

PERSONAL & PRACTICE:

Faegre Baker Daniels Attorney Profiles

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PERSONAL:

WHAT IS YOUR IDEA OF PERFECT HAPPINESS?

- ▶ Spending time with my wife and son at our cabin including boating, fishing, biking, walking our dogs and enjoying a campfire while watching the sunset over Big Sandy Lake.

WHICH LIVING PERSON DO YOU MOST ADMIRE?

- ▶ My wife Molly. The reasons are too numerous to list in this space. I also greatly admire my dad.

WHAT IS YOUR GREATEST EXTRAVAGANCE?

- ▶ My cabin and 24-foot Tritoon on Big Sandy Lake in northern Minnesota.

WHAT IS YOUR FAVORITE JOURNEY?

- ▶ In July, my wife and I saw Michael Franti and Spearhead at Red Rocks Amphitheatre – that was on our bucket list. Before the show, we did yoga at the Amphitheatre with about 3,000 other yogis, and afterwards, spent three days hiking in and around Vail, Colorado. It was an amazing trip. Prior to that, I'd say watching my wife run the Boston Marathon and then going from Boston to Ireland and traveling across Ireland for ten days.

WHO OR WHAT IS THE GREATEST LOVE OF YOUR LIFE?

- ▶ My wife Molly and my son Braden.

WHICH TALENT WOULD YOU MOST LIKE TO HAVE?

- ▶ To be a talented singer or drummer. I love live music and wish I had the talent to be part of a band performing on stage.

IF YOU COULD CHANGE ONE THING ABOUT YOURSELF, WHAT WOULD IT BE?

- ▶ To be better at truly relaxing and attentive to enjoying the simpler moments of life that happen each day.

WHAT DO YOU CONSIDER YOUR GREATEST ACHIEVEMENT?

- ▶ Personally, it's being a good husband and father – I work toward achieving that each day. Professionally, it's being a partner at Faegre Baker Daniels while also being active in pro bono work and community service.

WHAT IS YOUR MOST TREASURED POSSESSION?

- ▶ My health – all material possessions take a back seat. A combination of good fortune, personal effort and positive influences has enabled me to be healthy, and allowed me to be a kidney donor four and a half years ago. So I guess now my right kidney (the one I still have) is particularly treasured.

WHAT DO YOU MOST VALUE IN YOUR FRIENDS?

- ▶ Integrity. This trait enables one to be honest, kind, empathetic and happy.

WHO IS YOUR FAVORITE HERO OR HEROINE OF FICTION?

- ▶ I've always liked Batman. He does not have any super powers, and has chosen to use his wealth and personal strengths to help others. And his vehicles are super cool!!!

WHAT IS IT THAT YOU MOST DISLIKE?

- ▶ Hypocrisy. Abusers. Mosquitos. Flat tires in the middle of nowhere, Ontario (that story requires more space).

PRACTICE:

WHAT MADE YOU WANT TO PRACTICE LAW?

- ▶ My interest in sociology and criminology. I really enjoyed learning about why individuals and groups behave the way they do, and the important role law plays in establishing and governing societal norms.

WHAT IS YOUR GREATEST CLIENT ACHIEVEMENT?

- ▶ When I feel like I'm partner to the client and the client views me as part of its team. Fortunately, I have this type of relationship with most clients. Also, winning complete summary judgment in federal and state cases I argued as an associate was pretty awesome.

IN WHAT AREA WOULD YOU LIKE TO LEARN MORE OR IMPROVE?

- ▶ State and local employment laws change constantly. There will never stop being an opportunity to learn those laws and understand their impact on employers.

WHICH OF YOUR COLLEAGUES DO YOU MOST ADMIRE?

- ▶ Kathy Noecker. She introduced me to the idea of having a practice focused on employment counseling, compliance and transaction matters, and has been a consistent example of providing great client service.

WHAT DO YOU MOST ENJOY ABOUT WORKING AT FAEGRE BAKER DANIELS?

- ▶ My colleagues and clients. The work is always challenging and interesting, but genuinely enjoying working with my colleagues and the relationships I have developed with many clients is the best part of the job.

WHAT DO YOU WISH YOU COULD CHANGE ABOUT THE LEGAL INDUSTRY?

- ▶ I wish there were more cost-effective dispute resolution options for many disputes, so that the merits, rather than the potential costs of litigation, drove more resolutions.

WHAT DO YOU FIND MOST CHALLENGING ABOUT YOUR AREA OF FOCUS?

- ▶ Juggling many matters every day. I typically do not know what I will be working on more than one or two days (often no time) in advance. This means I handle a lot of questions coming from different directions every day, usually with short turnaround times. This is challenging, but also very rewarding.

WHAT DO YOU FIND MOST REWARDING ABOUT YOUR AREA OF FOCUS?

- ▶ Juggling many matters every day. I really enjoy the variety of clients and the types of matters I work on every day, and my practice allows me to develop relationships with many clients.

HOW HAS YOUR PERSPECTIVE ON LAW CHANGED OVER THE YEARS?

- ▶ Very early in my career I did not fully appreciate how close the relationship between outside counsel and clients could be. But many years ago I started communicating with clients using "we" and "us," and that practice has not stopped and really reflects my approach to client service.

WHAT IS THE BIGGEST LESSON YOU'VE LEARNED?

- ▶ That's a big question and it's hard to identify a single lesson. But I'll say communicate confidently when you can, and ask questions or admit you do not know the answer when that is the case.

IF YOU COULD CHANGE YOUR AREA OF FOCUS, WHAT WOULD YOU SWITCH TO AND WHY?

- ▶ I've always had an interest in criminal law, and I've always admired public defenders and county attorneys for their commitment to public service. Also, being a judge would be very rewarding.

WHAT IS THE NEXT BIG PROJECT YOU'D LIKE TO TACKLE?

- ▶ Continuing to partner with our Los Angeles colleagues to help grow the California-focused legal work we do for clients across the country.