

LEONARD
STREET
AND
DEINARD

UNCOMMON WISDOM
COMMON SENSE®

LEGAL SERVICES
PROPOSAL FOR
WILLIAM
MITCHELL
COLLEGE OF LAW



150 SOUTH FIFTH STREET
SUITE 2300
MINNEAPOLIS, MN 55402

7/18/03

WWW.LEONARD.COM

*Leonard, Street and Deinard is “AV”
rated — very high to preeminent legal
ability and ethical standards - by the
Martindale-Hubbell™ rating service.*

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Executive Summary

The William Mitchell College of Law is looking for an experienced legal partner who can help it reach the goals identified in its strategic plan. In addition, William Mitchell anticipates developing a working relationship with a law firm that demonstrates true interest in the representation of the law school.

The Education Law Practice Group and all of the attorneys at Leonard, Street and Deinard, Professional Association are delighted to present our capabilities for your consideration. Our leadership in the community, tradition of excellence and willingness to go “all out” for our clients would serve William Mitchell College of Law now and well into the future.



The Education Law Practice Group brings together the talents, abilities and experiences of attorneys throughout the firm in the legal practice areas of labor and employment, compensation and benefits, construction, public finance, nonprofit and tax-exempt law, board governance, real estate, immigration, intellectual property and information technology, charitable gift planning, administrative law, and general business matters.

We are proud of our association with William Mitchell College of Law and look forward to the opportunity to work with you on an ongoing basis. This proposal reflects our interest in working with you, as well as our knowledge and expertise in those areas you indicated are most applicable to the needs of William Mitchell College of Law. We look forward to meeting you in person to further explore the opportunities for partnership.

Why Hire Us?

Leonard, Street and Deinard appreciates your challenge of selecting a law firm that you believe would best represent your interests. We believe there are three main reasons that William Mitchell College of Law should consider Leonard, Street and Deinard for your legal partner: our expertise in higher education law, our commitment to our clients, and our commitment to the William Mitchell College of Law.

Expertise in Higher Education Law

Leonard, Street and Deinard would bring to William Mitchell College of Law a history of involvement with educational institutions at various levels. We have provided legal assistance to Gustavus Adolphus College for ten years in the areas of employment, governance, student rights, benefits, charitable giving, real estate, environment and intellectual property, and more. We have done arbitrations and investigations for various units of the Minnesota State Colleges and Universities System. We have provided various types of legal assistance to numerous other colleges and universities including: Augustana College, Carleton College, College of the Menominee Nation, Hamline University School of Law, University of St. Thomas Law School, Metropolitan State University and the Minnesota Higher Education Facilities Authority. A complete list of educational institutions to whom we have provided services is provided on page 5.

Based upon your stated priorities, Leonard, Street and Deinard proposes that the lead attorney for the William Mitchell College of Law will be Ellen Sampson. Prior to attending William Mitchell College of Law, where she graduated *cum laude* in January of 1984, Ms. Sampson pursued a graduate degree in political science. She was a Woodrow Wilson fellow at the University of Chicago and a National Defense Education Act Title IV fellow at Rutgers University. She has a Master of Arts degree from Rutgers and has completed all of the requirements for her Ph.D. except the dissertation. She taught both American Government and International Relations in the Department of Political Science at Indiana University in Bloomington, Indiana, and at Augsburg College in Minneapolis. As you may know, she has taught employment law as an adjunct professor at William Mitchell College of Law.



Providing legal counsel to colleges and universities has enabled Ms. Sampson to combine her affection for and experience in institutions of higher education with her expertise as a labor and employment lawyer. Ms. Sampson has litigated numerous statutory and common law claims at both the trial and appellate levels in Minnesota and other Midwest states. She is also active in counseling clients on employment related issues and frequently serves as a mediator in employment law cases. She is recognized by her peers as one of the leading employment lawyers in Minnesota and was named one of the Outstanding Women Alumnae as part of the 100th anniversary celebration at William Mitchell College of Law. Ms. Sampson is a former chair of the governing council of the Labor and Employment Law Section of the State Bar Association, is a member of the National Association of College and University Attorneys (NACUA), and is a frequent speaker on employment topics. She has commented on employment law topics for the media. She is also the firm's legal counsel on labor and employment issues, and serves on the firm's Board of Directors. She is experienced and able in providing counsel to lawyers and human resources executives.

Commitment to our Clients

In addition to our specific education law experience, we pride ourselves on the breadth and depth of our legal experience in virtually all areas of the law. With more than forty practice areas, and 170 attorneys, we have the ability to help our clients in nearly all legal matters. Scholarship, thoroughness and finding the right answer have always been hallmarks of our work, but we are also very practical. We listen carefully to our clients, make sure we thoroughly understand their needs and expectations, and work within their timetables and budgets. We know that the efficient application of our skills to accomplish our clients' goals is the smartest way to practice law. A number of the shareholders in our firm have received recognition by local or national publications as either a Minnesota "Super Lawyer" or among the "Best Lawyers in America" in their area of practice.

Our *Client Covenant* is a testament to our conviction to provide the best possible legal services to our clients. We embrace a unique covenant with our clients in which we promise our clients technical excellence, predictability, controlled fees and costs, prompt communication and easy access, a teamwork relationship and opportunities to evaluate our performance. More information about our *Client Covenant* is provided in Tab 2.

In addition, our client survey is a valuable tool for clients and attorneys to assess our service levels and competencies. Our most recent survey, conducted by Market Response International (MRI), gave us an overall satisfaction rate of over 96 percent.

Commitment to William Mitchell Law School

In addition to the excellent qualifications and credentials of our lead attorney, Leonard, Street and Deinard has a rich history of employing William Mitchell College of Law graduates. Currently our firm is comprised of twenty-nine William Mitchell College of Law graduates—nearly eighteen percent of our attorneys overall. These attorneys are active in our community both as lawyers and citizens. An overview of our William Mitchell graduates is provided on the following page.

William Mitchell College of Law Graduates

Leonard, Street and Deinard



**Joey
Adams**
2000



**Alison
Archer**
2002



**Jeffrey
Cairns**
1981



**Dominic
Cecere**
1990



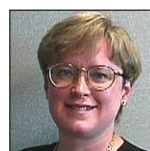
**Dan
Colton**
1990



**Jeffrey
Cotter**
1995



**Scott
Erickson**
1983



**Diane
Gerth**
1987



**Robyn
Hansen**
1977



**Theresa
Hughes**
1985



**Mark
Jacobson**
1973



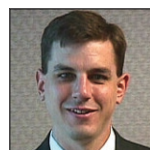
**John
Kuehn**
1975



**Steven
Mayeron**
1998



**Catherine
McEnroe**
1991



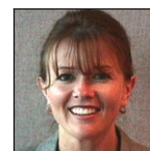
**Christopher
McGlincey**
1996



**John
McGrath**
1962



**Daniel
Palmquist**
1991



**Elizabeth
Papacek**
2000



**Teresa
Peterson**
1990



**Michael
Phelps**
1998



**Todd
Phelps**
1999



**Paul
Rachie**
1995



**John
Regan**
1967



**Chad
Roggeman**
1998



**Ellen
Sampson**
1984

**LEONARD
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AND
DEINARD**

UNCOMMON WISDOM
COMMON SENSE®



**Eric
Skytte**
1996



**Timothy
Welch**
1984



**Nancy
Wiltgen**
1986



**Steven
Zabel**
1993

Representative Clients

These are some of the institutions of higher learning we have served over the years:

1. Augustana College
2. Carleton College
3. College of the Menominee Nation
4. Gustavus Adolphus College
5. Hamline University School of Law
6. Luther Seminary
7. Macalester College
8. Metropolitan State University
9. Minnesota Higher Education Facilities Authority
10. Minnesota State Colleges and Universities (MNSCU)
11. Northland College
12. Notre Dame College of Ohio
13. South Central Technical College Foundation
14. Summit Management Inc.
15. University of Chicago
16. University of Minnesota
17. University of St. Thomas Law School
18. William Mitchell College of Law

Other Public and Private Schools

19. Apple Valley Public Schools
20. Fostoria Public Schools, Ohio
21. Glencoe Public Schools
22. Metropolitan Federation of Alternative Schools
23. Mounds Park Academy
24. Plymouth Christian Youth Center
25. Providence Academy
26. Saint Paul Public Schools

A Partnership for Legal Services

We believe in developing long-term relationships with our clients. That means knowing every aspect of your organization. It means working with you on a proactive, not reactive, basis. We will make it our business to know the legal education environment inside and out so that we can provide input and strategy not only on legal issues, but also on all of the issues you are facing as a private graduate institution of learning. We have the advantage of having a birds-eye view of higher education challenges, and can give you the benefit of our observations and expertise.

We represent colleges, universities and public and private schools in faculty and tenure-related matters; employment and litigation matters such as employee and student discipline, termination and discrimination claims, and immigration issues; compensation and benefits issues; public bidding and open meeting requirements; commercial and construction contracts and litigation; real estate matters such as acquisition and divestiture; business transactions; taxable and tax-exempt financings; intellectual property; general academic governance; and internal and regulatory investigations.

Our practice areas offer educational institutions cross-functional access to attorneys across the legal spectrum.

More specific information about each practice area within our Education Law Practice Group is described in this proposal.

Based on information you have provided to us, we believe legal services performed by Leonard, Street and Deinard on behalf of William Mitchell could conceivably include the following:

- Providing legal counsel, advice and training on labor and employment matters.

- Providing advice, training and compliance assistance on retirement, health and flexible employee benefit programs.

- Providing legal counsel as needed as a result of construction and land use, zoning and planning.

- Providing legal counsel as needed on public financing and bond issuance.

- Representing William Mitchell in all phases of administrative proceedings and litigation relating to employment and human resources related matters, including mediation and arbitration. Advising and representing William Mitchell in matters relating to compliance with federal, state or local statutes, rules or ordinances that may arise.

- Providing legal counsel and advice on general governance, commercial and litigation issues.

- Providing any other legal services requested by William Mitchell.

Women and Minorities

Our firm has worked diligently to encourage women and minorities to both attend William Mitchell and continue their careers at Leonard, Street and Deinard and participate in the local community.

In recruiting law students and employees we believe in providing meaningful opportunities for women and minorities. In 1952 we hired Irene Scott, who became a Leonard, Street and Deinard shareholder in 1958 and the first woman partner in a major Twin Cities law firm. Approximately fifty percent of our associates are women and our women shareholders serve in the management of the firm, including the Board of Directors, the Compensation Committee and as practice group leaders. A number of our women attorneys have been appointed as judges or magistrates in state and federal courts.

We are serious about attracting attorneys from a variety of backgrounds and actively participate in the Minnesota Minority Bar Associate Job Fair and the Cook County Minority Job Fair. As a direct example of our commitment to diversity in the legal profession, we provide scholarships to students from underrepresented groups attending law school in Minnesota. Not only do we provide monetary support, but we also provide mentoring opportunities for the students by inviting them to attend bar association and client meetings, depositions and provide time to meet with our attorneys.

We are also sponsors of the Council on Legal Educational Opportunity (CLEO) Program. We participate in the career fair, host a luncheon with our attorneys and provide the opportunity for students to tour the law firm and informational interview. The firm is currently involved in the development of a Web site by the Minnesota Minority Bar Associations designed to provide underrepresented groups information about the practice of law in Minnesota. The area of minority recruitment is one that we continually seek to improve and are always assessing ways to have greater success.

Proactive Risk Management

Leonard, Street and Deinard is a full-service law firm with practice areas covering a broad range of issues confronting educational institutions. As we understand your needs for risk management, our selective team of attorneys can advise you in matters relating specifically to labor and employment matters, as well as matters relating to all of the areas of practice listed in this capabilities proposal.

The practice groups of Labor and Employment Law, Compensation and Benefits Law, Construction Law, Immigration Law, Nonprofit and Tax-exempt Law and Intellectual Property/Information Technology Law regularly provide UPDATE newsletters and ALERTS on breaking legislation, court opinions and administrative decisions impacting our clients, as well as information on how to limit their exposure to similar legal risks. These newsletters are available to clients through e-mail or regular mail. Examples of the electronic copies of recent issues of the above-named newsletters are included in the Addendum.

Full descriptions of our practice areas pertinent to this proposal are provided, beginning on page 25.

High-Quality Legal Services

While we appreciate that William Mitchell is not looking for the “lowest possible price,” we also understand the pressures facing educational institutions today. Our overall objective in representing William Mitchell will be delivering high-quality legal services efficiently and consistent with William Mitchell’s goals. As each legal matter or issue arises, we would determine the most appropriate attorney to resolve the matter and build a team of other attorneys and/or paralegals, if needed.

Our philosophy is that a large part of “investing in a long-term relationship” with any client is our willingness to work with the client on establishing a mutually beneficial financial arrangement. This may mean we incorporate a year-end “look back” provision in the fee agreement to see how both parties fared and to see what (if any) adjustments might be appropriate. In this respect, we have had terrific success in working out creative solutions for our clients. The following are a few examples of creative fee arrangements we have used with clients:

Standard Rates Schedule. We know from past experience that the keys to successful representation are the right staffing, careful management and close communication between the client and the law firm. We therefore make every effort to assign work at appropriate levels to assure the requisite level of expertise for the task, while controlling cost and maximizing efficiency. For this reason, we are presenting the range of hourly rates of our William Mitchell team attorneys within four experience-based categories: senior partners, mid-level partners, junior partners/senior associates and junior associates/paralegals.

Experience & Expertise Level	Rate Range (\$/hour)
Senior Partners	\$300 - \$400
Partners	\$225 - 300
Senior Associates	\$175 - 225
Junior Associates/Paralegals	\$125 - 175

We also have explored with clients a variety of flexible and creative fee arrangements. For example:

Preferred Pricing Based on Volume of Work. With a few clients we have developed a preferred pricing plan based on volume of work. The corporation receives a 5% discount on annual legal fees over a set amount, and receives an additional 5% on annual legal fees over a stepped-up amount.

Blended Rate. We have established a blended rate arrangement (one rate for all attorneys) to perform legal work for other clients. The work includes general corporate, employee benefits, employment law, and intellectual property or standard insurance matters, and some litigation management.

Set Annual Fee (With Equitable Adjustment). We have a set annual fee arrangement with other clients. We collaborated with the clients to determine the budget for outside legal fees per year based on historical data. Together, we managed the number of hours for our services and the number of matters that were assigned to us. For unusually complex or unique matters that arise, and which are not included in the negotiated annual fee, we worked with the clients to determine an hourly flat rate fee. Each year we negotiate a new set annual fee and a new flat rate based on previous history and looking at future needs. This arrangement has resulted in substantial savings for our clients.

We have found that our clients have been very pleased with our flexibility and willingness to adapt a fee arrangement that is a fair arrangement for both parties. Periodically, we review the fee structures with our clients to ensure that the agreements remain mutually beneficial.

Communication is Key

Ellen Sampson is available to devote significant time to William Mitchell matters. She will be the primary William Mitchell contact when matters arise, or if there is a need to discuss administrative matters in connection with our representation. Additionally, the size of our firm and depth of our expertise will allow us to add other attorneys to the core team, as needed.

Leonard, Street and Deinard appreciates the fact that your business hours need to match your students' needs—24/7. Leonard, Street and Deinard attorneys and assigned key personnel are also available whenever necessary to answer your questions and meet your needs. Contact can be made via phone, fax, e-mail, or our new Web-based communication tools.

We believe regular meetings are an important part of establishing a partnership with William Mitchell College of Law. We would work to establish a regular meeting schedule that meets the needs of our clients at William Mitchell.

Conclusion

Leonard, Street and Deinard is delighted to have this opportunity to share our interest and legal knowledge with William Mitchell in anticipation of forming a long-term relationship. We welcome the opportunity to sit down with you to further explore your legal needs. We believe we are uniquely qualified to handle the legal problems facing William Mitchell College of Law for the following reasons:

We understand and have experience with the legal relationships important to educational institutions.

We understand human resources issues, including labor, employment, compensation, and benefits, and have experience to provide both good advice and good value to William Mitchell.

We understand the dynamics of construction and engineering firms and have experience working with educational institutions on construction, engineering and environmental issues.

We understand the financing issues facing educational institutions and have the experience to help you navigate the legal challenges.

We are a full-service law firm with breadth and depth of experience and talent to assist you with other legal needs if needed and requested.

We look forward to establishing a working relationship with you. We would be happy to answer any questions that you might have or to be of assistance in any way possible. Please contact:

Ellen Sampson

Leonard, Street and Deinard

Minneapolis Office

Fifth Street Towers

Minneapolis, MN 55401

Phone: 612-335-1698

Fax: 612-335-1657

ellen.sampson@leonard.com

“Genius without education is like silver in the mine.”

Benjamin Franklin

Our *Client Covenant* — A Commitment to Extraordinary Client Service

In 1993, we formed a Client Advisory Council, comprised of top executives and general counsel from sixteen representative clients. Our primary goal then and now is to listen to our clients and constantly seek ways to improve client service. One result of the Council has been our “*Client Covenant*,” a set of written promises to our clients concerning issues that we were told were of paramount importance to our clients. Our “Client Covenant” addresses the following values we strive to deliver to clients daily:

Quality and Integrity

Innovation

Accessibility, Responsiveness and Communications

Predictability

Managed Fees and Costs

Teamwork

Evaluation

Leonard, Street and Deinard Client Covenant

PROMISE #1: QUALITY AND INTEGRITY

We will provide you with excellent professional services and the highest level of professional integrity. Specifically, we will:

Refer you to the right attorney who has the right combination of experience and expertise to address your needs;

Make every effort to achieve the result you want;

Deliver all services with integrity and commitment to the highest professional and ethical standards, including absolute loyalty to your interests and the avoidance of conflicts of interest; and

Provide research, due diligence, drafting and other preparation appropriate to the task, and consistent with directions received from you.

PROMISE #2: INNOVATION

We will help you identify and implement creative ways to solve your problems or to pursue your opportunities. Specifically, we will:

Deliver creative solutions by seamlessly combining an understanding of your unique needs and a knowledge of your business and industry with legal and business advice to achieve your goals;

Help you find your way to “yes” rather than giving you legal reasons for “no;”

Understand your legal and regulatory environment so well that we can identify and anticipate your needs and help you find your way through it all with minimum impact;

Promise to stay on the leading edge of technology for top communications and client service; and

Look at problems and solutions in more than one way and figure out what works best, i.e., not a formulaic approach but rather, where appropriate, thinking “outside the box.”

PROMISE #3: ACCESSIBILITY, RESPONSIVENESS AND COMMUNICATIONS

We will proactively keep you fully informed about all matters we are handling for you, utilizing the customized communications media that you desire. We will make ourselves available to you at all times and will respond quickly to your communications. Specifically, we will make every effort to:

Furnish you, if you wish, with multiple means to access us at all times including e-mail, telephone and fax;

Respond to your communications within the same business day;

At your request, make available a web-based “extranet” which allows you access to databases containing information and documents we have gathered in connection with your specific matter(s);

At your request, make available to you your own private access via our secure Web portal to your financial accounts and payment records with our firm, as well as access to information we have assembled which is relevant to your business or your industry;

In litigated matters, furnish you with copies of all court papers prepared on your behalf for your comment before they are submitted, as well as copies of all relevant communications to and from other parties, deposition transcripts or summaries;

In transactional matters, furnish you with copies of all drafts, correspondence and memos in advance if you so request;

Refer all media inquiries to you unless otherwise directed; and

Attend meetings to deal with legal issues at the college when requested, with reasonable notice, in addition to a regularly established meeting schedule.

PROMISE #4: PREDICTABILITY

We will do everything possible to identify the range of possible outcomes so as to avoid surprises concerning your risks, costs and likely results. Specifically, we will:

At the outset, give you our considered and candid opinion as to the range of available options, risks and likely outcomes of negotiation, litigation or other methods of resolving disputed matters;

Agree with you on the strategy and specific course of action to be pursued on your matter;

When appropriate, prepare a written budget or estimate of our fees, including a breakdown for each phase of the work on major matters;

Promptly inform you if there is a change in the assumptions or scope of work upon which the budget or fee estimate is based; and

Promptly inform you if there is a need for reassessing or changing the strategy and course of action based on additional information or a change in the dynamics of the matter.

PROMISE #5: MANAGED FEES AND COSTS

We will explore pricing options and take all reasonable steps to control your legal fees. Specifically, we will:

- Discuss with you alternatives to billing on an hourly basis, such as a fixed fee, blended rate, contingent fee, retainer agreement or discount for an agreed upon volume of work;
- In consultation with you, assign attorney staff at appropriate levels for each task to be performed;
- Consult with you in advance before changing assignments on your matters;
- Be efficient in staffing meetings, depositions and hearings; and
- Provide the opportunity for you or your employees to perform tasks where it is more cost efficient to do so.

We will also control out-of-pocket costs and disbursements charged to you. Specifically, we will:

- Use messenger and overnight mail services only as directed or requested by you, or when absolutely necessary;
- Limit our charges for photocopying, faxes, computer research, long distance phone calls, messenger services and other disbursements to our cost;
- Consult with you in advance as to the use of any local counsel and outside consultants; and
- Arrange air travel (at coach rates) sufficiently in advance, and make our hotel and ground travel selections so as to minimize the cost to you.

PROMISE # 6: TEAMWORK

We will work with you as a team. Specifically, we will:

- Listen carefully to you, understand your preferred outcomes and make every effort to achieve them;
- Consult you in all significant decisions relating to your matter, including those likely to affect cost or outcome; and
- Invite you to attend significant meetings, hearings and other events affecting your matter.

PROMISE # 7: OPPORTUNITY TO EVALUATE OUR SERVICES

We will regularly ask for your feedback on how we have fulfilled our commitments to you. Specifically, we will:

Annually ask you and our other clients about your satisfaction with our services;

At your request, make a senior attorney available to discuss any questions, concerns or suggestions regarding our services; and

Respond to your concerns and suggestions.

William Mitchell Legal Team

The lead attorney for William Mitchell will be Ellen Sampson. Ellen has experience leading an attorney team that provides representation to an educational institution. She is a William Mitchell graduate, and was named an Outstanding Woman Alumnae as part of the 100 Year Anniversary Celebration. She has been an adjunct professor at William Mitchell. Additional information about Ellen's credentials is contained in the following biography and on page 2.

Her team has been hand-selected to best represent how Leonard, Street and Deinard can serve William Mitchell. Biographies of other attorneys selected for the William Mitchell team follow.

Lead Attorney

Labor and Employment Law



Ellen G. Sampson, Shareholder

J.D., *cum laude*, William Mitchell College of Law, 1984
Member Board of Directors, Leonard, Street and Deinard

Ellen has litigated numerous statutory and common law claims at both the trial and appellate levels in Minnesota and other Midwest states. Ellen is also active in counseling clients on employment related issues and frequently serves as a mediator in employment law cases. She is recognized by her peers as one of the leading employment attorneys in Minnesota. Ellen is a former chair of the governing counsel of the Labor and Employment Law Section of the Minnesota State Bar Association and an adjunct professor at William Mitchell College of Law. She is licensed to practice law in Wisconsin as well as in Minnesota and is a member of the National Association of College and University Attorneys (NACUA). She is frequent speaker at continuing legal education programs.

Compensation and Benefits Law



Jeffrey P. Cairns, Shareholder

J.D., William Mitchell College of Law, 1981
Certified Public Accountant; Cochair Compensation and Benefits Practice Group

Jeff advises employers on ERISA and employee benefit matters, including code and 401(a), 401(k), 403(b) and 457(b) and (f) plans, welfare and flexible benefit plans. Jeff also provides tax and compensation planning advice for executives of for-profit and tax-exempt employers, and provides technical support to third party administrators of pension and welfare benefit plans. He is a past chair of the Minnesota State Bar Association's Employee Benefits Section, and past chair of the Board of Directors of Minnesota Chamber Business Services, Inc. He is a current member of the Boards of Minneapolis Rotary Club, Rotary Club's Community Service Foundation and the Minnesota State Chamber of Commerce. Jeff is a member of the Minnesota Senior Federation's Pension Rights Project Advisory Committee and provides pro bono technical advice to volunteers and seniors.

Jeff is past chair and member of the William Mitchell College of Law Partners in Progress Annual Fund Committee and a member of the "A Foundation For Our Future" Capital Campaign cabinet. Jeff is a regular lecturer for MCLE, MILE and various trade organizations. Jeff is a member of the national and Minnesota chapters of the ESOP Association, the Midwest Pension Conference, and the Employee Benefits Committee of the ABA Tax Section.

**Compensation and
Benefits Law,
cont.**



Angela M. Bohmann, Shareholder

J.D., *summa cum laude*, Boston College, 1978

Angela Bohmann is an experienced practitioner in the area of compensation and benefits law. She is a member of the Internal Revenue Service Central Mountain TE/GE (Tax Exempt/Government Entities) Council. Her substantial experience practicing compensation and benefits law includes qualified pension plans, nonqualified deferred compensation plans, welfare benefit plans, and executive compensation. She is a former executive editor of the Boston College *Law Review* and a former judicial clerk to the late Honorable James E. Doyle, United States District Court, and Western District of Wisconsin. Angela is also past president of the Minneapolis Pension Council, a member of the Midwest Pension Conference and a frequent lecturer on employee benefits topics. Angela has been listed in the 2001-2002 and the 2003-2004 editions of *Best Lawyers* in the specialty of Employee Benefits Law.

Angela is admitted to practice in Minnesota and Wisconsin, as well as before the U.S. District Courts for the District of Minnesota and the Western District of Wisconsin and the U.S. Tax Court.

Labor and Employment Law



Daniel Oberdorfer, Shareholder

J.D., *magna cum laude*, University of Minnesota, 1992

Dan is experienced at litigating and counseling in the area of complex employment disputes. He has represented employers in cases involving claims of sexual harassment, age discrimination, gender, race and religious discrimination, defamation, and breach of contract. Before practicing law, Dan was a prize-winning journalist for the *Minneapolis Star Tribune* for twelve years, where he covered the courts and legal affairs. He also has been a columnist for the *Minnesota Lawyer*, a regular contributor to the *National Law Journal*, and editor in chief of the *Minnesota Law Review*. He frequently speaks on crisis communication issues and is a member of the Minnesota State Bar Association Bar Media Committee. Dan clerked for Judge Donald P. Lay of the Eighth Circuit United States Court of Appeals before entering private practice. He has completed a post-graduate trial training program at the National Institute of Trial Advocacy.



Daniel L. Palmquist, Shareholder

J.D., *magna cum laude*, William Mitchell College of Law, 1991

Assistant Chair Employment and Litigation and Counseling Practice Group

Dan litigates discrimination, breach of contract, and other employment-related causes of action in the state and federal court systems. He also has extensive experience defending employers from state and federal administrative charges of discrimination.

Dan's immigration practice involves representing employers, employees and their families in obtaining immigrant and nonimmigrant visas. He clerked for the Minnesota Supreme Court during its 1991-1992 term.



Elizabeth A. Papacek, Associate

J.D., *summa cum laude*, William Mitchell College of Law, 2000

Beth is an associate in the labor and employment practice group. Focusing primarily on employment litigation and counseling, Beth's practice is enhanced by the practical experience gained in her prior career as a human resources professional. Before joining the firm, Beth served as a judicial law clerk for Chief Justice Kathleen Blatz of the Minnesota Supreme Court. She is a former editor of the William Mitchell *Law Review*. Beth is admitted to practice in Minnesota.

Construction Law



Michael G. Taylor, Shareholder

J.D., *cum laude*, University of Michigan Law School, 1984
Chair Construction Law Department

In addition to being chair of the firm's Construction Law Practice Department, and he is also a member of the firm's Insurance Coverage Practice Group. He has been a lead attorney in a number of our firm's national counsel relationships and has managed both litigated and corporate portfolios for a number of national clients. He has extensive experience negotiated engineering, design, construction management, construction, and design/build contracts, and he has represented architectural, engineering, roof consultant, construction manager, developer, owner and contractor clients in construction-related litigations, arbitrations and mediations throughout the country.

Mike is active in the litigation, construction and insurance sections of the American Bar Association. He has written and lectured extensively on insurance issues, and he is active in numerous trade associations, including the American Institute of Architects, Roof Consultants Institute, Association of General Contractors and Associated Builders and Contractors.

Mike is admitted to practice in Minnesota and South Dakota.

Public Finance Law



Robyn Hansen, Shareholder

J.D., *cum laude*, William Mitchell College of Law, 1977

Robyn has been practicing in the area of public finance for almost twenty-five years. She has considerable expertise in public finance, taxable and tax-exempt financing, economic and municipal development as well as tax increment financing. Robyn is a past president of the Minnesota Institute of Public Finance.

Robyn is admitted to practice in Minnesota as well as before the U.S. District Court for the District of Minnesota and the Eighth Circuit Court of Appeals.

Nonprofit and Tax- exempt Law



Mary E. Probst, Of Counsel

J.D., University of Chicago Law School, 1979

Mary focuses on representing nonprofit organizations of all kinds, including public charities, private foundations, community foundations and trade and other associations. She has provided legal counsel on corporate, tax and general matters for such organizations for almost 20 years. Her practice encompasses the creation, tax exemption, governance, general operations, reorganization and merger of a wide variety of organizations, including educational, arts, social service, health care, housing, religious and grant-making entities, both domestic and international. Her practice also focuses on her charitable giving expertise for both nonprofit entities and individuals seeking tax-planning advice.

She has served on the boards and as a volunteer for a number of nonprofit organizations.

General Corporate Law, Board Governance



Ivy S. Bernhardson, Shareholder

J.D., *cum laude*, University of Minnesota Law School 1978

Ivy is an experienced corporate counsel and business attorney whose expertise includes all critical areas of corporate finance, securities, mergers and acquisitions, executive compensation and benefits and related issues. For almost twenty years, she was a key player in formulating and guiding the implementation of corporate governance policies, processes, and organizations at General Mills and served as lead counsel in numerous business acquisitions and dispositions. A *cum laude* graduate of the University of Minnesota Law School, Ivy is a qualified arbitrator and mediator and is admitted to practice in Minnesota. She has also been active on the boards of several nonprofit organizations in Minnesota.

Real Estate Law



Timothy Welch, Shareholder

J.D., *magna cum laude*, William Mitchell College of Law, 1985
Chair Real Estate Practice Department

In addition to chairing our Real Estate Practice Department, Tim is a certified real property specialist and a member of our Banking and Lending Practice Group. His practice is largely transactional, involving commercial real estate, family-owned businesses and related sales and financing. He has significant experience in governmental relations at the municipal level, including zoning, licensing, and development issues. Tim manages complex problems for business clients, working with the appropriate firm departments to resolve each client's problems and achieve their goals.

Tim is admitted to practice in Minnesota.



John C. Kuehn, Shareholder

J.D., William Mitchell College of Law, 1975

John represents a variety of business organizations and individuals in connection with their real estate transactions, including purchase, sale, financing, land development, construction and leasing. Also a practitioner of general business law, John provides general representation for profit and nonprofit entities in all aspects of their operations. John is a member of the Minnesota State Bar Association (real property and business law sections) and the Hennepin County Bar Association. He received his B.A. from the University of Minnesota in 1971.

John is admitted to practice in Minnesota.



Paul C. Rachie, Shareholder

J.D., *magna cum laude*, William Mitchell College of Law, 1995

Paul is a real property law specialist, certified by the Minnesota State Bar Association. He practices in the areas of commercial lending and real estate law, with an emphasis on financing, acquisitions, sales, development and leasing of shopping centers, apartment complexes and office buildings. Mr. Rachie has extensive experience in complex multistate loan transactions, having represented numerous banks, life insurance companies and other lending institutions, as well as entities acquiring or financing multistate real estate portfolios. He is a member of the Real Property section of the American, Minnesota State and Hennepin County Bar Associations.

**Intellectual
Property/Information
Technology (Labor
and Employment)**



Susan Robiner, Shareholder

J.D., Georgetown University Law Center, 1985

Susan leads the firm's Trademark and Copyright Litigation practice within the Intellectual Property and Information Technology Practice Group (IP/IT). Additionally, her employment law practice has covered all aspects of employment litigation including sexual harassment litigation, complex sex and age discrimination matters, and class action litigation.

Her trial and arbitration experience is extensive. She has tried numerous cases to verdict, functioned as lead counsel on complex multi-party litigation, led class action litigation, and arbitrated matters involving complex technology issues. Her appellate practice has included argument before all of the appellate courts of the state as well as the Eighth Circuit Court of Appeals.

For the past two years Susan was named "Super Lawyer," by *Minnesota Law & Politics*. She is admitted to practice in the state of Minnesota, the U.S. District Court for the District of Minnesota and the U.S. Court of Appeals for the Eighth Circuit.

Administrative Law



I. Daniel Colton, Shareholder

J.D., *cum laude*, William Mitchell College of Law, 1990

In addition to a law degree, Dan holds a master's degree in Geochemistry from Queens University. He was employed by RE/SPEC, Inc., a national environmental consulting group, as environmental counsel from 1990 to 1991. Since joining Leonard, Street and Deinard, Dan has worked on both litigated and nonlitigated matters involving complicated questions of hazardous waste remediation and liability assignment for historical contamination. Dan's expertise in geology, chemistry, environmental fate, and toxicology are extremely useful in working with environmental consultants.

Practice Group Overviews

Education Law

The Education Law Practice Group offers clients “Uncommon Wisdom/Common Sense” experience in areas of special interest to educational institutions.

We understand and appreciate the challenges facing William Mitchell College of Law. We take pride in being both highly skilled legal practitioners and business advisors. We are comfortable in your environment and can help you meet your legal challenges. Most important, we know how to put our legal expertise, business knowledge and experience in higher-education to work to help William Mitchell College of Law both build and sustain a thriving organization.

Clients appreciate our proactive approach, which allows us not only to develop and implement a plan based on objectives and concerns, but also to recognize potential problems before they become disruptive or expensive.

Leonard, Street and Deinard has had considerable experience in recent years in efficiently and effectively partnering with clients with significant ongoing needs for outside counsel.

In addition to representing educational institutions, our firm has been a long-term supporter of local colleges, universities and public and private schools, including endowing a chair at William Mitchell College of Law. The Leonard, Street and Deinard Foundation has generously given donations of funds and time to our colleges, universities and public and private schools throughout the years. More specific information about each practice area within our Education Law Practice Group is described in this proposal.

Labor and Employment Counseling and Litigation Law

Although the Labor and Employment Law Practice group at Leonard, Street and Deinard has a proven record of defending employers including educational institutions against employee and student lawsuits, it is our philosophy that an ounce of prevention is worth a pound of cure when it comes to employment issues. Our counseling practice includes developing sensible employment and other policies, including faculty, staff and student handbooks, managing sensitive workplace investigations, and guiding clients through emergency personnel situations.

We have handled labor arbitrations on behalf of various educational institutions and have done workplace investigations as well as serving as expert witnesses in litigation involving educational institutions. We have represented educational institutions on numerous employment matters involving faculty, staff and students in both the litigation and counseling areas. We have also defended educational employers in litigated matters in both state and federal courts, as well as in mediations, arbitrations and other administrative proceedings.

We litigated a major case in favor of the educational institution where a professor was accused of sexual harassment. We have also conducted numerous arbitrations and carried out various employment investigations on behalf of Minnesota State Colleges and Universities (MNSCU). We have also mediated claims on their behalf.

We recognize that employment problems often cannot wait until tomorrow and we give our clients our full attention immediately. When we are retained to represent a client, either in the counseling or litigation arenas, we provide an early assessment of costs and risks so that our client can make informed decisions. We help our clients to analyze the best course of action and work to develop a strategy that is consistent with the client's philosophy and the nature of the dispute. We staff our cases efficiently in order to manage costs.

Members of our Labor and Employment Law and Compensation and Benefits Law Practices author an annual publication for Minnesota employees entitled, "Employer's Survival Guide to Federal and Minnesota Employment Laws." Its electronic version is on the Web at www.HRComply.com.

What We Do

Our attorneys have experience in all aspects of labor and employment counseling and litigation, including:

- Drafting handbooks for faculty, staff and students

- Advising educational institutions about faculty, staff and student related issues

- Defending litigation arising out of claims involving discrimination, torts, contracts, non-competition, and trade secret issues, among others

- Providing advice regarding labor relations, contract compliance and affirmative action

- Offering guidance on compliance with Title VII of the Civil Rights Act of 1964, Title IX, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Employee Retirement Income Security Act, the Federal Family and Medical Leave Act, the Minnesota Human Rights Act, the Federal Fair Labor Standards Act, and numerous other statutes.

Compensation and Benefits Law

The Compensation and Benefits Law Practice at Leonard, Street and Deinard works with clients to design, implement and maintain employee benefit programs such as: life insurance; health and disability plans; ESOP; pension, profit sharing and 401(k) plans; flexible benefit (cafeteria) plans; and other flexible benefit and incentive programs. The group's member attorneys have in excess of forty years of experience working with employers, administrators and the government agencies that regulate these plans and programs.

We have assisted a Minnesota religious college for a number of years with its benefits issues, including its 403(b) plan, retiree medical plan, and early retirement programs. We also obtained a ruling that its welfare benefit plan constitutes a "church plan" and therefore was not governed by ERISA. This allowed the college to join a consortium of other employers not subject to ERISA to purchase health benefits at significant savings.

One of the shareholders in this group has previously provided legal advice to William Mitchell College of Law in the form of a second opinion on a sensitive employee benefits matter. A number of the shareholders in this group have received recognition by local or national publications as either a Minnesota "Super Lawyer" or among the "Best Lawyers in America" in their area of practice.

What We Do

We have broad experience in all aspects of compensation and benefits law including:

Qualified pension plans (both defined benefit and defined contribution plans)
403(b) and 457(b) and (f) plans for tax-exempt organizations
401(k) plans
Flexible benefit plans
Welfare benefit plans
Benefits administration (including TPA support)
COBRA, HIPAA portability, HIPAA privacy and FMLA compliance
Executive compensation planning
Intermediate sanctions

Qualified medical child support orders
Qualified domestic relations orders
Equity-based incentive plans, including options, stock and phantom stock plans
Plan terminations and mergers
Corporate acquisitions and mergers
ERISA claims defense and prosecution
ERISA compliance audits
IRS and Department of Labor audits
Cafeteria/flexible benefit plans
Top hat supplemental benefit plans
Fiduciary advice and policy development

Our clients range in size from employers with only a few employees to employers with thousands of employees. Some clients have simple benefit plans and structures. Others have multiple plans, including multiple qualified plans covering different groups of employees. Some of our clients have unionized workforces.

Construction Law

Nearly twenty-five years ago, Leonard, Street and Deinard organized a practice group devoted to construction law. From drafting and negotiating contracts to resolving disputes over design and construction defects, we help construction clients avoid and manage conflicts and plan for the future. Our clients range from local businesses to major firms engaged in projects across the country and around the world. In addition, several construction-related companies have retained us to act as their national counsel for both litigated and nonlitigated matters.

We keep abreast of the latest developments in construction law. We actively participate in construction trade associations, present numerous seminars, and keep in close contact with all aspects of the construction industry. Our annual Construction Industry Update seminar for clients is recognized as one of the principal events in the region for keeping the construction industry current on important legal trends and developments.

What We Do

Our breadth of knowledge and experience touches every aspect of construction law, including:

Alternative dispute resolution	Government contracts (including work under the FARs)
Architect and engineer liability	Insurance coverage
Bid disputes	Labor disputes
Claims for extra compensation	Mechanic's liens
Contract drafting and negotiation	OSHA citations
Contract terminations	Payment and performance bonds
Delays, disruptions and accelerations	Professional licensing and disciplinary proceedings
Design and construction defects	Subcontractor claims
Differing site conditions	Termination
Energy performance contracting disputes	
Fire litigation	

Public Finance Law

Financing of Capital Needs

The Leonard, Street and Deinard attorneys who practice public finance law are accustomed to hearing clients apply complimentary adjectives to their practice—words such as experienced, dedicated, creative, sophisticated and service-oriented. There are three main reasons for our success:

- Outstanding responsiveness to our clients' needs and preferences
- Expertise in financing both straightforward and complex transactions
- Hard work and sophistication in negotiating and writing the financing contracts

What We Do

Conventional and economic development financing

Leonard, Street and Deinard attorneys have acted as bond counsel for cities, counties, economic development authorities, housing authorities and port authorities in connection with “conventional” general obligation financings and revenue bond financings, and other types of enterprise funds, and have also represented borrowers (including educational institutions) in such financings. The attorneys in the finance department, in fact, are widely known for their work in complex economic development.

Leonard, Street and Deinard attorneys have a national reputation in the area of housing including financing of projects for nonprofit housing, special needs housing, assisted-care and continuing-care for the elderly, and artist and student housing.

Nonprofit financing

The firm's attorneys represent the largest nonprofit nursing home and elderly housing owner/operator in the country in its tax-exempt and taxable financings throughout the United States. The firm also represents a number of very active, but smaller, nonprofit housing owners. The members of the firm have experience with forming nonprofits as well as providing financing. Leonard, Street and Deinard attorneys also have extensive experience with Section 42 low-income housing tax credits for projects where a nonprofit acts as general partner. The firm has handled several sophisticated bond issues for the state's sixteen private colleges through the Minnesota Higher Education Facilities Authority.

Legislation

Attorneys at Leonard, Street and Deinard are proactive with respect to their clients' needs at the legislature. They lobby, draft and monitor bills, and testify at committee hearings. They provide interpretation and analysis of pending and enacted legislation.

Tax

The members of the finance department analyze each transaction for pertinent tax issues and seek to resolve tax issues early in the transaction to avoid closing delays.

Nonprofit and Tax-exempt Law

Our attorneys provide a full array of advisory services to nonprofit and tax-exempt organizations, including the establishment and maintenance of tax-exempt status, corporate structure and organization, advising on the fiduciary duties of officers and directors, charitable giving and soliciting planned giving, and representing organizations before the local and national offices of the Internal Revenue Service, and the Minnesota Attorney General. Although nonprofit organizations like colleges and universities are not subject to the federal laws governing public companies, scrutiny of nonprofits by state attorneys has intensified, and proactive attention by nonprofits to governance matters is a responsible approach today.

Our Governance group is aware that William Mitchell's concerns are very real, requiring attention to overall composition of the board as well as criteria for the selection of individual members to assure board competence and independence. It also encompasses the performance and operation of important Board committees, especially those involved in matters of audit and financial reporting. The group has significant experience in helping organizations enhance their governance practices and processes, whether it is a comprehensive review or a more tailored project.

What We Do

Leonard, Street and Deinard attorneys' years of working with nonprofit and tax-exempt organizations have honed our skills in areas such as:

Structure, formation and organization of nonprofit institutions
Establishing tax-exempt status
Handling unrelated business taxable income
Excess benefit transaction analysis
Joint ventures with other entities
Fiduciary duties
Resolving tax controversies
Financing
Charitable contributions and fund-raising activities
Management of endowment funds and supporting organizations
Pension plans

Review of board's structure and management processes for "best practices" policy and procedure development
Review and development of codes of conduct, including business ethics, conflict of interest and compliance policies and programs (and handling of specific fact situations, as the need arises, including whistle-blower allegations)
Provide counsel on fiduciary duties and the role of directors
Provide representation on an as-needed basis, to board committees
Review of structure and corporate secretary's functions, including style/format of minutes and records
Review retention program, planning for relations with and serving the needs of an organization's various constituencies

Real Estate Law

Leonard, Street and Deinard's Real Estate Practice Department offers clients the full range of services for all types of real estate transactions and litigation. We have extensive experience in all traditional real estate practice areas, including mortgage lending. We also have considerable experience in a variety of areas, such as planned residential communities, multi-family housing, affordable housing, student housing, hotel projects, real estate partnership, joint ventures (including ventures between nonprofit and for-profit entities), secondary mortgage market transactions, sale-leaseback transactions, brownfield redevelopments, sports arenas, hydroelectric and co-generation projects; and wireless communication networks.

Our clients benefit from the real estate department's close working relationships with other departments of the firm. We team with the firm's administrative law group in transactions involving the sale, redevelopment or financing of brownfields and railroad lands. We work with our tax group in deals involving low-income housing credits, nonprofit businesses (such as health care providers), and real estate partnerships and joint ventures. We assist our corporate department in complex mergers and acquisitions as well as with the day-to-day real estate needs of our business clients. We work with our litigation group in real estate tax, condemnation, and land use and title insurance litigation. We also assist our bankruptcy group when it deals with real estate assets in reorganizations and liquidations.

What We Do

Acquisition Financing and Refinancing
Planning, Zoning and Land Use Regulation
Bank Lending
Publicly Assisted Development
Commercial Leasing (landlord or tenant)
Purchase and Sale Transactions
Communication Networks
Railroad Lands
Condemnation
Real Estate Tax Protests
Conservation Easements
Residential Subdivisions and Planned Communities
Corporate Real Estate

Shopping Centers and "Big Box" Retailers
Historic Rehabilitation
Site Assembly and Development
Hydroelectric and Co-generation Projects
Tax-Deferred Exchanges
Land Use and Zoning Litigation
Title Clearance
Limited Partnership and Joint Ventures
Title Insurance Litigation
Mortgage Portfolio and Secondary Market Transactions
Townhouses and Condominiums
Nonprofit Organizations

Immigration Law

The Immigration Practice Group at Leonard, Street and Deinard works with businesses; academic, arts, hotel and entertainment institutions; athletes and athletic organizations; and individuals to resolve employment, student and family-based immigration matters. We are familiar with navigating the application procedures for immigrant and nonimmigrant visas, and help our clients understand what can sometimes be a confusing, frustrating and lengthy process. We are up-to-date on the latest developments in the new Department of Homeland Security, which now houses all of the former Immigration and Naturalization Service's functions.

In addition, our partnership with Leonard, Street and Deinard's employment law practice makes us uniquely qualified to advise our employer clients on all aspects of the foreign national's employment — not just immigration law questions and matters.

We have developed a number of resources for the benefit of all our clients that help reduce the costs involved in immigration filings. For example, we have a computerized library of Homeland Security, Executive Office for Immigration Review (EOIR), U.S. Department of State, U.S. Department of Labor, and State Workforce Agency (SWA) forms.

We have developed a Web-based immigration management system to keep our clients apprised of the latest developments in their matters. We make full use of the Internet, fax and electronic filing services of the governmental agencies with whom we deal. We track the latest developments in immigration law through online bulletins from the American Immigration Lawyers Association, and the American Bar Association's section on Individual Rights and Responsibilities. All of these resources ensure that our clients have access to the most cost-effective means of achieving their immigration-related goals.

What We Do

Leonard, Street and Deinard's immigration attorneys and paralegals are prepared to assist our clients in many aspects of the immigration law practice, including:

- Employment, student, and family-based non-immigrant (temporary), including B, F, H, J, L, M, and Q visas
- TN-1 visas and other NAFTA-related issues
- Employment and family-based immigrant (permanent) visas and adjustment of status
- O and P visas for entertainers, artists, athletes, and athletic organizations
- Naturalization and citizenship
- Preparing for and defending I-9 Compliance Audits
- Preparing and processing national interest waivers
- Immigration through investment

We achieve results—our approval rate for our INS petitions is 99.99 percent. This is not only because we are highly skilled practitioners, but also because we are candid with clients about the likelihood of success of their petitions. We save our clients time and money by offering a thorough assessment of each case for possible visa options.

Intellectual Property/Information Technology Law

We believe we differ from other firms in this specialized field by virtue of our exceptional understanding of the client's business needs, especially in the computer and information technology market. As a commercial firm, Leonard, Street and Deinard approaches intellectual property law from the point of view of protecting and advancing the client's business interests, as opposed to focusing on intellectual property for its own sake. Our extensive litigation experience is invaluable to clients because today's cases in this field are often tried to juries or judges with limited backgrounds in intellectual property or computer technology.

In addition to our generalized intellectual property practice, we are particularly devoted to serving the information technology marketplace—those who develop, distribute, market, acquire and utilize computer and information technology products and services. With a practice focused on the business of our clients rather than traditional legal subspecialties, we are experienced in helping our clients deal effectively and efficiently with a broad array of traditional and emerging legal issues involving all facets of digital business enterprise, including computer and software technology, outsourcing arrangements, the Internet, electronic commerce, electronic publishing and digital entertainment.

What We Do

We are known for depth of experience in areas such as:

Computer and information technology law

Internet law

Patent law

Copyright law

Trademark law

Trade secret law

Advertising law

Licensing

Litigation and alternative dispute resolution

Charitable Gift Planning Law

Because the tax and estate planning attorneys at Leonard, Street and Deinard have a strong reputation for maximizing the benefits of charitable gifts, both donors and nonprofit institutions routinely turn to us for guidance. We find that the key to good charitable gift planning is to handle all the issues up front, so donors and donees are not at any point surprised or disappointed. Our attorneys give sound tax advice, based on the most recent case law, regulations, and IRS pronouncements, while bearing in mind the donors' and charitable entities' desire to promote charitable activities.

As part of the planning process, we analyze everything with care: donors' existing estate plans, tax consequences of charitable planning alternatives and of donating different types of property, the needs and structure of the charitable recipient, and much more.

What We Do

Our attorneys have broad experience in charitable giving matters, including:

- Charitable remainder trusts

- Charitable lead trusts

- Gift annuities

- Family foundations

- Supporting organizations

- Charitable insurance planning

- Obtaining and coordinating assistance from appraisers, accountants, investment and insurance advisors

The clients who use our charitable giving expertise include both nonprofit entities (such as churches, hospitals, colleges, and universities) and individuals seeking tax-planning advice.

Administrative Law

Leonard, Street and Deinard has one of the most respected environmental and land-use practices in Minnesota. Our attorneys are frequently at the forefront of major environmental projects and issues, and have helped draft several of the state's key environmental statutes. We routinely handle a full range of environmental issues with the United States Environmental Protection Agency, Minnesota Pollution Control Agency, and environmental agencies in other states.

We are also experienced at handling regulatory matters at all levels—federal, state and municipal. Our attorneys have assisted clients in such diverse areas as occupational health and safety, historic preservation, professional licensing, zoning, land use, transportation, feedlots, mining, and freedom of information and privacy.

What We Do

Our attorneys work regularly on the following:

Acquisition and redevelopment of contaminated property (brownfields)	Environmental review of proposed projects
Pesticide and herbicide regulations	Storage tank, hazardous waste, and asbestos management
Air quality regulations	Environmental auditing and risk management
Professional licensing of businesses and individuals	Superfund matters
Consumer protection laws and regulation of business practices	Facilities siting and permitting
Requests for public information and the protection of private, confidential information	Wastewater treatment and disposal
Contracting with consultants and construction vendors	Historic preservation
Solid waste disposal and resource recovery	Wilderness preservation and logging or mining activity
Corporate transactions involving environmental issues	Matters involving lakes, rivers, wetlands, wildlife habitat, and endangered species
Spills and environmental emergencies	Zoning, including business location and shore land conservation
	OSHA regulations

Support Staff and Technology

Our Approach

Leonard, Street and Deinard will customize support staff teams and technological resources to best accommodate William Mitchell College of Law.

Tailored Support Team

To best respond to your needs as an educational institution, our firm will create a tailored support staff team including paralegals, secretaries, and case clerks experienced in education law. We have found that customized support teams provide the highest quality service in the most responsive and expeditious manner.

Customized Technological Capabilities

Our firm will customize our technological capabilities to allow rapid and convenient communications with William Mitchell. In the past, we have enhanced communication with clients through hosted collaborative environments such as LegalAnywhere, Cascentral.com, IConect, and IKON. We have also exchanged information with clients through their and our in-house systems. We will work with William Mitchell to determine the most useful and cost-effective means of exchanging and managing information.

Leonard, Street and Deinard is committed to offering clients easy access to litigation information. For that reason, we developed a litigation-management Extranet to provide clients with information about their cases, litigation schedules, budgets, insurance, expert witnesses, and other details at no extra cost. We also offer extensive experience managing document-intensive litigation through document imaging and coding technology.

First-Rate Technology and Resources

Leonard, Street and Deinard offers state-of-the-art technological capabilities including remote access, wireless connections, video conferencing equipment, file transfer systems, internal document-control software, and protective firewall and virus-scanning software. In designing our information system, our firm insists that technological resources be client-friendly as well as internally effectual. To meet that goal, Leonard, Street and Deinard reinvests three to five percent of gross income in technology each year.

Library and Web Research

Our extensive library consists of a core collection of legal materials and specialized collections in major practice areas. Many print sources have been transferred online for easier access. To further facilitate productive research, we have developed an intranet site with hundreds of links to research sites. Our research staff is outstanding. Four of the six staff members hold master's degrees in library science and one also holds a law degree. Our research staff offers customized reference and research services, as well as consultations on research strategies.

Leonard, Street and Deinard is committed to providing Web-based legal research, which is both effective and economical. To that end, we thoroughly train attorneys and paralegals and subscribe to a number of nonbillable Web-based research databases. Westlaw®, LexisNexis® and Loislaw® are also available for legal and factual research.

Leonard, Street and Deinard Office Locations

MINNEAPOLIS OFFICE

150 South Fifth Street, Suite 2300
Minneapolis, MN 55402

Phone: (612) 335-1500

ST. PAUL OFFICE

380 St. Peter Street, Suite 500
St. Paul, MN 55102

Phone: (651) 222-7455

MANKATO OFFICE

121 East Walnut Street
Mankato, Minnesota 56001

Phone: (507) 345-1179

ST CLOUD OFFICE

3950 Third Street North
St. Cloud, MN 56303

Phone: (202) 974-6100

WASHINGTON, D.C. OFFICE

The Army and Navy Club Building
1627 “Eye” Street NW, Suite 610
Washington, D.C. 20006

Phone: (202) 974-6100

ADDENDUM
FOR THE
PROPOSAL
TO
PROVIDE
LEGAL SERVICES
TO
WILLIAM
MITCHELL
COLLEGE OF LAW