



## Ingrid N. Culp

OFFICER

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### Services

Employment, Labor & Benefits

Employment & Labor Litigation

Non-Competes

Trade Secrets

### Ingrid practices in the area of employment law compliance and counseling.

Ingrid is a Board Certified Labor and Employment Law Specialist, certified by the Minnesota State Bar Association. Ingrid counsels and trains employers on a broad range of employment issues and compliance matters, including discrimination and harassment laws, wage and hour issues, overtime laws, employee leave laws, disability accommodation, personnel policies, drug and alcohol testing, hiring, firing and disciplinary issues, reductions-in-force, and restrictive covenants. Ingrid regularly negotiates and drafts employment and severance agreements on behalf of clients. In addition, Ingrid defends employers in pre-litigation matters, assists employers in responding to charges of discrimination brought before federal, state and local agencies, and advises and defends employers in connection with government agency compliance audits and inquiries.

## Credentials

### Education

- University of Minnesota Law School, J.D., 1998, *cum laude*
- University of Wisconsin, B.A., Political Science and B.J.A., Journalism, 1995, *with honors*

### Admissions

- Minnesota, 1998
- U.S. District Court for the District of Minnesota, 2001

## Recognition

- North Star Lawyer, Minnesota State Bar Association, 2013-2017
- Board Certified Labor and Employment Law Specialist, Minnesota State Bar Association
- Rising Star, *Minnesota Super Lawyers*, Eight-time Recipient

- Phi Beta Kappa

## Civic & Professional

### Professional Activities

- Hennepin County Bar Association, Labor & Employment Law Section
- Minnesota State Bar Association, Labor & Employment Law Section
- University of Minnesota Law School, Adjunct Instructor, *Practice and Professionalism*, Spring 2011

### Community

- 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
- The Link, Former Board Member, 2004-2012

## Speaking Engagements

Event | 12.07.2023

Maneuvering Through the Maze of Sick Leave Laws

Event | October 24 & 26, 2023

Fredrikson's 39th Annual Employment & Labor Law Seminar

Event | 10.18.2022

Fredrikson & Byron's 38th Annual Employment & Labor Law Seminar

Event | November 2020

Employment and Labor Law Webinar Series 2020

Event | 12.2019

Employment and Labor Law Webinar Series 2019

Event | 06.14.2016

New DOL Salary Requirements for Exempt Employees

## Legal Updates

Legal Update | 05.11.2020

Question of the Day: FFCRA Child Care-Related Leave Rights in the Summer

Legal Update | 07.22.2015

The U.S. DOL Warns Employers That Most Workers are Employees – Not Independent Contractors

## Publications & Presentations

Co-Presenter, *The Questions We Get the Most (And Other 'Off-the-Wall' Employment Situations)*, Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 26, 2021

Co-Presenter, *Remote Workers—Here to Stay?*, Fredrikson & Byron's Employment & Labor Law Webinar Series, November 12, 2020

Co-Presenter, *Mental Health Issues in the Workplace*, Fredrikson & Byron's Employment & Labor Law Webinar Series, December 17, 2019

Co-Presenter, *Mental Health Issues in the Workplace*, Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019

Co-Presenter, *Best Practices for Hiring*, Fredrikson & Byron's Employment & Labor Law Webinar Series, December 5, 2018

Co-Presenter, *Best Practices for Hiring*, Fredrikson & Byron's 34<sup>th</sup> Annual Employment & Labor Law Seminar, November 1, 2018

Presenter, *Five Key Disability Accommodation Tips and Strategies*, Fredrikson & Byron's 33<sup>rd</sup> Annual Employment & Labor Law Seminar, November 3, 2017

Co-Presenter, *Considerations for the Aging Workforce*, Fredrikson & Byron's 33<sup>rd</sup> Annual Employment & Labor Law Seminar, November 3, 2017

Co-Presenter, *Wage and Hour Masterpieces You Do Not Want to Miss*, Fredrikson & Byron Employment Law Topics Webinar Series, November 29, 2016

Co-Presenter, *Wage and Hour Masterpieces You Do Not Want to Miss*, Fredrikson & Byron's 32<sup>nd</sup> Annual Employment & Labor Law Seminar, October 26, 2016

Co-Presenter, *Open Q&A*, Fredrikson & Byron's 32<sup>nd</sup> Annual Employment & Labor Law Seminar, October 26, 2016

Presenter, *Independent Contractors: The DOL Has Spoken*, Fredrikson & Byron's 31<sup>st</sup> Annual Employment & Labor Law Seminar, November 6, 2015

Co-Presenter, *Considerations for the Aging Workplace*, Fredrikson & Byron's 31<sup>st</sup> Annual Employment & Labor Law Seminar, November 6, 2015

Co-Presenter, *Accommodation Tribulations Parts I and II*, Fredrikson & Byron's 31<sup>st</sup> Annual Employment & Labor Law Seminar, November 6, 2015

“The U.S. DOL Warns Employers That Most Workers are Employees—Not Independent Contractors,” *FredNEWS: Employment & Labor*, July 2015

*Accommodation Tribulations: Disability, Pregnancy, Religion, Oh My!*, Fredrikson & Byron Employment & Labor Law Seminar, April 22, 2015

Presenter, *Retiring Baby Boomers: Legal and Psychological Considerations for the Aging Workforce*, February 12, 2015

*WESA: A Deeper Dive into Real Life Applications*, Fredrikson & Byron’s 30th Annual Employment & Labor Law Seminar, October 28, 2014

*The FMLA: Still Providing Daily Dilemmas and Challenges*, Fredrikson & Byron’s 30th Annual Employment & Labor Law Seminar, October 28, 2014

Co-Presenter, *Women’s Economic Security Act: New Requirements for Minnesota Employers*, Fredrikson & Byron Webcast, July 8, 2014

Co-Presenter, *Women’s Economic Security Act: New Requirements for Minnesota Employers*, Fredrikson & Byron Seminar, June 24, 2014

Panelist, *Practical Perspectives: Designing Executive Compensation Programs*, April 24, 2014