

February / March 2021
Vol. 2021, No. 1

MEMBERSHIP



DON'T MISS:

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President's Column

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ALAMN - A Valuable
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Help ALA Celebrate Its
50th Anniversary

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Letters to the Editor of *the Verdict* are welcome and can be e-mailed to Gretchen Luessenheide at gluessenheide@bgs.com. In your letter, please include your name, firm name, mailing address, daytime phone number, and e-mail address. Letters that do not contain full contact information cannot be published. Letters typically run 150 words or less and may be edited. Your letter may be on any topic. You will be contacted before your letter is published. Thank you.

2020 - 2021 ALAMN OFFICERS & DIRECTORS

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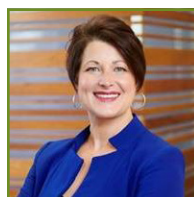


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ProCirrur
Thriveon

ALAMN COMMITTEES & SIGs

ALAMN COMMITTEES serve as liaisons between membership and the respective director, representing the **ALAMN** Board of Directors.

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ALAMN SPECIAL INTEREST GROUPS (SIGs) are educational forums specific to functional specialty. Special Interest Group (SIG) meeting attendees need not be **ALAMN** members.

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PRESIDENT'S COLUMN

By Kelly Thaemert, CLM, ALAMN President



In 2013 when I first joined ALAMN I was pretty new to the legal world and brand new to the world of networking and associations. What I did not know is how valuable this group of people would become to me in such a short period of time. I think back to the first time I walked into our local education conference. Certainly, I looked like a deer in headlights. Wendy Cornelius must have recognized this look immediately, and she took my hand and guided me through the conference and so many other events. I cannot believe I have gone from that scared new ALAMN member to ALAMN President in just seven years. I am so thankful I drank the Kool-Aid so early on!

As I said earlier, what I did not know is how truly valuable this group of people is. Over the years I have invited members to lunch to discuss everything from growing a law firm to how to discipline an employee for the most ridiculous reasons. No matter what the topic or question is, I know I can always call or e-mail another member, and they will help me. If they cannot help me, they will direct me to someone who can.

Speaking of helpful members, I would not be your ALAMN President today if it were not for the help of so many of the ALAMN members, especially those members with whom I have had the privilege of serving on the ALAMN Board of Directors. So many great Presidents and Board members have come before me. For them, I could not be more grateful. I am also very grateful for our current Board of Directors. This has been an especially challenging year for all of us. All of our job responsibilities have increased exponentially. Yet the Board members take time to make sure we are moving the association forward. One of the big lessons

we learned this year is that our members appreciate meeting virtually. We understand that many of our members still prefer to meet in person. When it is safe to do so, we will meet in person once again. However, for those members who cannot always take time out of their day to commute to the meeting location, they will now have the option of still attending the meetings virtually. Whether good or bad, virtual meetings are here to stay!

To this year's ALAMN Board of Directors, THANK YOU for giving your time and talents to ALAMN this year. It was not always easy to make time for our meetings or our tasks, but you did it, and I could not be more appreciative.

Our chapter is full of so many amazing leaders. I know right now is not an easy time to commit to volunteering. I also know that our plates are full, and you feel like you cannot possibly take on one more thing. However, I can promise you that volunteering for an amazing association such as ALAMN is extremely fulfilling, and you definitely get more out of volunteering than you put into it. If you are interested in a leadership role within ALAMN, or you would like to be a team member on our many service committees/teams, please reach out to someone on the Board to express your interest. We will find a role that works for you at this time!

Although I am sad to be ending my year as President, I am so excited to see where our next President, Caitlin Niedzwiecki, and the next Board of Directors, will take us. One year is such a short period of time (unless your year is during the COVID pandemic, LOL) but there is so much that can be done in that one year. I am looking forward to where our future leaders will take our association.

I truly wish all of you a happy, and less crazy, 2021!

ALAMN CALENDAR OF EVENTS

FEBRUARY 2021

SU	MO	TU	WE	TH	FR	SA
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

MARCH 2021

SU	MO	TU	WE	TH	FR	SA
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

*PLEASE NOTE:

SPECIAL INTEREST GROUP (SIG)
attendees need not be
ALAMN members

FEBRUARY

- 3 Large Law Firm Chief Officers**
12:00 – 1:00 pm
- 9 General Meeting**
11:30 am – 1:00 pm
- 16 Facilities SIG**
12:00 – 1:00 pm
- 24 2021 Winter Mixer**
3:30 – 4:30 pm
- 26 Membership Development Meeting**
10:00 – 11:00 am

MARCH

- 3 Large Law Firm Chief Officers**
12:00 – 1:00 pm
- 9 General Meeting**
11:30 am – 1:00 pm
- 16 Facilities SIG**
12:00 – 1:00 pm
- 26 Membership Development Meeting**
10:00 – 11:00 am

ALAMN Has Adopted ALA's Mission Statement

ALA is the premier professional association connecting leaders and managers within the legal industry. We provide extensive professional development, collaborative peer communities, strategic operational solutions, and business partner connections empowering our members to lead the business of law.

ALAMN - A VALUABLE RESOURCE IN 2021

By Kim Pepera



I have been at Eckberg Lammers for nearly a quarter of a century and a member of ALAMN for most of those years. There are several reasons I have remained a member of this amazing organization throughout my career.

As you all know, the legal industry is an exciting and challenging place to work. ALAMN has provided me an invaluable resource throughout my career of managing my firm to find answers on all types of questions.

As I reflect on my career and my membership in this organization, I realize that they both have a lifecycle. Over time I have been given more and more responsibility at my firm and consider it a part of my family. I feel the same way about ALAMN. My involvement started small as I engaged with a group that fitted my needs most (no pun intended but it literally started in the small/medium group).

As my position at the firm grew, I needed more and more resources. That is where the value of my membership grew as I accessed members, business partners, educational events, and online resources for best practices, industry standards, etc. ALAMN is literally a part of my team at work. I work in a small group at the firm and am involved in a lot of decision making, so I rely heavily on ALAMN to help me make educated decisions.

My journey with this group was slow to start. I took much more than I could give. Thankfully, as time went on I was able to chair the small/medium group for several years, dipping my toes into leadership with the group. Three years ago, I joined the Board of Directors as the Finance Director. I never imagined how much more I would get out of ALAMN by volunteering at this level. I have learned so much about the group and have made lasting friendships that I will never take for granted.

Along came COVID, and my reliance on this group grew stronger. I spent hours online with other administrators discussing the way their firms were handling the situation, sharing best practice for all things COVID. This list included COVID-19 business plans, work from home policies, COVID checklists and posters, PPP loan education, CARES Act and more. Without ALAMN, I honestly do not know what I would have done this year.

As we enter a new year, I know the organization looks different in January 2021 vs 2020 and that we would all love to go to meetings in person and feel the energy of our group. I am encouraged by the hopes of the vaccine that we will be able to do that again in the coming months. In the meantime, I encourage you to participate in the organization, attend virtual meetings, and utilize all of the amazing resources available to us. Together we will get through anything, and I believe the investment in being a member of this organization is more valuable than it ever has been.

Looking towards the future and knowing that artificial intelligence is going to rock our work world, there is no better place to be than connected to this organization. ALA is already looking to predict what our work environment and jobs will look like in the next ten years. It is scary and exciting territory we are heading into, and knowing we have each other makes it all manageable.

Happy New Year, and I truly look forward to seeing you all sometime soon.

ALAMN MASTER CALENDAR

ALAMN leadership has created a master calendar for 2021. This calendar includes the all-member events and special interest group meetings. Service committee meetings are not included on the master calendar and will continue to be scheduled by service committee chair(s). You will notice fewer events on the ALAMN master calendar. Our goal is to elevate the quality of and attract more attendees to each event.

Be sure to check out the Full Calendar on our ALAMN website for more details about upcoming meetings and events!

JANUARY	FEBRUARY	MARCH	APRIL
<ul style="list-style-type: none"> • Small/Medium • Facilities 	<ul style="list-style-type: none"> • New Year Social w/ BPs • General Meeting 1 • HR • Finance • Facilities 	<ul style="list-style-type: none"> • General Meeting 2 • Facilities • IP • Finance • Leadership Orientation 	<ul style="list-style-type: none"> • ALA National Conference • ALAMN Career Fair • Small/Medium • HR • Facilities
MAY	JUNE	JULY	AUGUST
<ul style="list-style-type: none"> • Facilities • Finance 	<ul style="list-style-type: none"> • General Meeting 3 • IP • Small/Medium • Finance 	<ul style="list-style-type: none"> • ALAMN Summer Social • Finance 	<ul style="list-style-type: none"> • Annual ALAMN Education Conference • HR • IP • Finance
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<ul style="list-style-type: none"> • Salary Survey Results • Finance • Facilities 	<ul style="list-style-type: none"> • ALAMN Fall Social • Diversity & Inclusion Educational Event • HR • Facilities 	<ul style="list-style-type: none"> • Law Firm Leaders Networking Event • Finance • Small/Medium • Facilities 	<ul style="list-style-type: none"> • Facilities • IP

KNOW YOUR LEGAL JARGON

Per se – Latin for "by itself"

Something that is, as a matter of law. (Not to be confused with **pro se**, meaning "for himself," which refers to one who represents himself/herself without counsel.)

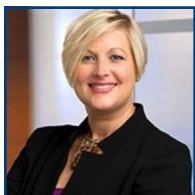


MEET THE ALAMN BOARD NOMINEES FOR 2021-2022

**President: Caitlin Niedzwiecki, PHR**

Caitlin Niedzwiecki is Office Administrator/HR Generalist at Foley & Mansfield where she has worked since 2013. She has bachelor's degrees in Psychology and Biology from St.

Olaf College and a master's degree in education from Hamline University. She also holds the Professional in Human Resources (PHR) certification. Prior to joining Foley & Mansfield, Caitlin worked as an elementary teacher and reading tutor for several years. She enjoys the variety in her current role, getting to have a hand in recruiting and onboarding, benefits administration, employee relations, diversity and inclusion initiatives, community service projects, and event planning. Since joining ALAMN in 2017, Caitlin has been a leader of the Education Committee and an active member on the Business Partner Relations Committee and the Diversity and Inclusion Committee. This will be her third year serving on the ALAMN Board of Directors. Caitlin lives in Southwest Minneapolis with her husband and two kids, Emmy (6) and Stanley (4). She enjoys running around the lakes in Minneapolis, trying out new restaurants, and traveling.

**President-Elect: Stacy Locsin, MBA**

Stacy Locsin is the Director of Human Resources at Patterson Thuermer IP. She brings a diversity of HR experience to the table with over 15 years of exposure to HR in both legal and

corporate environments. Stacy's focus is building rewarding teams focused on culture while fostering an environment of innovation, collaboration and continuous learning. Stacy is an optimist who believes there is unending opportunity for employees in today's ever-changing workplace. Above all she feels fortunate to have the pleasure of working with the organization's biggest investment: their human capital!

Stacy holds an MBA from Augsburg University and a B.A. in Psychology from the University of Minnesota-Duluth. Since joining ALAMN in 2015, she has served as a co-chair of the HR Committee and currently holds the Administrative Director position on the ALAMN Board.

**Past President: Kelly Thaemert, CLM**

Kelly Thaemert, CLM, joined Hellmuth & Johnson as the accounting assistant in 2009. Her role has continued to transition through the years. She was promoted to HR and Facilities Director

in 2013 and Firm Administrator in December 2016. Kelly joined ALAMN in the spring of 2013. She attended her first national conference in Toronto, Canada in 2014 through a scholarship from ALAMN.

After that conference, she quickly realized the immeasurable value of ALAMN and jumped in head first. She was asked to co-chair the Human Resources Committee, and shortly after that volunteered to co-chair the Facilities Special Interest Group. Kelly has held offices on the ALAMN Board of Directors for the past four years as Administrative Director, Membership Director, President-Elect, and President. Kelly also attends ALAMN general meetings, ALAMN Finance SIG meetings, ALAMN annual conferences, and ALAMN socials. Kelly earned the CLM (Certified Legal Manager) designation in 2016. Kelly and her husband live in Watertown along with their Puggle, Demsey. They enjoy traveling together, camping, riding their Harleys, and spending time with family.

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MEET THE ALAMN BOARD NOMINEES FOR 2021-2022 - CONT.

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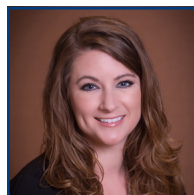


Administrative Director: Pat Stender

Pat Stender is the Firm Administrator at Cousineau, Van Bergen, McNee & Malone, P.A. in Minnetonka. Pat has been with CVMM (and its predecessor firm, Cousineau McGuire) since 1986. At CVMM, Pat is involved in all areas of the firm's day to day operations, including human resources, benefits, marketing, finance, marketing, and technology, as well as the firm's long-term plans. As the administrator of a small firm, Pat enjoys the variety that comes with the position and relationships developed within the firm and with business partners.

Pat has been a member of ALAMN for 20+ years and has been an active member in the Small/Medium Group and the Community Services Committee, which she currently co-chairs. As a long-term member of ALAMN, Pat recognizes the incredible value of this organization and is excited about the opportunity to serve on the Board.

Pat is a graduate of the University of Mary (Bismarck, ND) with Bachelor of Science degrees in Accounting and Business Administration. Pat lives in Champlin with her husband, Eric - their daughter, Colleen, attends college in Madison. In her free time, Pat enjoys entertaining, cooking, attending plays and concerts, traveling, reading, and volunteering.



Communications Director: Samantha Tschida

Samantha Tschida, M.S., is Human Resources/Paralegal Manager at Arthur Chapman Kettering Smetak & Pikala, P.A. in Minneapolis. Samantha holds a bachelor's degree in Family Social Science from the University of Minnesota.

After 13+ years as a paralegal, Samantha returned to school and obtained a Master of Science in Legal Administration from University of Denver, Sturm College of Law. At the encouragement of her colleagues and a professor, Samantha joined ALAMN and has served as ALAMN's Communications Coordinator for the past 2 years. ALAMN has been an invaluable resource to her, and she is excited to serve on the board and continue to foster the relationships she has started to build within the legal community.

Samantha lives in St. Paul with her partner, Alis, and she has a daughter who is a freshman at the University of St. Thomas. She enjoys good food & drink, live music, all things mental health related, and watching crime docuseries.

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MEET THE ALAMN BOARD NOMINEES FOR 2021-2022 - CONT.

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Education Director: Vanessa Kahn

Vanessa Kahn has been an member of ALAMN since 2015. She is an active member of the Business Partner Relations Team (BPRT), served as BPRT co-chair for two terms, and is currently co-chairing the Membership Development Team (MDT). Staying connected to the members and business partners in ALAMN is a priority for Vanessa. She believes the more members participate in ALAMN committees and activities, the more people they can meet, exchange ideas with, and learn from each other. These connections have shaped her professional development and add a significant value to her law firm.

Vanessa thrives in the variety and challenges that come with law firm management. She has worked in legal administration for 18 years holding various roles, and has worked as an administrator for 8 years. She is currently the Firm Administrator at Monroe Moxness Berg and focuses on strategic planning but still enjoys the nuances of employee retention and engagement, associate development, and IT technology and data security.

Vanessa lives in Richfield with her husband, Andy, and daughter, Mia. They enjoy trips to Lake Vermilion, water and snow sports, hiking, and BWCAW camping.



Finance Director: Sarah Duerscherl, PHR

Sarah Duerscherl is a Human Resources Manager at Foley & Mansfield where she started her legal career in 2010. She has a bachelor's degree in Global Studies from the University of Minnesota and has held her Professional Human Resources (PHR) certification since 2014.

What Sarah enjoys the most about her role is learning in a fast-paced environment and collaborating with her team. Since joining ALAMN in 2015, she has served as the co-chair of the HR Committee and Membership Development Committee, and is a member of the Education Committee. She is also the organizer of the Emerging Leaders group.

Sarah lives in Woodbury with her husband, John, and two daughters, Evelyn (8) and Nora (5). In her free time she enjoys spending time with her family, listening to audio books, and going to the gym.



Membership Director: Chong Lee

Chong Lee is the Systems Compliance, Records Management and Data Manager at Fish & Richardson where she has worked since 2014. Chong has over 15 years of experience the legal industries in the areas of facilities and records management. Chong holds a Masters in Organizational Leadership from St. Catherine University and Bachelor of Science from Cornell University.

Joining ALAMN in 2003 is one of the best things that she has done. The experiences and comradery that she has gained from her fellow members and business partners have been immeasurable both personally and professionally. Chong has had the pleasure of giving back to the Chapter by serving as co-chair or member of the following groups and committees: Facilities Special Interest Group, Intellectual Property Interest Group, Education Committee, Conference Committee, Communications Committee, and the Business Partner Relations Team. Chong has previously served on the Board.

Chong lives in Brooklyn Park with her wife, Shoua. Chong enjoys playing volleyball, spending time with family, and traveling.

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MEET THE ALAMN BOARD NOMINEES FOR 2021-2022 - CONT.

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NOMINATING COMMITTEE 2021/2022

Thank you to the 2021/2022 Nominating Committee – Deb O'Connor, Laurie Percy, Carrie Patton, and President-Elect Caitlin Niedzwiecki. They each dedicated precious time and energy to the undertaking of vetting nominees and selecting an impressive slate of candidates for ALAMN's next Board of Directors. I would also like to recognize and thank each of the nominees for their willingness to dedicate their time and talents to ALAMN. Without the generosity and passion of members, we would not be the organization that we are today or hope to be in the future. The Minnesota Chapter of ALA continues to excel because of the many talented and generous volunteers throughout our ranks.

Jessica Gerhardson
2021/2022 Nominating Committee Chair

LOFFLER

**HELPING THE LEGAL INDUSTRY SUCCEED
IN THE NEW YEAR AND BEYOND
- 2020 OFFICE TECHNOLOGY SUMMARY -**

15%
INCREASE
IN HOME OFFICE
PRINTER
PLACEMENT



231K+
MANAGED
IT SERVICES
TICKETS
HANDLED



450+
TEMPERATURE
SCANNERS
PLACED AROUND
THE UNITED STATES



23,381
HOURS WORKED ON
CLIENT IT
PROJECTS



5,000+
NEW UNIFIED
COMMUNICATIONS
PHONE SYSTEM USERS
INCLUDING 2 NEW
CLOUD UC
CLIENTS PER WEEK

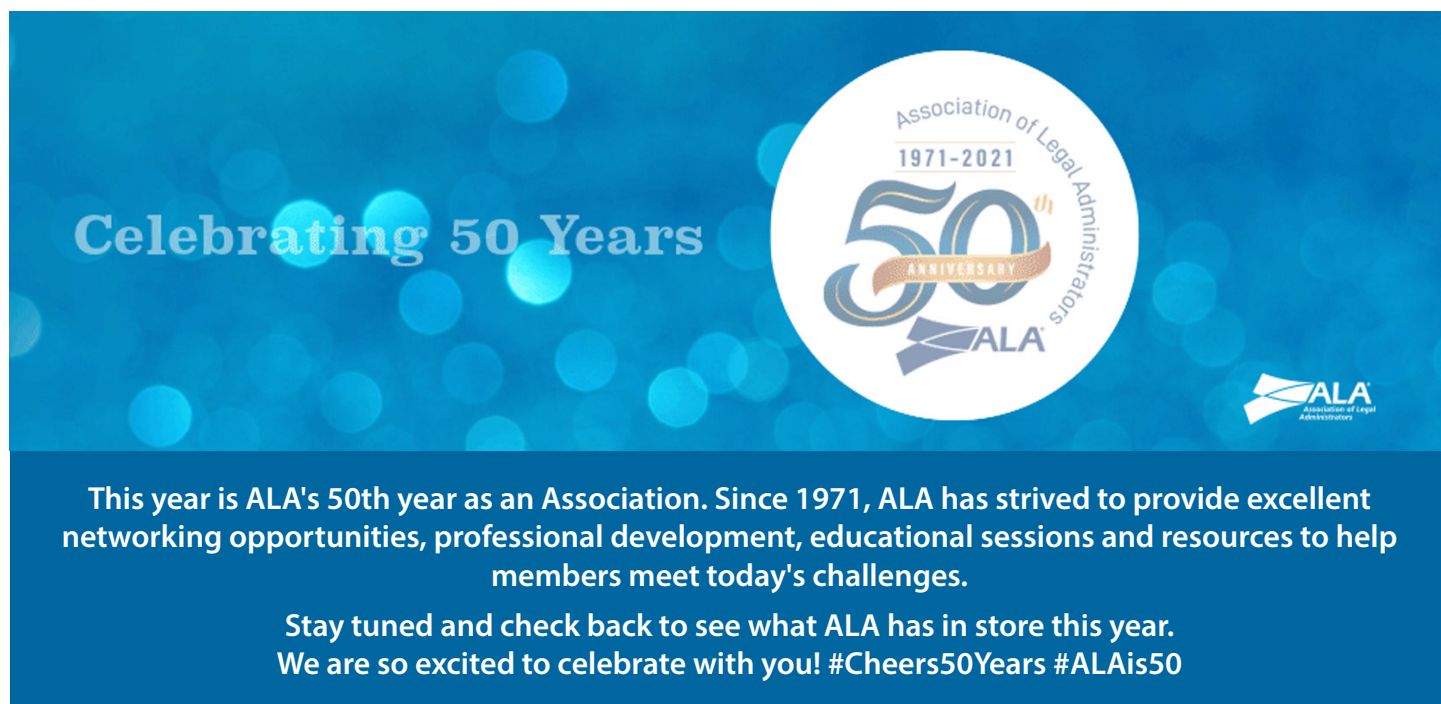


20
LOCATIONS
WITH NATIONWIDE COVERAGE
NOW INCLUDING ND, IA & NE

And the next ALAMN Shining Star is...

The Board is pleased to announce the selection of the **Nominating Committee** as Shining Stars of the Minnesota Chapter! This year's committee consisted of Jessica Gerhardson, Caitlin Niedzwiecki, Deb O'Connor, Laurie Percy, and Carrie Patton. These individuals worked hard to provide us with a slate of strong candidates to represent our chapter during the 2021-2022 Board term. Their commitment and contributions to ALAMN are greatly appreciated! Thank you for all you do to keep our chapter strong!

HELP ALA CELEBRATE ITS 50TH ANNIVERSARY

A graphic celebrating ALA's 50th anniversary. It features a blue background with a bokeh effect of light blue circles. On the left, the text "Celebrating 50 Years" is written in a white serif font. To the right is a large white circle containing the ALA logo and the text "Association of Legal Administrators" and "1971-2021". Below the circle is a smaller ALA logo. At the bottom, a dark blue banner contains white text.

Celebrating 50 Years

Association of Legal Administrators
1971-2021
50
ANNIVERSARY
ALA

This year is ALA's 50th year as an Association. Since 1971, ALA has strived to provide excellent networking opportunities, professional development, educational sessions and resources to help members meet today's challenges.

**Stay tuned and check back to see what ALA has in store this year.
We are so excited to celebrate with you! #Cheers50Years #ALAis50**

We'd like to officially invite everyone to help ALA celebrate its 50th Anniversary! Please follow suggestions provided to record a short video message about ALA and what the association has meant to you during your years of involvement. As ALA members, you undoubtedly have much insight and compelling thoughts to share. Find our easy online recording tool here: 50th Anniversary (alanet.org).

Also, if you have any great photos or other interesting artifacts, feel free to post them. Let me know if any questions or additional information needed.

We have some interesting stories to share that will open a few windows on ALA history, and we plan to unveil them throughout the year in 2021. Please add your voice!



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YOUR FIRM.

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If you are a tweeter, don't forget to follow us!

Our handle is **@minnesotaala**.

You will also find links to ALAMN's Facebook and LinkedIn pages above.

Get following & tweeting!