, alleging he had been attacked for no reason, punched, and hit with a billy club, something the guard and organization vehemently denied. The individual also filed a petition for a Restraining Order at the county level against the guard. Dave, shareholder Leah Janus and associate Marie Williams represented the guard at the evidentiary hearing. The Referee found the individual and his "witness" to have "no credibility" and dismissed the Petition for Restraining Order. The individual subsequently filed an action in U.S. District Court, alleging various counts against the shelter, the police officer who took the information, the Minneapolis City Attorney's Office, and the Minnesota Department of Civil Rights. Dave, Leah and Marie obtained permission from the Court to immediately move for summary judgment. In a 50-page Order, the Court granted the motion, and dismissed all claims, clearing the guard and the shelter of any wrongdoing.



DAVE MARSHALL



LEAH JANUS



MARIE WILLIAMS



Larry Berg, a shareholder in Fredrikson's Real Estate Group worked with a local nonprofit whose mission is to provide social and economic prosperity by providing access to opportunities that stabilize and develop families and communities. The organization needed to divest itself of a building it owned in order to move forward with another housing and commercial space development property that would better suit its needs. The transaction was complex because the building was worth less than the encumbrances and loans on it. After receiving an offer that left the organization in a less-than optimal financial situation, the Executive Director reached out to Fredrikson & Byron for assistance in order to determine if there was a way to negotiate the sale that would make better economic sense. Larry was able to work with the loan holders to find a way that allowed the organization to complete the sale without jeopardizing the new project. Lisa Lindenfelser, a paralegal in the department assisted with the title work and transaction closing. The Chief Executive Officer of the organization wrote a letter acknowledging her appreciation for the work and time that Larry and Lisa contributed. In part, she stated:

"I found Larry to be exceptional in his manner, skills and knowledge. Throughout the process, I felt well informed and able to make appropriate decisions based on our communication. As we drew near to closing, Lisa was on top of the entire process. She actually went out of her way on her day off to facilitate my pre-signing closing documents. Without their assistance we would have been hard-pressed to complete this process. As a small nonprofit organization, we are certainly fortunate to have had access to this level of quality legal services, especially as a pro bono donation. I wanted you to know how much I appreciated the fine work that our agency received."







LISA LINDENFELSER



Led by a revitalization of the downtown area, Fargo, North Dakota, has experienced tremendous growth in the past few years, bringing new businesses and residents to the area. Like many cities with rapid population growth though, the downtown area was considered a "food desert" in that it did not offer many opportunities to purchase healthy, organically grown foods. Prairie Roots Cooperative began selling locally grown, organic foods in downtown Fargo in 2017. Mike Raum, a shareholder in Fredrikson's Fargo office with experience in Agribusiness and Cooperative law, worked with the group to incorporate it into a membership cooperative. Prairie Roots is now a thriving organization that offers educational and community events in addition to groceries and other member benefits. Lawyers Kristy Albrecht and Beth Alvine, along with paralegal Christy Carrier, also assisted.





KRISTY ALBRECHT



**BETH ALVINE** 



CHRISTY CARRIER





TERESA THOMPSON

**Teresa Thompson**, a shareholder in Fredrikson's Employment and Labor Group, joined the board of the Ann Bancroft Foundation in 2014. The Foundation works to empower girls to reach their full potential through the award of grants used to help connect them to mentors and provide life-changing experiences. Since 1997, the Foundation has awarded grants to more than 4,000 Minnesota girls. In addition to serving on the

board, Teresa has provided pro bono legal services to the organization by assisting with employment and nonprofit governance issues. The organization also receives support from the Fredrikson & Byron Foundation.





**AUBREY ZUGER** 

The YWCA Cass Clay was formed in 1906 to help women reach their full potential through community support programs including first aid and English classes for immigrant women. Those services expanded to include a multitude of educational and leadership opportunities, as well as safe and affordable housing options. The organization began providing emergency shelter and supportive services to victims of domestic violence and

to homeless women and children. Today, the YWCA Cass Clay is the largest shelter serving women and children in North Dakota and northwestern Minnesota. The Fredrikson Foundation provides financial support to this vital nonprofit and **Aubrey Zuger**, a shareholder in Fredrikson's Business Litigation Group, provides employment and general legal advice.





FRANK BENNETT

Dating back to the late 19th century, the Washburn Center for Children in Minneapolis is a leading children's mental health center. It is estimated that one in five children will experience some sort of mental health crisis, yet only 20 percent will be able to get the help they and their families need. Washburn serves children from birth to age 18, and provides support services to family members. Due to the community's growing needs,

the organization has doubled the number of children it serves in the past six years and last year served more than 3,300 children and nearly 10,000 family members. **Frank Bennett**, a shareholder in Fredrikson's Mergers & Acquisition Group, serves as Chair of the board of directors and has assisted the organization with a number of governance issues.



# Department Spotlight – Intellectual Property



Fredrikson & Byron's Intellectual Property Group encompasses many talented lawyers, chemical and electrical engineers, patent agents, litigators and more. The lawyers and staff within the

department volunteer for a wide variety of pro bono projects, including the following:

Darnell Cage, a patent lawyer in the group with a background in mechanical and aerospace engineering, worked with a client this past year who has been working for nearly 20 years to bring his idea to market. In 1998, the client engaged Fredrikson & Byron to file a patent on an automatic fish feeder. The client saw a need for individuals to feed their fish during long and sometimes unexpected absences and the need for certain fish to be on a diet that requires consistent food delivery times. Some fish tend to be more responsive during feeding times if the feeding source was engaging and did not allow the food to get soggy and sink to the bottom of the tank where they cannot get to it. Because none of the fish feeders on the market met these special needs, he invented an automatic fish feeder in the shape of a fish that used a combination of water circulation and a series of valves and tubes to provide flake fish food to fish tanks. However, before he was able to take the idea to market, he became ill with prostate cancer and the patent expired. The client was forced to retire and has been living on Social Security Disability Income for the past 10 years. He recently returned to Fredrikson & Byron to file a new patent application for his improved automatic fish feeder. His new invention is a simplified design ideal for more modern, granular fish food. The improved automatic fish feeder is still in the shape of a fish but includes many updates. The client's patent is currently pending with the United States Patent and Trademark Office and awaiting action from the Examiner. Paralegals **Deb Maday** and **Sarah Munson** provided assistance on this case.



DARNELL CAGE



DEB MADAY



SARAH MUNSON





CINDY MOYER

Cindy Moyer is a shareholder in the Trademark Group who works with clients to protect their trademarks, copyrights and other rights, both in the U.S. and internationally. For the past year and a half, Cindy has worked with a woman to register the trademark name "Mobile Menders," a program the client had started that takes volunteers to homeless shelters, schools, churches and other places to provide mending services on a walk-in

basis to those in need. The services range from installing a new zipper in a winter coat to turning a worn pair of jeans into a new pair of shorts. While Cindy worked on the trademark application with the U.S. Trademark Office, word of the volunteer group spread. Mobile Menders was featured on Minnesota Public Radio, and in stories in the Star Tribune and other local newspapers. Volunteers signed up to mend clothing and the group has received donations of fabric, thread and other sewing notions. Mobile Menders now has more than 200 volunteers who provide free mending and sewing services around the Twin Cities. Their motto is, "We believe everyone deserves the opportunity to have clothes that fit and are in good shape." In one year, Mobile Menders served more than 500 people and saved more than half a ton of clothing and textiles from landfills.





RYAN SPANHEIMER

Sometimes ideas come to those who are looking for a more efficient way to complete an everyday task. **Ryan Spanheimer**, an associate in the group with a background in Civil Engineering, worked with a client who works on a ranch, and who had invented a process that would allow an agricultural fence to be installed quickly and cheaply. Ryan prepared and filed a patent application for the client's invention. With his patent

pending status in hand upon filing of the application, the client has since been able to secure a distribution agreement for the product. Ryan plans to help with prosecution of the application in the future.







STEVE KAPLAN

JOHN PICKERILL

Damon Thibodeaux was just 22 years old when he was arrested and sentenced to death for a crime he did not commit. Fredrikson & Byron lawyers, led by **Steve Kaplan**, were able to prove his innocence and secured his release from prison in 2012. Since that time, Damon has spent much of

his time working with others advocating for the repeal of the death penalty due, in part, to the overwhelming number of innocent individuals sentenced to death but later exonerated through advances in DNA testing. Reel Nice Films, a documentary film company, produced a film entitled "The Penalty" that followed three story lines, including Damon's, that relate to the death penalty in America. The company reached out to Fredrikson & Byron for assistance reviewing film and news clips that were used in the documentary to ensure that the film did not violate any copyright laws relating to public use. John Pickerill, a shareholder in the Advertising, Media & Trademark Group, worked with the producers and advised them on the usage prior to the film's public release.





NADJA BAER

With a practice focusing on a variety of intellectual property, software and information protection topics, associate **Nadja Baer** stepped in and assisted a local nonprofit that is regarded as the national resource center on civil and criminal justice responses to intimate partner violence. The organization was looking for advice regarding copyright ownership of materials created during the provision of professional services under a number of

sub-awards between our client and another nonprofit organization. Both organizations wanted to claim that they owned the materials. Nadja analyzed the development timelines, the various renditions of the materials, and the various intellectual property ownership terms of the agreements between the organizations to determine which organization had the stronger claim

to ownership of individual materials. The client was then able to use that information in negotiations with the other organization to determine the appropriate rights.



Natalie Kadievitch, Ann Ladd and Cindy Moyer, shareholders in Fredrikson & Byron's Intellectual Property Group, are assisting a client realize a dream of developing a tool to enable individuals to engage in difficult conversations. The client developed a product in the shape of a human figure designed to facilitate conversations on a myriad of topics. The client's product does not represent gender or race—rather it is designed to help people see what is inside of them and explore a myriad of topics such as race, gender and discrimination. The product holds a deck of cards addressed to a particular topic. On the front of the card is a picture meant to be shown to several individuals. On the back is an action word meant to get people thinking, along with questions that a facilitator can ask to spark conversation on the topic. Natalie is assisting the client build on a previous patent to cover new developments for his product line. Ann is helping the client with his website, ecommerce activity, and content creation devoted to the product, while Cindy is assisting the client with trademarks for his product. The project has received assistance from paralegals Deb Maday and Sarah Munson.







ANN LADD



CINDY MOYER



DEB MADAY

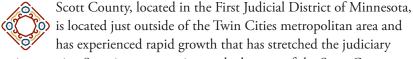


SARAH MUNSON





# 8 Recognitions



to its capacity. Stepping up to assist are the lawyers of the Scott County Referee Program consisting of Joe Cassioppi, Joe Dixon, Leah Janus, Greg Karpenko, Dave Marshall, Jeff Post, Rick Snyder and Mark Vyvyan.

These lawyers provide pro bono referee services to the Scott County Conciliation Court. In doing so, they allow this small judicial staff to focus on larger and more complex cases brought on by the county's growth. The First Judicial District gives an annual Amicus Curiae Award that recognizes persons who have provided exceptional service, leadership and other contributions that allow the courts in the district to discharge their constitutional responsibility for the administration of justice.

Presenting the award, Chief Judge Kathy Messerich stated: "The generous contribution by Fredrikson & Byron, and these lawyers, assists the First Judicial District in providing prompt, quality service to the people of our communities and demonstrates once again how important volunteer attorneys are to the overall administration of justice."



IOE CASSIOPPI



**JOE DIXON** 



**LEAH JANUS** 



**GREG KARPENKO** 



DAVE MARSHALL



IFFF POST



RICK SNYDER



MARK VYVYAN





Fredrikson & Byron and its lawyers have supported the Metropolitan Economic Development Center – Meda – since

John Stout incorporated the organization in 1971. Throughout the years, lawyers have worked with Meda's clients to help them form businesses, review contracts, negotiate the purchase of a building and more. For example, this past year, Meda partnered with the NFL Super Bowl Committee to present information to minority business owners on how to respond to Requests for Proposals from the NFL. **Julie Snow-Samanant**, Fredrikson's Chief Marketing Officer, and **Erik Splett**, an associate in Fredrikson's Corporate Division, addressed an audience of more than 100 business owners who attended. A follow-up indicated that many of them did, indeed, secure business with the NFL during the weeks prior to and during the Super Bowl. Meda recognized Julie and Erik as Volunteers of the Year for their efforts and advice during the organization's annual meeting. **Pam Wandzel**, Director of Pro Bono, was also recognized for her work supporting Meda and its clients.



**JULIE SNOW-SAMANANT** 



**ERIK SPLETT** 



PAM WANDZEL



### **Distinguished Service Award**



STEVE KAPLAN

**Steve Kaplan** retired from active practice as a shareholder in Fredrikson's Tax Litigation Group in 2013 after leading a team of lawyers and staff in the exoneration of death row inmate Damon Thibodeaux a year earlier. Steve had worked tirelessly on behalf of Damon for more than 12 of the 16 years Damon spent on death row for a crime he did not commit. Retirement, however, was fleeting and, fortunately for the firm, Steve came back to work

on a wide range of pro bono cases, including other death penalty cases in Louisiana and South Dakota, and tax cases in Minnesota for individuals and small businesses. His clients have been effusive in expressing their gratitude to Steve who has helped them move forward without fear of losing their business or facing bankruptcy, or in Damon's case, for helping save his life. Steve has volunteered more than 9,400 hours to low-income pro bono clients over the past 19 years, with approximately 6,800 of those hours contributed in the past five years alone. And while the hours are important, it is Steve's quiet leadership and mentoring that will leave a lasting mark on the firm and the pro bono program. As a lawyer, Steve embodies the ideal of what it means to be a member of a profession dedicated to the rule of law. Fredrikson & Byron is honored to recognize Steve and his contributions to his clients and the firm.



### The Associate Volunteer of the Year



HALEY WALLER PITTS

Fredrikson & Byron is home to many talented lawyers who are dedicated to the profession of law and to helping those less fortunate. Many give up their work and personal time to take a case or support a cause that is particularly compelling to them. The firm proudly recognizes associates who have exhibited a commitment to providing legal services for low-income individuals.

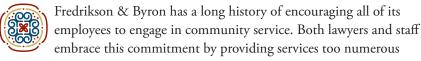
Haley Waller Pitts began her career at Fredrikson & Byron in 2013. Since that time, Haley has contributed nearly 500 hours to pro bono clients, exceeding the aspirational goal of 50 hours per year. In the past, Haley has worked on numerous pro bono projects, including the Signal Human Trafficking litigation matter, the Robinson death penalty case and numerous research projects for Advocates for Human Rights. She has most recently represented a client on his appeal through the State Public Defenders Program. Additionally, Haley has been an active member of the Pro Bono Committee for the past two years. We are proud of the work Haley has contributed.





## 9

### Other Charitable Work



to list. Their volunteer activities include such things as working with teens, serving on local community boards, fundraising for charitable events and working to keep low-income families in their homes. Fredrikson supports this commitment by giving each employee paid time off each year to volunteer for firm-sponsored community service programs.

### Delivering, Packaging & Preparing Food for the Hungry

Nellie Stone Johnson was born in 1905 and became an American civil rights activist and union organizer. She was the first black elected official in Minneapolis and helped shape Minnesota politics for 70 years. Named after her, Nellie Stone Johnson Elementary School is located in an inner-city neighborhood, where a majority of the students qualify for free school meals due to their low household income. Fredrikson & Byron lawyers and staff work with The Sheridan Story, an organization that works to combat hunger in our community by filling the gaps to food access that children face—primarily on weekends and during the summer. Each Friday morning during this past year, volunteers quietly placed food packages in the lockers of qualifying students at the school to take home to share with their families. The Fredrikson Foundation also provides financial support to The Sheridan Story.

Assisting this past school year include: Suzie Anderson, Tracy Backer, Nicole Bartz, Lisa Bond, Sandy Chu, Ingrid Culp, Mike Cummings, Darlene Dehmer, Mary Esjornson, Krithiga Ganesan, Roxanne Gangl, Kelly Griffith, Jodi Gustafson, Gina Guthmiller, Angela Horel, Alicia Jones, Jade Jorgenson, Steve Kaplan, Heather King, Becky Klindt, Chris Kline, Natasha Kurtzon, Maria Medel, Wendy Munt, Bonnie O'Malley, Curt Okerson, Penny Oleson, Wade Petersen, Denise Rabogliatti, Ann Radolinski, Kate Summers, Deb Synowczynski, Juli Tedham, Nancy Thornberg, Jeanne Tracy, Katya Haskina, Abby Willemssen, Kim Williams, and Jeanette Woessner.

"To everyone at Fredrikson & Byron, thank you, on behalf of the families at Nellie Stone Johnson. You are all so appreciated!" – NSJ Family A few times a year, a group of the administrative managers get together to give back to the community. This past year, a group of managers spent an afternoon at Second Harvest Heartland, a Minneapolis-St. Paul food bank, and packed dried beans into bags to be distributed to food shelves in the area. It was a lot of fun, and a nice way to give back.



This past year, volunteers prepared and served food at Sharing & Caring Hands, a shelter and apartment complex for homeless and low-income families.



### Cookie Cart Kids in the Office

This past year, Fredrikson & Byron once again hosted high school students who work at Cookie Cart in north Minneapolis. Cookie Cart provides an opportunity for students to engage in job training, career development and college preparation. After a tour of the office that included meetings with managers in Human Resources, Finance, and the Library, a panel of employees answered questions and spoke about their jobs, how they got them, the education or training it required and the challenges and rewards of working in a law firm. Those sharing their stories included: Human Resource Generalist Curt Okerson; Hardware & Support Specialist Julie Vadnais; Billing Analyst Heather Stone; Library Assistant Tanessa Lewis; Attorney (and Cookie Cart alumni and former board member) Christopher Pham; Marketing Event Manager Kate Summers; Attorney Loan Huynh; Attorney Mercedes Jackson and Legal Administrative Assistant Marvic Salminen-Morillo. The Fredrikson Foundation also supplies financial support in the form of a grant to Cookie Cart.





### **Volunteering for the Environment**

A large group of Fredrikson employees spent their lunch hour with the Minnesota Environmental Fund learning about the importance of native plants, rain gardens and how they can impact our local and state waterways. The next day, a group of volunteers removed invasive plants along the Mississippi River to put what they had learned into action.





Roxanne Gangl helped organize our hard-working group, consisting of: Curt Okerson, Kim Williams, Roxanne Gangl, Krithiga Ganesan, Sherri Timm, Pam Wandzel, Julie Witt and Jodi Gustafson.

### Friends of Fredrikson Program

Now in its 26th year, Friends of Fredrikson is a stand-alone nonprofit run by employees of Fredrikson & Byron. Its mission is to provide a variety of assistance to low-income individuals and families.

Once again this year, all of our domestic offices participated in giving back to people in their communities. Through monetary or direct donations of gifts or time, we were able to adopt 7 families (36 people, and over 500 gifts!) in Minneapolis, and one family each in Bismarck, Des Moines, and Fargo. Additionally, the Fargo office purchased gifts for 10 single-mom families moving into the new Jeremiah Program's supportive housing facility. The Minneapolis office also donated over 125 gifts and gift cards to Jewish Family & Children's Service to be distributed to their clients, including senior citizens, shut-ins and low-income families. All of this has been possible because of the culture of community at Fredrikson & Byron.





Phil Bubb, a shareholder in the Des Moines office, shared the following email with that office:

"Team, I dropped off the gifts and gift cards for our adopted family at St. Vincent de Paul this morning. The woman who accepted the gifts, which will be delivered to the family later today, knows the family personally and has been working with them for nearly a year. When she saw the number of gifts and the amount of the gift cards, she spent the next 10 minutes crying, thanking us and hugging me. She told me that the family was struggling, and that we did not appreciate the impact our donations would have for the family. She insisted that I pass her thanks on to the group. We did a good thing here. Merry Christmas."

### The Minnesota Keystone Program

The Minnesota Keystone Program identifies, encourages and recognizes Minnesota companies that help enhance quality of life in the state by contributing 2 percent or 5 percent of pre-tax earnings in the form of time, money or in-kind services.

A proud participant since 1989, Fredrikson & Byron has been a contributor at the 5 percent level. Our firm was honored to receive the Keystone Award for mid-sized companies in 2010.

### Fredrikson & Byron Scholarship Fund

In 2005, the Fredrikson & Byron Foundation established the Fredrikson & Byron Scholarship Fund at the University of Minnesota Law School. The scholarship is designed to promote diversity at the law school consistent with the University's diversity initiatives. The law school scholarship committee selects the recipients of the scholarship. Once the endowment is fully funded, the scholarship assists in covering tuition each year for the selected student.





### 10 Epilogue



No report can adequately name all of the lawyers, paralegals, librarians, summer associates, interns, secretaries and administrative staff who have helped provide free legal and other volunteer services

to economically disadvantaged people, nonprofits, and to our community. The management of the firm and the Pro Bono Committee thank everyone who has contributed their time and talent to our programs. We will continue our commitment to increase these services in the years to come.

The Pro Bono Committee welcomes any questions or comments about this report, the firm's pro bono policy, the Pro Bono Law Firm Challenge, or opportunities to get involved with pro bono work. Please direct your calls or comments to our Pro Bono Director, Pam Wandzel, or to any member of the Pro Bono Committee: Cindy Moyer (Chair), Steve Quam, Kevin Riach, Brett Roberts, Debra Schneider, Rick Snyder, Ben Tozer, Haley Waller Pitts and Aubrey Zuger.







CINDY MOYER



STEVE OUAM



**KEVIN RIACH** 



**BRETT ROBERTS** 



**DEBRA SCHNEIDER** 



**RICK SNYDER** 



**BEN TOZER** 



HALEY WALLER PITTS AUBREY ZUGER



### Fredrikson & Byron Foundation

Funded by contributions from the law firm's officers, the Fredrikson & Byron Foundation exists to support law-related institutions and events, organizations that complement the rule of law and access to justice, and a number of cultural and social service groups that are of special interest to the law firm's lawyers and employees.

Below is a comprehensive list of the organizations that received support this past fiscal year from the Fredrikson & Byron Foundation:

Alzheimer's Association of Minnesota-

North Dakota Chapter American Brain Foundation

Amicus Society

Anishinabe Legal Services Ann Bancroft Foundation Arc Greater Twin Cities

Art Buddies

Baby's Space: A Place to Grow

Ballet Des Moines

Beacon Interfaith Housing Collaborative (fka PORTICO, Plymouth Church Neighborhood Foundation)

Belwin Conservancy Books for Africa

CALS (Comprehensive Advanced

Life Support) Cancer Legal Line

Cantus

Charities Review Council

Children's Cancer Research Fund Children's Law Center of Minnesota

Children's Minnesota-Health Legal

Partnership

Children of Incarcerated Caregivers

Collaborative Community Law

Initiative Cookie Cart

Cystic Fibrosis Foundation DeLaSalle High School Des Moines Metro Opera

Dress for Success Faith's Lodge FamilyWise

Foundation for Public Affairs

Friends of Fredrikson

Friends of the Hennepin County

Library Girls in Action

Girls Rock! Des Moines

Global Minnesota

Greater Fargo Moorhead Economic Development Corporation HopeKids of Minnesota

Immigrant Law Center of Minnesota International Institute of Minnesota

Iowa Legal Aid

Jewish Community Relations Council

Judicare of Anoka County, Inc.

Jungle Theatre

Just the Beginning Foundation Khansaa Nadeem & University of

Minnesota Law School

Lawyers Concerned for Lawyers

Legacy Children's Foundation Legal Aid Service of Northeastern

Legal Aid Service of Northeastern Minnesota

Legal Aid Society (The Fund for)

Legal Rights Center

Legal Services of North Dakota

Legal Services of Northwest Minnesota

LegalCORPS

Loan Repayment Assistance Program

Madeline Island Music Camp Mahtomedi Area Educational

Foundation

Metropolitan Economic Development Association (Meda)

Minneapolis Crisis Nursery

Minneapolis Institute of Arts

Minneapolis Pathways

Minnesota Assistance Council for Veterans

Minnesota Film & TV Board

Minnesota Jewish Theatre Company

Minnesota Justice Foundation – PASS

Minnesota Justice Foundation Summer

Clerk Program

Minnesota Land Trust

Minnesota Literacy Council

Minnesota Orchestral Association

Minnesota Public Radio

Minnesota Sinfonia

Minnesota State Fair Foundation

Minnesota Women Lawyers Foundation

Minnetonka-Hopkins Gymnastics

Association

MinnPost

Mitchell Hamline School of Law

Neighborhood Development Center

Neighborhood Justice Center

Northern Plains Dance

Northern Star Council

Northside Economic Opportunity

Network (NEON)

Northstar Science Film Festival

Opportunity Partners

Page Education Foundation

PeaceMaker Minnesota

Phyllis Wheatley Community Center

Plains Art Museum

Polk County Bar Association Volunteer

Lawyer Project (Iowa)

Prepare + Prosper

Project for Pride in Living

Project SUCCESS

Ragamala Dance Company

Rebuilding Together Twin Cities

Rock Star Supply Co.

Ronald McDonald House Charities/

Red River Valley

Saint Paul Chamber Orchestra

Salvation Army

Sandbox Theatre

Southern Minnesota Regional Legal

Services

Spina Bifida Association of Iowa

St. Pascal Baylon Catholic School

St. Paul Riverfront Corporation

St. Thomas Law School

Ten Thousand Things Theater

The Advocates for Human Rights

The Bakken Museum

The Library Foundation, Inc.

(Bismarck)

The Link

The Loft Literary Center

The Sheridan Story

Touchstone Mental Health

Tubman Family Alliance

Twin Cities in Motion

University of Minnesota Law School

University of Iowa College of Law

University of North Dakota Foundation

Volunteer Lawyers Network

Voyageurs National Park Association

Washburn Center for Children

WATCH

YWCA Cass Clay (Fargo)

YWCA of Minneapolis

### **FIRM PRO BONO HOURS**

Special recognition goes to those individuals who met or exceeded their goal of providing 50 hours or more of pro bono work for fiscal year 2018:

Leslie Anderson         1,179.2         Angela Horel         82.4           Kevin Riach         506.7         Ashley Thronson         81.8           Edward Cassidy         436.4         Erik Splett         81.2           Christopher Pham         290.7         Frank Bennett         81.0           Dulce Foster         271.8         Pari McGarraugh         79.3           Lousene Hoppe         246.5         Haley Waller Pitts         78.6           Gail Brandt         225.3         Youn-Jin Kim         77.4           Aron Frakes         217.5         Caitlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5	Steven Kaplan	1,324.5	Malissa Eng	87.7
Edward Cassidy         436.4         Erik Splett         81.2           Christopher Pham         290.7         Frank Bennett         81.0           Dulce Foster         271.8         Pari McGarraugh         79.3           Lousene Hoppe         246.5         Haley Waller Pitts         78.6           Gail Brandt         225.3         Youn-Jin Kim         77.4           Aron Frakes         217.5         Cairlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Warren Mack         174.5         Brendan Mochoruk         74.6           Warren Mack         174.5         Brendan Mochoruk         74.7           Warren Mack         174.5         Brendan Mochoruk         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Daniel Deveny         158.8         Leah Janus         73.2	Leslie Anderson	1,179.2	Angela Horel	82.4
Christopher Pham         290.7         Frank Bennett         81.0           Dulce Foster         271.8         Pari McGarraugh         79.3           Lousene Hoppe         246.5         Haley Waller Pitts         78.6           Gail Brandt         225.3         Youn-Jin Kim         77.4           Aron Frakes         217.5         Caitlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Michael Ginzburg         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7      <	Kevin Riach	506.7	Ashley Thronson	81.8
Dulce Foster         271.8         Pari McGarraugh         79.3           Lousene Hoppe         246.5         Haley Waller Pitts         78.6           Gail Brandt         225.3         Youn-Jin Kim         77.4           Aron Frakes         217.5         Caitlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6	Edward Cassidy	436.4	Erik Splett	81.2
Dulce Foster         271.8         Pari McGarraugh         79.3           Lousene Hoppe         246.5         Haley Waller Pitts         78.6           Gail Brandt         225.3         Youn-Jin Kim         77.4           Aron Frakes         217.5         Caitlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6	Christopher Pham	290.7	Frank Bennett	81.0
Gail Brandt         225.3         Youn-Jin Kim         77.4           Aron Frakes         217.5         Caitlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1		271.8	Pari McGarraugh	79.3
Aron Frakes         217.5         Caitlin Houlton Kuntz         76.7           Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8	Lousene Hoppe	246.5	Haley Waller Pitts	78.6
Richard Snyder         201.1         Graciela Quintana         75.8           Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0	Gail Brandt	225.3	Youn-Jin Kim	77.4
Rujeko Muza         195.1         Ryan Spanheimer         75.8           David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Krist	Aron Frakes	217.5	Caitlin Houlton Kuntz	76.7
David Bunde         179.2         Lisa Lindenfelser         75.1           John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maur	Richard Snyder	201.1	Graciela Quintana	75.8
John Koneck         176.9         Eric Buss         74.7           Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar	Rujeko Muza	195.1	Ryan Spanheimer	75.8
Warren Mack         174.5         Brendan Mochoruk         74.6           Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Ka	David Bunde	179.2	Lisa Lindenfelser	75.1
Ryan Young         169.6         Jonathan Baker         74.1           Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         Mary Hyland         62.5           Darne	John Koneck	176.9	Eric Buss	74.7
Daniel Deveny         158.8         Leah Janus         73.2           Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Mat	Warren Mack	174.5	Brendan Mochoruk	74.6
Jade Jorgenson         149.1         Jessica Sharpe         72.5           Michael Ginzburg         137.6         Kristy Rogers         69.5           Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3	Ryan Young	169.6	Jonathan Baker	74.1
Michael Ginzburg       137.6       Kristy Rogers       69.5         Amber Moren       137.0       Gregory Karpenko       66.5         Brandt Doerr       136.6       Elizabeth Summers       65.7         David Marshall       135.7       Samuel Orbovich       65.6         Barbara MacInnis       130.8       Terrence Fleming       65.3         Jacob Harris       130.2       Emily Chad       65.1         Marie Williams       129.2       Philip Bubb       77.8         Clint Cutler       126.8       Steven Kinsella       65.0         James Brand       122.9       Andrew Nick       64.1         Kristy Albrecht       114.8       Noah Huisman       73.7         Maureen Young       109.2       Olivia Kilgore       63.4         Edgar Ocampo       106.2       John Erhart       63.1         Kaleb Rumicho       104.6       John Stout       63.0         Sandra Smalley-Fleming       104.6       Mary Hyland       62.5         Darnell Cage       103.4       Benjamin Tozer       62.3         Matthew Stortz       102.4       Brett Roberts       61.8         Joseph Dixon, III       99.1       Aleida Conners       61.3	Daniel Deveny	158.8	Leah Janus	73.2
Amber Moren         137.0         Gregory Karpenko         66.5           Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7	Jade Jorgenson	149.1	Jessica Sharpe	72.5
Brandt Doerr         136.6         Elizabeth Summers         65.7           David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3	Michael Ginzburg	137.6	Kristy Rogers	69.5
David Marshall         135.7         Samuel Orbovich         65.6           Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6	Amber Moren	137.0	Gregory Karpenko	66.5
Barbara MacInnis         130.8         Terrence Fleming         65.3           Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6           Loan Huynh         95.4         Philip Bubb         59.1           Br	Brandt Doerr	136.6	Elizabeth Summers	65.7
Jacob Harris         130.2         Emily Chad         65.1           Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6           Loan Huynh         95.4         Philip Bubb         59.1           Brandon Underwood         89.8         Lauren Anderson         58.3	David Marshall	135.7	Samuel Orbovich	65.6
Marie Williams         129.2         Philip Bubb         77.8           Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6           Loan Huynh         95.4         Philip Bubb         59.1           Brandon Underwood         89.8         Lauren Anderson         58.3	Barbara MacInnis	130.8	Terrence Fleming	65.3
Clint Cutler         126.8         Steven Kinsella         65.0           James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6           Loan Huynh         95.4         Philip Bubb         59.1           Brandon Underwood         89.8         Lauren Anderson         58.3	Jacob Harris	130.2	Emily Chad	65.1
James Brand         122.9         Andrew Nick         64.1           Kristy Albrecht         114.8         Noah Huisman         73.7           Maureen Young         109.2         Olivia Kilgore         63.4           Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6           Loan Huynh         95.4         Philip Bubb         59.1           Brandon Underwood         89.8         Lauren Anderson         58.3	Marie Williams	129.2	Philip Bubb	77.8
Kristy Albrecht       114.8       Noah Huisman       73.7         Maureen Young       109.2       Olivia Kilgore       63.4         Edgar Ocampo       106.2       John Erhart       63.1         Kaleb Rumicho       104.6       John Stout       63.0         Sandra Smalley-Fleming       104.6       Mary Hyland       62.5         Darnell Cage       103.4       Benjamin Tozer       62.3         Matthew Stortz       102.4       Brett Roberts       61.8         Joseph Dixon, III       99.1       Aleida Conners       61.7         Christopher Kline       98.5       Aubrey Zuger       61.3         Anupama Sreekanth       97.5       Adam Gyurisin       60.6         Loan Huynh       95.4       Philip Bubb       59.1         Brandon Underwood       89.8       Lauren Anderson       58.3	Clint Cutler	126.8	Steven Kinsella	65.0
Maureen Young       109.2       Olivia Kilgore       63.4         Edgar Ocampo       106.2       John Erhart       63.1         Kaleb Rumicho       104.6       John Stout       63.0         Sandra Smalley-Fleming       104.6       Mary Hyland       62.5         Darnell Cage       103.4       Benjamin Tozer       62.3         Matthew Stortz       102.4       Brett Roberts       61.8         Joseph Dixon, III       99.1       Aleida Conners       61.7         Christopher Kline       98.5       Aubrey Zuger       61.3         Anupama Sreekanth       97.5       Adam Gyurisin       60.6         Loan Huynh       95.4       Philip Bubb       59.1         Brandon Underwood       89.8       Lauren Anderson       58.3	James Brand	122.9	Andrew Nick	64.1
Edgar Ocampo         106.2         John Erhart         63.1           Kaleb Rumicho         104.6         John Stout         63.0           Sandra Smalley-Fleming         104.6         Mary Hyland         62.5           Darnell Cage         103.4         Benjamin Tozer         62.3           Matthew Stortz         102.4         Brett Roberts         61.8           Joseph Dixon, III         99.1         Aleida Conners         61.7           Christopher Kline         98.5         Aubrey Zuger         61.3           Anupama Sreekanth         97.5         Adam Gyurisin         60.6           Loan Huynh         95.4         Philip Bubb         59.1           Brandon Underwood         89.8         Lauren Anderson         58.3	Kristy Albrecht	114.8	Noah Huisman	73.7
Kaleb Rumicho104.6John Stout63.0Sandra Smalley-Fleming104.6Mary Hyland62.5Darnell Cage103.4Benjamin Tozer62.3Matthew Stortz102.4Brett Roberts61.8Joseph Dixon, III99.1Aleida Conners61.7Christopher Kline98.5Aubrey Zuger61.3Anupama Sreekanth97.5Adam Gyurisin60.6Loan Huynh95.4Philip Bubb59.1Brandon Underwood89.8Lauren Anderson58.3	Maureen Young	109.2	Olivia Kilgore	63.4
Sandra Smalley-Fleming104.6Mary Hyland62.5Darnell Cage103.4Benjamin Tozer62.3Matthew Stortz102.4Brett Roberts61.8Joseph Dixon, III99.1Aleida Conners61.7Christopher Kline98.5Aubrey Zuger61.3Anupama Sreekanth97.5Adam Gyurisin60.6Loan Huynh95.4Philip Bubb59.1Brandon Underwood89.8Lauren Anderson58.3	Edgar Ocampo	106.2	John Erhart	63.1
Darnell Cage103.4Benjamin Tozer62.3Matthew Stortz102.4Brett Roberts61.8Joseph Dixon, III99.1Aleida Conners61.7Christopher Kline98.5Aubrey Zuger61.3Anupama Sreekanth97.5Adam Gyurisin60.6Loan Huynh95.4Philip Bubb59.1Brandon Underwood89.8Lauren Anderson58.3	Kaleb Rumicho	104.6	John Stout	63.0
Matthew Stortz102.4Brett Roberts61.8Joseph Dixon, III99.1Aleida Conners61.7Christopher Kline98.5Aubrey Zuger61.3Anupama Sreekanth97.5Adam Gyurisin60.6Loan Huynh95.4Philip Bubb59.1Brandon Underwood89.8Lauren Anderson58.3	Sandra Smalley-Fleming	104.6	Mary Hyland	62.5
Joseph Dixon, III99.1Aleida Conners61.7Christopher Kline98.5Aubrey Zuger61.3Anupama Sreekanth97.5Adam Gyurisin60.6Loan Huynh95.4Philip Bubb59.1Brandon Underwood89.8Lauren Anderson58.3	Darnell Cage	103.4	Benjamin Tozer	62.3
Christopher Kline 98.5 Aubrey Zuger 61.3 Anupama Sreekanth 97.5 Adam Gyurisin 60.6 Loan Huynh 95.4 Philip Bubb 59.1 Brandon Underwood 89.8 Lauren Anderson 58.3	Matthew Stortz	102.4	Brett Roberts	61.8
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Loan Huynh95.4Philip Bubb59.1Brandon Underwood89.8Lauren Anderson58.3	Christopher Kline	98.5	Aubrey Zuger	61.3
Brandon Underwood 89.8 Lauren Anderson 58.3	Anupama Sreekanth	97.5	Adam Gyurisin	60.6
	•	95.4	Philip Bubb	59.1
Elizabeth Alvine 88.7 Rachel Crane 57.3	Brandon Underwood	89.8	Lauren Anderson	58.3
	Elizabeth Alvine	88.7	Rachel Crane	57.3

Ruilin Li	57.3	Joseph Cassioppi	56.1
Bridget Penick	57.3	Rachel Leitschuck	54.9
Ingrid Culp	57.0	David Glaser	54.8
Cynthia Moyer	56.5	Debra Schneider	54.0
Robert Ranum	56.4	Barbara Fritz	53.0
Katherine Rahlin	56.3	Noah Huisman	52.4
Anne Radolinski	56.3		

Other individuals who contributed time to pro bono work in fiscal year 2018 include:

Pamela Abbate-Dattilo	Zhu "June" Cheng	Krista Hatcher
Marquerite Ahmann	Alec Chiquoine	Benjamin Hasbrouck
Chad Ambroday	Carolyn Coverdale	Krista Hatcher
Eric Anderson	Michael Cummings	Steven Helland
Briar Andresen	Laura Danielson	Thomas Henke
Thomas Archbold	Nikola Datzov	Thomas Hipkins
Robert Aronson	Amy De Kok	Jennifer Hodge Burkett
Nadja Baer	Rachel Dewald	Melissa Hodge
James Baillie	Chris Dolan	Kayla Hoel
Jane Ball	James Dorsey	Sten-Erik Hoidal
Kyle Barlow	Bret Dublinske	Andrew Holm
Janelle Beitz	Jeremy Duehr	Lisa Holter
F. Charles Bennett	Erin Edgerton	John Houston
Jeffrey Benson	Grant Fairbairn	Justin Hughes
Larry Berg	Kara Fairbairn	Christopher Hunt
Jacqueline Bernu	Jessica Foss	Katherine Ilten
Eli Best	Brianne Freeberg	Leigh-Erin Irons
Paula Blenker	Lora Friedemann	Mercedes Jackson
Kristin Blenkush	Krithiga Ganesan	Andrea Jenson-Packer
Lukas Boehning	Thomas Garton	Ryan Johnson
Robert Boisvert	Nicole Garvey	Alicia Jones
Matthew Boos	Victoria Gelardi	Paul Jones
Diana Bospachieva	Tyler Gludt	Natalie Kadievitch
Tash Bottum	David Gollin	Patrick Kelly
Megan Bowman	Austin Goodnight	Jerami Kemnitz
Ashley Brosius	Kevin Goodno	Mary Krakow
Harleigh Brown	Dominick Grande	Danielle Krause
Christina Brusven	Jodi Gustafson	Ann Ladd
Jaclyn Campoli	William Guy III	Faith Laken
Olivia Cares	Brenda Haberman	Joann Landkamer
Christy Carrier	Kristen Hansen	Patricia Larson
Jason Cassady	Shepard Harris	Stefanie Lee
Katherine Charipar	Laurie Hartman	Nena Lenz

Lacey Lesmeister
Debra Linder
Wendy Lisman
Catherine London
Xuehua "Jessie" Lu
John Lundquist
Tara Mack
Debbie Maday
Patrick Mahlberg
Erik Malinowski
Jessica Manivasager
Barbara Marchevsky
Shannon Matter
Brian McCool
Sarah McCray
Catherine McDonough

Catherine McDonough Kiel McElveen Alissa Mitchell

Deborah Moeller
Nicole Moen
Nicholas Monson
Daniel Mott
Sarah Munson
Ryan Murphy
John Nelson
Kurt Niederluecke
Beckie Northrop
Carl Numrich
Penny Oleson

Norah Olson Bluvshtein Sarah Olson Zachary Olson Bonnie O'Malley Timothy O'Shea Jeri Parkin

John Patterson

John Pavelko
Katie Perleberg
Annette PetersonIgbinovia
John Pickerill
Andrew Pomroy
Emily Pontius
Jeffrey Post
Spencer Ptacek

Steven Quam
Leigh Rand
Mary Ranum
Michael Raum
Lindsey Remakel
Kurt Rempe
Karla Reyerson
Jordan Rife
Anne Rondoni Tavern

Anne Rondoni Tavernier Richard Ross Howard Roston

Howard Roston Ashley Roth Gauri Samant Mark Savin Karen Schanfield Joseph Schauer Michael Schoepf

Jeffrey Serum

Cameron Seybolt

Kendra Simmons

Levi Smith Eric Snustad Joseph Sokolowski Iosif Sorokin Kevin Spreng

Kevin Spreng Kelly Staack Shataia Stallings Adam Steinert Rebecca Strand Rachna Sullivan Charissa Syvinski Asmah Tareen Dana Taylor Julie Taylor

Courtney Thompson
Kim Thompson
Teresa Thompson
Jeanne Tracy
Sarah Tucher
Kyle Ubl
Emily Unger
Maiyia Vang
Patricia Voltzke
Mark Vyvyan

Deborah Walker Kool
Haley Waller Pitts
Bradley Wallace
Marc Ward
David Waytz
Matthew Webster
Margaret Weil
Ann Wessberg
David West
Robert Whitlock
Abby Willemssen
F. John Williams III

Todd Wind
David Winkler
John Wurm
Ama Yates
Masha Yevzelman
Todd Zimmerman

### Service to Nonprofit Organizations

Fredrikson & Byron lawyers, paralegals and staff serve our nonprofit community in a number of ways—giving their time to serve on boards of art, legal services and community development organizations. In addition to providing legal services for charitable organizations and handling numerous matters for individuals, Fredrikson lawyers and staff also provided board and committee leadership assistance to the following organizations:

### Pamela Abbate-Dattilo

U.S. Attorney's Forum on Criminal Justice

### Elizabeth Alvine

State Bar Association of North Dakota, Volunteer Lawyer Program Committee, Member

### **Chad Ambroday**

Headwaters Foundation for Justice, Board Member

### Briar Andresen

Ragamala Dance, Board Member, Past President

### Robert Aronson

Hebrew Immigrant Aid Society, Executive Committee Member, Board Member, Program Committee, Chair

Jewish Community Relations Council, Executive Committee Member, Board Member

### Jim Baillie

American Bar Association, Section of Business Law, Pro Bono Committee, Member; Business Bankruptcy Committee, Member; Pro Bono Services Committee, Member

American College of Bankruptcy, Pro Bono Committee

LegalCORPS, Emeritus Board Member Minnesota State Bar Association, Legal Assistance to the Disadvantaged Committee, Member Turnaround Management, Upper Midwest Chapter Member, Volunteer Services Committee

Volunteer Lawyers Network, Benefactor Board, Member

### **Kyle Barlow**

Essentia Health Regional Foundation, West Region

### Charlie Bennett

LegalCORPS, Board Member

### Frank Bennett

Washburn Center for Children, Board Chair

### Jeffrey Benson

Neighborhood Commercial Spaces, LLC, Board Member

### Larry Berg

Susan G. Komen For the Cure, Minnesota Chapter, Board Member

### Kristin Blenkush

Mid-Continent Oceanographic Institute, Board Member, Secretary

### **Bob Boisvert**

Twin Cities in Motion (fka Twin Cities Marathon, Inc.), Board Member, Executive Committee Member, Secretary, Governance Committee Member, Human Resources Committee member

### Matt Boos

American Bar Association, Section of Business Law, Federal Regulation of Securities Committee, SEC Enforcement Matters Subcommittee, Liability Committee, Officer and Director Legal Services Access Corporation,

Committee Member

### Gail Brandt

Minnesota Hospital Association, Volunteer YWCA of Minneapolis, It's Time to Talk Race Steering Committee, Member

### Bill Brody

Boy Scouts of America, Northern Star Council, Board of Directors, President and Member

### Philip Bubb

Iowa State Bar Association, Construction Law Section Council, Member

The Historic East Village, Inc., Board Member

### **Jason Cassady**

Fifth Congressional District DFL, Central Committee Member

Minneapolis DFL, Central Committee Member
Minnesota DFL, State Central Committee Member
Senate District 62 DFL, Central Committee Member
State DFL Constitution, Bylaws, and Rules
Committee, Delegate and Secretary

### Joseph Cassioppi

Federal Bar Association, Minnesota Chapter, Officer and Board Member

### **Emily Chad**

Dress For Success Twin Cities, Finance Committee Member

### June Cheng

International Institute of Minnesota, Board Member Twin Cities Diversity in Practice, Committee Member

### **Bronwen Cound**

College of Saint Benedict, Campaign Leadership and Steering Committee, Member

### Ingrid Culp

Children's Cancer Research Fund, Board Member Books For Africa, Jack Mason Law & Democracy Initiative Advisory Board Member St. Louis Park Public Schools Foundation,

### Board Member **Laura Danielson**

Green Card Voices, Board Member

### Nikola Datzov

Federal Bar Association, Minnesota Chapter, Committee Member

### Joe Dixon

Federal Bar Association, Minnesota Chapter, Member Federal Practice Committee, Member Hiawatha Academies, Board Member Minnesota Continuing Legal Education (White Collar), Member

### Chris Dolan

Convent of The Visitation High School, Committee Member University of St. Thomas Law School, Board Member

### Jim Dorsey

Cantus, Board Member St. Croix River Association, Board Member United States Global Leadership Coalition, MN Advisory Committee

### Jeremy Duehr

The Freshwater Society, Board Member

### Judy Engel

Hennepin County Conciliation Court, Volunteer

### John Erhart

Finnish American Chamber of Commerce, Board Member

St. John's University School of Theology & Seminary, Board of Trustees Member, Executive Committee Member, Finance Committee Chair

### Linda Fisher

Growth & Justice, Board Member NAIOP, Land Use Committee Member, Public Policy Committee Member

### Terrence Fleming

Legal Rights Center, Board President

### Jessica Foss

State Bar Association of North Dakota, Young Lawyers Committee, Member YMCA Cass Clay, Board Member

### **Dulce Foster**

Children of Incarcerated Caregivers, Board Member

Eighth Circuit History Committee for the District of Minnesota, Treasurer

Federal Bar Association, Minnesota Chapter, Diversity Committee

### Nicole Garvey

Women in eDiscovery; Director, Minneapolis-St. Paul Chapter

### David Glaser

Talmud Torah of St. Paul, Co-President

### Michael Ginzburg

Agamim Classical Academy, Board of Directors

### **David Gollin**

Minneapolis Golf Club, President Temple Israel Foundation of Minneapolis, Board Member

### Kevin Goodno

American Brain Foundation (f/k/a American Academy of Neurology Foundation) Board Member and Board Chair

Bush Foundation, Board Member

Campaign for Legal Aid, Southern Minnesota Legal Services, Committee Member

Minnesota Business Partnership, Deputy Minnesota Chamber of Commerce, Member

Minnesota Government Relations Council, Member Public Affairs Council, Board Member

St. Paul Area Chamber of Commerce, Member

### Karen Grandstrand

American Bar Association, Banking Law Committee, Member

Concordia College, Moorhead, MN, Board of Regents Member, and Chair of Resources Committee

Independent Community Bankers of America, General Counsels Advisory Group, Member

Minnesota State Bar Association, Banking Law Committee, Co-chair, Business Law Section, Executive Council Member and Past-Chair

Minnesota Women's Economic Roundtable, Member and Past Chair of Board of Directors

TCF Financial Corporation, Board of Directors Member, Chair of Risk Committee and Risk Subcommittee, Member of Executive, Finance, Audit and Compensation Committees

Women Corporate Directors Foundation, MN Chapter, Member

Mitchell Hamline School of Law, The Center for Law and Business, Advisory Board, Member

### William Guy III

Floyd Shores Homeowner's Association, Board of Directors

Hanson-Runsvold/Hospice of the RRV, Volunteer/Speaker

Hope Lutheran Church and Hope Lutheran Foundation In Fargo, Volunteer Advisor State Bar Association of North Dakota, Business Entity Drafting Task Force, Chair

State Bar Association of North Dakota, Uniform Trust Code Drafting Task Force, Chair

University of North Dakota Foundation, Emeritus Board Member

University of North Dakota Alumni Association, Emeritus Board Member, Past President

University of North Dakota Alumni Association Caucus, Member

University of North Dakota, School of Law Building Advisory Committee, Member

Wellspring for the World, Pro Bono Legal Services

### Kristen Hansen

Northern Plains Dance, Member State Bar Association of North Dakota, Pro Bono Task Force Committee

### Shep Harris

City of Golden Valley, Mayor

International Education Center, Pro Bono

Government Relations

Minnesota Government Relations Council, Member Public Affairs Council, Member

### Steve Helland

Minnesota Interactive Marketing Association, Board Member

### Thomas Henke

Minnesota State Bar Association, Employee Benefits Council

### Tom Hipkins

Minnesota American Indian Bar Association, Member

### Sten Hoidal

Volunteer Lawyers Network, Board Member, Secretary

Minnesota Law Review Alumni Committee, Board Member

Minnesota State Bar Association, Computer and Technology Section, Governing Council

### **Andrew Holm**

United States Tennis Association (USTA) Northern Section, Board Member

### Lousene Hoppe

American Bar Association, Criminal Justice Section, LGBT Committee Co-Chair

ACS Minneapolis/St. Paul Lawyer Chapter, Advisory Board Member

Federal Bar Association: Minnesota Chapter, White Collar Crime Committee, Co-Chair

National Lesbian and Gay Law Association, Board Treasurer

### Christopher Hunt

Minnesota State Bar Association, Probate & Trust Law Section, Member Salvation Army, Nominations Committee, Programs and Services Committee, Advisory Board, Executive Committee Member, Board Member

### Loan Huynh

Advocates for Human Rights, Board of Directors Minnesota Asian Pacific American Bar Association, Women's Committee, Co-Chair

### Leigh-Erin Irons

Neighborhood Development Center, Board Member Touchstone Mental Health, Board Chair

### Katie Ilten

FamilyWise Services, Board of Directors

### Mercedes Jackson

EMERGE, Board Member

### Leah Janus

Federal Bar Association, Minnesota Chapter, Officer Minnesota Bar Association, Consumer Litigation, Council Member

Seward Coop, Director

### Ryan Johnson

American Health Lawyers Association, Life Sciences Practice Group, Vice Chair

BHALDI, Founder, Board and Executive Committee Member

Life Science Alley, Alley Institute,

Advisory Committee

Minnesota Cup, Life Science and Health IT Division, Review Board Minnesota State Bar Association, Health Law Section,

Governing Council

Science Debate

University of Minnesota Joint Degree Program in Law, Health and the Life Sciences, Advisory Board Member

University of Saint Thomas, Future of Health Care Conference Planning Committee

Young Scientists Roundtable, Planning Committee

### Paul Jones

Sandbox Theatre, Board Member University of Minnesota, Professor

### Steve Kaplan

Green Bay Theatre Company

### Gregory Karpenko

Minnehaha Academy Board of Trustees

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Commerce of Minnesota, Advisory Board Global Minnesota, Board Member

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Meet Minneapolis, Board Member Minnesota Board of Law Examiners, Board Member St. Paul Riverfront Corporation, Treasurer and Board Chair

### Deb Walker Kool

American Bar Association, Implementation of the Model Policies on Labor Trafficking Subcommittee, Co-Chair

American Bar Association, Model Principles
Implementation Task Force, Vice Chair;
Corporate Governance Committee Member
Minnesota State Bar Association, Committee Member
Super Bowl Anti-Trafficking Committee, Member
WATCHMN.org Committee, Member

### Mary Krakow

Minnesota Healthcare Behavior at Work Collaborative, Board Member

### Ann Ladd

Medical Alley, Board Member The Bakken Museum, Board Member

### Paul LaVanway

American Bar Association, Section of Intellectual Property Law, Landslide® magazine, Editorial Board Member

American Bar Association, Section of Intellectual Property Law, Continuing Legal Education, Board Member

### Ruilin Li

University of Minnesota, China Center Advisory Council, President

### Keith Libbey

Carleton College, Board of Trustees

### Debra Linder

Minneapolis Downtown Next Generation Lions Club, Board Member

Minnesota State Bar Association, Employee Benefits Council, Past Chair

PACER Center, Advisory Board

### Lvnn Linné

Minnesota State Bar Association, Tax Section, Chair

### Jessie Lu

US-China Peoples' Friendship Association, Minnesota Chapter

### Catherine London

Minnesota State Bar Association, Food, Drug & Device Law Section, Governing Council Member University of Minnesota, Joint Degree Program in Law, Science and Technology, Advisory Board Member

### Warren Mack

Dahlberg Family Foundation, Board Member Jorja Fleezanus and Michael Steinberg Fund For Music, Board Member Madeline Island Music Camp, Board Member

Minnesota Orchestra, Board Member North Memorial Medical Center, Board Member

### Patrick Mahlberg

Wright County Planning Commission

### Erik Malinowski

The Bell Museum, Planetarium Program Committee Member

### Jessica Manivasager

Minneapolis Ibaraki Sister City Association, Board Member

MRA – The Management Association Inc., Board Member, Executive Committee Member

### Dave Marshall

Children's Law Center of Minnesota, Board Member Volunteer Lawyers Network, Board Member

### Brian McCool

Journey Home MN, Board Member National Association of Industrial and Office Properties, Public Policy Committee, Member St. Odilia Catholic School, School Advisory Council Member

University of St. Thomas School of Law, Student Mentor

### Sarah McCray

Iowa Paralegal Association, Board Secretary and Nominations & Elections Committee Chair

### Chris Melsha

Totino-Grace High School, Advancement Committee of the Board of Directors

### Siur Midness

Coffee House Press, Treasurer and Board Member

### **Ryan Miest**

Baby's Space, A Place to Grow, Board Member and Governance Committee

Baby's Space Environments, Board Member Pathways Minneapolis, Inc., Board Member and Finance Committee

### Nicole Moen

American Civil Liberties Union of Minnesota, Vice-Chair/Chair Elect and Board Member Harvard Club of Minnesota, Vice-Chair/Chair Elect and Board Member

### **Daniel Mott**

Innovative Quality Schools, Board Member, Chair National Council of Farmer Cooperatives, Legal, Tax and Accounting Committee, Past-Chair United Hospital Foundation, Executive Committee, Board Member. Past Chair

### **Cindy Moyer**

The Fund for Legal Aid, Board Member Turnaround Management Association, Upper Midwest Chapter, Board Member

### Tom Muck

Minnesota Taxpayers Association, Board Member and Executive Committee Member

Page Education Foundation, Advisory Board Member

### Laura Myers

Advertising Federation of Minnesota, Board Member

### Emmy Nelson

International Enneagram Association, MN Chapter, Board Secretary

### John Nelson

Grassroots Culture, Board Member Peacemaker Minnesota Yellow Tree Theatre, Board Member

### Sue Ann Nelson

Minnesota State Bar Association, Tax Section, Member and Past Chair

National Council of Farmer Cooperatives, Legal, Tax and Accounting Committee, Member and Past Chair

### Carl Numrich

Voyageurs National Park Association, Board Member

### Robert Oberlies

International Bar Association, M&A Section Member, Asia Pacific Regional Forum Member Minnesota China Business Council, Board Member The St. Paul Chamber Orchestra, Board Member U.S.-China Business Connections, Board Member

### Curt Okerson

Association of Legal Administrators of Minnesota's Diversity and Inclusion Committee, Member

### Sarah Olson

Baby's Space, Board Member International Women's Insolvency and Restructuring Confederation, Minnesota Chapter, Board Member Loft Literary Center, Board Member

### Zach Olson

American Diabetes Association, Board of Directors

### Sam Orbovich

ARRM, Board Member

Care Providers of Minnesota, Committee Member Leading Age Services of Minnesota,

Committee Member

Lyndale United Church of Christ Advisory Committee, Member

Lyngblomsten, Governance Advisory Committee Minnesota State Bar Association, Administrative Law Section Governing Counsel, Member and Past Chair

### Tim O'Shea

Federal Bar Association, Minnesota Chapter, Committee Member Minnesota State Bar Association, Minnesota E-Discovery Working Group, Board Member

### Jeri Parkin

Mahtomedi Area Education Foundation, Member and Board of Trustees

### John Parzych

Boy Scouts of America, Woodbury Troop 9072 Committee Member; Friends of Scouting Fundraising Chair

Guardian Angels Catholic Church, Volunteer Woodbury Athletic Association, Volunteer

### John Patterson

Boy Scouts of America, Northern Star Council, Board Member, Camping and Properties, Vice President

Deer Lake Conservancy (Environmental), Board Member

Ramsey County Bar Association Foundation, Former Board Member and President

St. Thomas Academy, Trustee, Executive Committee Member

### Bill Pearce

Bismarck-Mandan Orchestral Association, Inc., Board Member

North Dakota State Bar Association, Mineral Title Standards Committee

Bismarck Library Foundation, Inc., Board Member and Treasurer

### Bridget Penick

American Bar Association, Section of Labor and Employment Federal Labor Standards Legislation Committee; Chair

Ballet Des Moines, Board of Directors

Girls Rock! Des Moines, Board of Directors and Secretary

Iowa Legal Aid Central Iowa Advisory, Council Member

Iowa State Bar Association, Board of Governors, Annual Meeting Committee Member; Employment and Labor Section Council Member Iowa Supreme Court Grievance Commission,

Member

Polk County Board Association, Past President Woodlands Creek Reserve Home Owners Association, Board of Directors and Secretary

### Katie Perleberg

Fargo-Moorhead Opera Company, Board of Directors Theatre B, Board of Directors

### Annette Peterson-Igbinovia

North Hennepin Community College, Paralegal Advisory Board Member

### John Pickerill

Advertising Federation of Minnesota, Board Member Art Buddies, Board Member

### Chris Pham

Federal Bar Association, Diversity Committee, Board Member

Twin Cities Diversity in Practice, Young Lawyers Group Committee Member

Mitchell Hamline School of Law, Board of Trustees

### **Andrew Pomroy**

Citizen League, Member

Minnesota Coalition for the Homeless, Board Member

Minnesota Government Relations Council, Member Public Affairs Council, Member

### **Emily Pontius**

Des Moines Metro Opera, Board Member and Executive Secretary

Greater Des Moines Leadership Institute, Class Member

Iowa Bar Association, Labor & Employment Section, Chair

Plymouth United Church of Christ Personnel Committee, Committee Member

### Anne Radolinski

Minnesota State Bar Association, Lawyer Certification Board for Labor and Employment Lawyers, Board Member

### Melissa Rahn

Minneapolis Community and Technical College Foundation, Board Member; Fundraising Committee, Chair; Alumni Advisory Council

Minnesota Film & TV Board, Board Member; Legislative Advocacy Committee, Chair

Minnesota Government Relations Council, Committee Member

Public Affairs Council, Committee Member Reach for Resources, Board Member, Vice Chair Womenwinning State PAC, Board Member

### Mary Ranum

Concordia College, Board of Regents, Board Member Twin Cities Diversity in Practice, Board Member University of Minnesota Law School, Board of Advisors, Board Member

### Michael Raum

Plains Art Museum, Board of Directors United Soccer Club of the Red River Valley, Board Member, President and Volunteer

### Lindsey Remakel

Hennepin County Bar Association, Environmental Law Section Co-Chair

Minnesota State Bar Association, Environmental, Natural Resources and Energy Law Section Council, Member

### Karla Reyerson

Twin Cities-Metro Certified Development Company, Board Member

### Kevin Riach

Coalition for Impartial Justice, Board Member Minnesota State Bar Association, Judiciary Committee Second Chance Coalition Steering Committee, Member

University of Minnesota Humphrey Institute Policy Fellows Alumni Board, Member

### **Brett Roberts**

Iowa Prayer Breakfast Committee, Finance Subcommittee Member

Greater Des Moines Leadership Institute, Class Member

Judicial Nominating Commission (Iowa District 5C), Commissioner

### Rick Ross

Minnesota Management Attorneys Association, Founder, Board Member

Minnesota State Bar Association, Labor & Employment Law Institute, Planning Committee, Member

Oak Ridge Country Club, Board Member; Admissions and Membership Committee, Member

### **Howard Roston**

Hennepin County Mediation Project (Mediator)

### Gauri Samant

MN Asian Pacific Bar Association, Membership Committee

### Mark Savin

Beth Jacob Congregation, Board Member

### Karen Schanfield

Jewish Family & Children's Service of St. Paul, Board Member

National Academy of Arbitrators, Committee Member St. Paul Jewish Community Center, Committee Member

### Debra Schneider

Loan Repayment Assistance Program, Board of Directors

### Chuck Segelbaum

Golden Valley Board of Zoning Appeals, Alternate Member Golden Valley Planning Commission, Member

Mitchell Hamline Law School, Intellectual Property
Institute Advisory Board, Member
PRISM Minneapolis, Board of Directors

### Cameron Seybolt

Minnesota State Bar Association, Probate and Trust Section, Section Council Member and Education Chair

### **Dale Schoonover**

Ashland Productions, Board Member St. John's University, Planned Giving Committee Member

### **Kendra Simmons**

Young Professionals Connection, Community Engagement Director

### **Anneliese Simons**

Citizen League, Member

Minnesota Government Relations Council, Member

Public Affairs Council, Member

The Arc Minnesota, Committee Member

The Association of Macro Practice Social Workers, Board Member

### Sandra Smalley-Fleming

Legal Rights Center

Opportunity to Lead

The Women's Club of Minneapolis

University of St. Thomas Law School

YWCA: It's Time to Talk Event, ITT Steering Committee Member

### Richard Snyder

Minnesota Land Trust, Board Member Minnesota Supreme Court Advisory Committee on Rules of Civil Appellate Procedure, Committee Member

### Joe Sokolowski

University of Minnesota Amplatz Children's Hospital Philanthropic, Board Member

### **Kevin Spreng**

James J. Hill Reference Library, Board Chair Minne\*, Board Member Real Phonic Radio Hour, Board Member

### Karen Sandler Steinert

American Bar Association, Real Property, Trusts and Estates Law Section, Member; CLE Committee, Co-Chair; Business Planning Group, Committee on Estate Planning and Administration for Business Owners, Farmers and Ranchers

### **Jeff Steinle**

Gustavus Adolphus College Alumni Association, Class President

Minneapolis Heart Institute Foundation, Board Pillsbury United Communities, Board Member and Executive Committee Member

### Sue Steinwall

Grinnell College, Class Fund Director Minnesota Land Trust, past Board Member Stillwater Heritage Preservation Commission, Commissioner

Terrafirma Risk Retention Group Claims Committee, Committee Member

### **Matthew Stortz**

Minnesota State Bar Association, Volunteer

### John Stout

American Bar Association, Business Law Section,
Corporate Governance Committee, Emeritus
Chair and Vice Chair, Artificial Intelligence Task
Force; Corporate Social Responsibility Committee,
Vice Chair

Carleton College, Past Member, Board of Trustees Center for International Private Enterprise,

Past Member, Board of Directors

Metropolitan Economic Development Association, Co-founder, Secretary, Director

Milestone Growth Fund, Co-founder, Chair/CEO

Minnesota Film Board, Co-founder,

Emeritus Director

National Association of Corporate Directors, Co-founder, Minnesota Chapter, Emeritus Director Minneapolis Club, Member

### Rachna Sullivan

Federal Bar Association, Minnesota Chapter, Board Member Mid-Minnesota Legal Aid, Board Member The Infinity Project, Board Member

### **Asmah Tareen**

OMEED, Co-founder, Secretary, Board Member

### Courtney Thompson

Advertising Federation of Minnesota, Board Member Mitchell Hamline School of Law, Annual Fund Board Member

Saint Paul Nagasaki Sister City Committee, Board Member

### Teresa Thompson

Anne Bancroft Foundation, Board Member, Governance Committee Edina Swim Club, Board President

### Ben Tozer

International Right-of-Way Association, North Star Chapter 20, Board Member – Secretary Minnesota Justice Foundation, Board Member

### Jeanne Tracy

Off-Broadway Musical Theatre, Board President

### Sarah Tucher

National Council of Farmer Cooperatives, Volunteer Innovative Quality Schools, Board Member, Finance Committee Member

### Kyle Ubl

New Century Home Owners Association, Board President

### Brandon Underwood

Iowa State Bar Association, Construction Law Section Council, Member Spina Bifida Association of Iowa, Board Member

### Mark Vyvyan

Volunteer Lawyers Network, Board Member

### Pam Wandzel

Association of Pro Bono Counsel, Board Member, Executive Committee Member, Treasurer

### Marc Ward

Broadlawns Hospital Board, Board Member Iowa State Bar Association, Business Law Section Council

Taxpayers Association of Central Iowa, Board Member

### Matthew Webster

Minnesota Justice Foundation, Board Member St. Paul-Reformation Lutheran Church, Vice President and Council Member

### Rich Weiner

American-Israel Chamber of Commerce, Board Member

Brazil-Minnesota Chamber of Commerce, Board Member

Canada-Minnesota Business Council, Board Member

### Georgann Wenisch

International Association of Administrative Professionals (IAAP) Minneapolis LAN (Local Area Network)

### Ann Dunn Wessberg

International Trademark Association, Law Firm Committee, Member, Mentoring Subcommittee, Member Minnesota Waldorf School, Board Subcommittee Member

### **David West**

Central Lutheran Church Congregation, Council President The Origins Program, Board President

### Robert Whitlock

Hate Crimes and Islamophobia, Lawyers' Committee Mill City Commons, Board of Directors, Chairman and Member of the Executive Committee

### F. John Williams III

National MS Society, Upper Midwest Chapter, Board Member

Red River Valley Estate Planning Council, Board Member

### **Todd Wind**

ALS Association of Minnesota, North Dakota and South Dakota, Board Member Lawyers Professional Responsibility Board,

Panel Member

### Masha Yevzelman

Minnesota State Bar Association, Tax Section, Past Chair

Institute for Professionals in Taxation (IPT) Twin Cities, Chair

### **Aubrey Zuger**

North Dakota State Bar Association, Board of Governors, President-Elect

The Ronald McDonald House Charities of the Red River Valley, Board Member

### Fredrikson & Byron

At Fredrikson & Byron, we've built a reputation as the firm "where law and business meet" by bringing business acumen and entrepreneurial thinking to our work with clients. We operate as business advisors and strategic partners, as well as legal counselors.

A proactive, problem-solving mindset runs throughout our service areas, which enables us to understand and keep client objectives firmly in mind, as well as anticipate and address problems before they arise.

Our lawyers blend a common-sense approach with in-the-field experience, and we utilize our firm's strong reputation and our lawyers' broad networks to get things done.



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