

February / March 2020
Vol. 2020, No. 1



DON'T MISS:

Pg. 6

President's Column

Pg. 11

My ALAMN

Pg. 12

Finding the Right People
for Legal Document
Services & Office Services

TABLE OF CONTENTS

EVENTS

- 7 ALAMN Master Calendar
- 13 Calendar of Events

MEMBERS

- 3 2019 - 2020 ALAMN Officers & Directors
- 5 ALAMN Committees & SIGs
- 8 Meet the ALAMN Board Nominees for 2020-2021
- 10 ALAMN Shining Star
- 14 Get to Know Your ALAMN Board

COMMITTEES

- 7 Diversity and Inclusion Committee – Career Fair

COLUMNS

- 6 President's Column
- 11 My ALAMN
- 12 Finding the Right People for Legal Document Services and Office Services

MORE INSIDE

- 4 2019 ALAMN Business Partner Sponsors
- 5 Know Your Legal Jargon
- 16 Advertisers in This Issue

THE VERDICT STAFF

Editor

Gretchen Luessenheide
Fredrikson & Byron, P.A.
612.492.7833
gluessenheide@fredlaw.com

Advertising

Shelly Losinski
IntrinXec Management, Inc.
952.564.3077
slosinski@intrinxec.com

Letters to the Editor

Letters to the Editor of *the Verdict* are welcome and can be e-mailed to Gretchen Luessenheide at gluessenheide@fredlaw.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.

2019 - 2020 ALAMN OFFICERS & DIRECTORS

OFFICERS



PRESIDENT

Jessica Gerhardson
Greenberg Traurig LLP
612.259.9734
gerhardsonj@gtlaw.com



PAST PRESIDENT

Abby K. Rooney, PHR, SHRM-CP
Foley & Mansfield
612.216.0369
arooney@foleymansfield.com



PRESIDENT-ELECT

Kelly Thaumert, CLM
Hellmuth & Johnson PLLC
952.746.2170
kthaemert@hjlawfirm.com



DIRECTORS



ADMINISTRATIVE DIRECTOR

Tracy L. Overson, CLM, SPHR,
SHRM-SCP, C(k)PF
Eckland & Blando LLP
612.236.0163
toverson@ecklandblando.com



COMMUNICATIONS DIRECTOR

Nick Manty
Barnes & Thornburg LLP
612.367.8770
nick.manty@btlaw.com



EDUCATION DIRECTOR

Caitlin C. Niedzwiecki, PHR
Foley & Mansfield
612.216.0211
cniedzwiecki@foleymansfield.com



FINANCE DIRECTOR

Kim Pepera
Eckberg Lammers PC
651.354.2129
kpepera@eckbergglammers.com



MEMBERSHIP DIRECTOR

Jessica K. Johnson
Henson & Efron PA
612.252.2870
jjohnson@hensonefron.com

2019 ALAMN BUSINESS PARTNER SPONSORS



Alerus



First Choice Services
Fluid Interiors
Loffler Companies Inc.

Robert Half Legal
USI Insurance Services



ABA Retirement Funds Program
All-State Legal
Associated Bank
Beacon Hill Legal Staffing
Business Essentials
Coyote Analytics
Cushman & Wakefield
DI Recruiting, LLC
Epiq
FRSecure LLC
Gallagher
Gardner Builders
Hays Companies

Innovative Office Solutions
Minnesota Lawyers Mutual Insurance Company
Nelson
Northland Business Systems Inc.
Olsen Thielen CPAs
Promotion Select
Ryan Financial Group
SUCCESS Computer Consulting, Inc.
Special Counsel, Inc.
Thomson Reuters
Verus Corporation
Western Bank



Baker Tilly Virchow Krause, LLP
Comcast Business
Humanscale

Interpretations, LLC
Technology By Design

ALAMN COMMITTEES & SIGs

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

BUSINESS PARTNER RELATIONS

Vanessa Kahn 952.885.1294 vkahn@mmlawfirm.com
Kathy Hubbard 612.604.2592 hubbard@mdh-law.com

COMMUNITY SERVICE

Sheila Johnson 612.752.6615 sheila@hcba.org
Cheryl Nelson 612.349.0806 cnelson@robinskaplan.com

COMPENSATION & BENEFITS SURVEY

Jodi Schmidt 612.632.3321 jodi.schmidt@gpmlaw.com
Tammy Warren 612.492.7120 twarren@fredlaw.com

DIVERSITY & INCLUSION

Carlene Holter 612.428.5016 carlene.holter@lewisbrisisbois.com
Terri Stewart 612.373.8450 tstewart@felhaber.com

EDUCATION AND CONFERENCE

Kim Motzko 612.376.1653 kmotzko@bassford.com
Molly Hagen 612.349.8581 mhagen@robinskaplan.com

HUMAN RESOURCES

Stacy Locsin 612.349.3003 locsin@ptslaw.com
Sylvia Mankarious 612.672.3603 smankarious@messerlikramer.com

LARGE FIRM CHIEF OFFICERS

Ann Rainhart 612.977.8288 arainhart@briggs.com

MEMBERSHIP DEVELOPMENT

Sarah Duerscherl 612.216.0247 sduerscherl@foylemansfield.com
Teresa Reiner 763.225.6022 treiner@gislason.com

NOMINATING

Abby Rooney 612.216.0369 arooney@foylemansfield.com

SMALL & MEDIUM FIRM

Jeff Downes 952.525.6987 jeff.downes@cwk-law.com
Patti Ploehn 763.843.7215 pploehn@hennsnoxlaw.com

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

FACILITIES MANAGEMENT

Jen Lenander 612.336.6861 jennifer.lenander@ogletree.com
Julie Steier 612.766.7389 julie.steier@faegrebd.com

FINANCIAL MANAGEMENT

Josh Wolff 612.305.7616 jwolff@nilanjohnson.com
Julie Zierden 612.216.0321 jzierden@foylemansfield.com

INTELLECTUAL PROPERTY

Val Studer 612.573.2008 vstuder@dbclaw.com
Susan Sutton 612.349.5764 sutton@ptslaw.com

ST. CLOUD

Ann Entenmann 320.656.3538 aentenmann@rinkenoonan.com

KNOW YOUR LEGAL JARGON

In Pari Delicto – Latin for "in equal offense." Used when both parties to a case are equally at fault.



PRESIDENT'S COLUMN

By Jessica Gerhardson, ALAMN President



When I first joined ALAMN in 2010, I would have laughed if you had said that less than 10 years later, I would be writing my final President's column in *The Verdict*. It has been an honor to serve as President of an organization with such a rich history of leadership. I am still in awe of those who came before me. As I reflect on my time serving on the board, my life looks totally different than it did when I first started. I have a new job, a new home, a few more grey hairs, several plates and screws in my left elbow, and I became a parent to a perfect little boy through the miracle of adoption. Through all of these major changes, ALAMN members have cheered me on and supported me, offered advice, a listening ear, and sometimes hugs. The board members I have been privileged to serve alongside have taught me so much about myself and have taught me more about leadership than any workshop ever could. I am so grateful to have shared this experience with them.

In just a few months, Abby Rooney will be concluding her 4th year of service on the ALAMN Board of Directors. Abby has been an energetic, thoughtful, leader who has encouraged us all to think big. She will be greatly missed at board meetings. Thank you, Abby, for all that you have contributed to our chapter. I think I have told you no less than 19,283 times how much I will miss your presence, but here's another one.

I also want to thank Tracy Overson who has decided to step down from the Board of Directors after her term ends in March. Tracy has been an incredible member of

the board, and her contributions have led to some big improvements to ALAMN's education and conference. Thank you, Tracy. I know you won't be a stranger and will continue to serve the chapter in many other ways!

I am proud of the work that the Board of Directors did this year to lay the framework for the future of ALAMN. It is such an exciting, transformational time, and I cannot wait to see where the next group of leaders will take us.

We're not done yet, though! If you haven't done so, please register for the [30th Annual ALAMN Education Conference and Business Partner Expo](#). Countless people have worked to make this conference a reality, and it will be our biggest and best yet. We have taken feedback received from our members and business partners seriously, and we are striving to make meaningful changes to the conference in addition to overall chapter meetings and events. The focus for 2020 and beyond is *quality over quantity*.

We are all busy. We also know that ALAMN can make our jobs easier and better in a lot of ways. If there is one thing that has become clear to me through my time on the board, it is that this group of people who are in the business of law are so passionate about this association and its members. I know that the future is bright for our chapter thanks to all of you and our equally dedicated group of business partners.

Wishing you all a happy, healthy and prosperous New Year. Thank you.

Jessica

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 MASTER CALENDAR

ALAMN leadership has created a master calendar for 2020. 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"> • ALAMN Post-Holiday Party • Small/Medium • Facilities 	<ul style="list-style-type: none"> • Annual ALAMN Education Conference • HR • Finance • Facilities 	<ul style="list-style-type: none"> • General Meeting 1 • Facilities • IP 	<ul style="list-style-type: none"> • ALAMN Career Fair • Leadership Orientation • Small/Medium • HR • Facilities
MAY	JUNE	JULY	AUGUST
<ul style="list-style-type: none"> • ALA National Conference • Facilities 	<ul style="list-style-type: none"> • General Meeting 2 • IP • Small/Medium 	<ul style="list-style-type: none"> • ALAMN Summer Social • Finance 	<ul style="list-style-type: none"> • General Meeting 3 • HR • IP
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

DIVERSITY AND INCLUSION COMMITTEE – CAREER FAIR

The Diversity and Inclusion Committee will be holding the annual Career Fair for high school students on Wednesday, April 22. The fair is to introduce high school students to many of the jobs available in law firms. This year, we are expecting 60 students!

The committee is looking for donations as follows:

- \$25 Target gift cards for the raffle drawing
- Swag for the students' goodie bags

Please contact Carlene Holter, carlene.holter@lewisbrisbois.com, or Terri Stewart, tstewart@felhaber.com, if your firm can make a donation. Thank you!

MEET THE ALAMN BOARD NOMINEES FOR 2020-2021



President – Kelly Thiemert, CLM

Kelly Thiemert, 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 three years as Administrative Director, Membership Director, and President-Elect. She will serve as ALAMN President for 2020/2021. 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.



President-Elect – 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 second year serving on the ALAMN Board of Directors.

Caitlin lives in Southwest Minneapolis with her husband and two kids, Emmy (5) and Stanley (3). She enjoys running around the lakes in Minneapolis, trying out new restaurants, and traveling.



Past President – Jessica Gerhardson

Jessica Gerhardson is the Business Director at Greenberg Traurig. She has a Bachelor of Science in Legal Studies from the University of Central

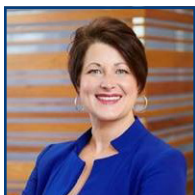
Florida. She attended a year and a half of law school, but ultimately decided she preferred the business of law to practicing law. Jessica has been in law firm administration since 2010 and has worked in small and large firms in operations and human resources capacities. Jessica has been a member of ALAMN for 10 years and has actively served the Association as a member of the Membership Development Committee, co-chair of the Small and Medium Firm Group, and has spent the last 3 years serving on the Board of Directors.

Jessica lives in Eagan with her husband, almost 2-year-old son, rambunctious Labrador, and two cats. When she's not working, Jessica enjoys spending time with family, volunteering, curling up with a good book, and traveling to her native Florida to visit family and friends.

[continued on page 9]

MEET THE ALAMN BOARD NOMINEES FOR 2020-2021 - CONT.

continued from page 8



Administrative Director – Stacy Locsin

In her role as Patterson Thuente IP's Director of Human Resources, Stacy Locsin's focus is on building a rewarding team-focused culture and fostering an environment of innovation, collaboration and continuous learning. That makes her a change-agent, engagement cultivator, and herder of cats.

Stacy is an optimist who believes there is unending opportunity for employees in today's ever-changing workplace. Her role is to help leaders see that potential, too. She is grateful for the diversity of her HR experience: 18+ years combined exposure to legal and corporate environments' human resource functions. Above all she feels fortunate to have the pleasure of working with any 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.



Communications Director – Jessica Johnson

Jessica Johnson is the Assistant Office Administrator at Henson Efron. She brings with her 15 years of experience in administrative positions at law firms. At Henson Efron Jessica works in many areas, including benefit administration, employee relations, event planning, marketing and technology. She enjoys the variety and having the ability to collaborate with all members of the firm. Jessica joined ALAMN in 2013. She has served ALAMN as co-chair of the Small/Medium Group and is finishing her second term on the Board.

Jessica lives in Andover with her husband, Josh, and their daughters, Abby and Stella. She enjoys spending time with her family, camping, exploring state parks, and playing the piano.



Education Director – Kim Pepera

Kim Pepera is the Firm Administrator at Eckberg Lammers, P.C. in Stillwater. She has been with the firm since 1996. Her role has morphed and expanded over the years, and she has truly enjoyed the journey. Working at a smaller firm, she has been involved in all aspects of the firm management and gets to wear several hats at the firm, including financial analysis, Human Resources, supervising IT and facilities. She joined ALAMN in 2004 and has served on the Board as the Finance Director for the past two terms. Before that, she was a co-chair of the Small and Medium Firm Group for several years. Kim has attended several annual conferences as well as the Chapter Leadership Institute and is excited to continue her involvement at the leadership level of ALAMN.

Kim lives in Stillwater with her husband Tim and their dog, Griffin. She has three grown daughters that are scattered throughout the US who have made her the person she is today.



Finance Director – Sarah Duerscherl

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.

[continued on page 10]

MEET THE ALAMN BOARD NOMINEES FOR 2020-2021 - CONT.

continued from page 9

Sarah lives in Woodbury with her husband, John, and two daughters, Evelyn (7) and Nora (4). In her free time she enjoys spending time with her family, listening to audio books, and going to the gym.



Membership Director – Nick Manty

Nick Manty is the Marketing Manager for the Minneapolis office of Barnes & Thornburg. Before his current position, he was the Firm Administrator at Manty & Associates for eight years.

Nick has been an active member of ALAMN since 2014. During his time with the chapter, he first served as Communications Committee Chair, among other positions, and last year served as Communications Director. Nick has also worked with the chapter's Young Professionals Group and the Education Committee. Nick believes in ALAMN and ascribes fully to its mission and goals. More importantly, he considers the chapter's most valuable resource to be its members. The connections he has made through the organization have been invaluable to him, personally and professionally. He is particularly passionate about fostering connections between and among members and building new relationships in the legal community.

Nick and his partner, Eric, live in Northeast Minneapolis. In his free time Nick enjoys cooking, traveling, and biking.

NOMINATING COMMITTEE 2020 - 2021

Thank you to the 2020/2021 Nominating Committee - Vanessa Kahn, Teresa Reiner, and President-Elect Kelly Thaemert. 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.

Abby K. Rooney, PHR, SHRM-CP
2020/2021 Nominating Committee Chair

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 Abby Rooney, Kelly Thaemert, Teresa Reiner, and Vanessa Kahn. These individuals worked hard to provide us with a slate of strong candidates to represent our chapter during the 2020-2021 Board term. Their commitment and contributions to ALAMN are greatly appreciated! Thank you for all you do to keep our chapter strong!

MY ALAMN

By Jessica Johnson

When I took a new position at a small firm and found myself as an Office Manager, I realized I needed more resources and knowledge. I remember a former Firm Administrator mentioning that she belonged to an organization called **ALAMN**, and that she found it valuable. When you're one of the few people - or possibly the only person - in your office with your role, where do you turn for resources, knowledge or advice? I remember feeling like I was on an island and wasn't sure where to turn. After joining **ALAMN**, I found more than I could have imagined, from educational opportunities, professionals willing to share advice and ideas, to reliable business partner connections and networking.

ALAMN offers a variety of ways to get involved, learn, and stay relevant in your role. I've attended many different educational offerings put on by our different Committees and Special Interest Groups over the years, and I've walked away from nearly all of them with a new connection. I step out of my comfort zone and sit somewhere where I don't know everyone at the table. By doing that, I've learned more about what others do, their firms, and often found support in something I'm doing back at the office. We're often the champions of change in our firms, and it's our job to determine what will best suit our desires and needs. I rely heavily on the recommendations, knowledge and experiences of those I connect with in **ALAMN**.

I make it a goal of mine to attend the Annual Education Conference every year. The education is always relevant and it's a great day of professional growth. Maybe I'm not in the market to change vendors for any of my office needs, but I still enjoy taking the time to meet the business partners that are there. I know there will be a day I will need to make an office equipment or software change, and when that day comes, I'm already one step ahead by having made connections.

I encourage you to make time for you this year. Attend an educational meeting, and while you're at it, make a day of it and attend the Annual Education Conference. Sit at a table where you don't know anyone and make conversation. Walk away with a new connection! Take the time to converse with business partners, even if you aren't interested in their offerings at that point in time - because one day you may need it. Attend a community service event and give back! Use your membership to its full potential. It's one of the most valuable tools I have in my pocket.



**WE BELIEVE
IN BUSINESS
NOT AS USUAL.**

You need more than a seat-filler. You need people who fit your company, truly enjoy what they do, and can hit the ground running. It's time to let Robert Half help you build the productive and energized workforce that can make your company even better.

IT'S TIME WE ALL WORK HAPPY.™



1.855.746.1835
roberthalf.com/mn-minneapolis-st-paul



© 2020 Robert Half Legal. An Equal Opportunity Employer M/F/Disability/Veterans. RHL-0120

FINDING THE RIGHT PEOPLE FOR LEGAL DOCUMENT SERVICES AND OFFICE SERVICES

By Dan Leavitt

The work required in a law firm is complex, and the stakes are high compared to a typical office environment. While attorneys, paralegals, and other members of the legal staff need to focus their attention on advising and representing clients, other vital work needs to be done.

Like the work of copying, printing, ordering, scanning, faxing, organizing, arranging, retrieving, mailing, and binding documents.

Law firms expect perfection in the people who handle these support functions. Finding employees who can live up to these standards is always challenging.

Everything in a law firm must be perfect. 100% accuracy is required. This goes beyond the handling of documents and extends to every facet of the client experience, such as the arrangement of food and beverages in a conference room. The details are just as important as the documents.

In addition, deadlines are strict. Support staff cannot cause delays in a \$10 million lawsuit when it needs last-minute documents prepared for an early morning strategy session. If that means printing and collating exhibits overnight, so be it.

Office Work in a Law Firm Is Controlled Chaos

Law firms need support staff who are professional and understand the needs of working in a professional work environment. Law firms also need workers who have a familiarity with legal processes.

The work in a law firm is challenging and requires those doing the work to expect that it's going to be unpredictable. Law firms need to be able to adapt to high-demand, quick-turnaround requests, and they need people who understand they won't always know the plan or have all the answers.

This requires employees who go in with a different mindset.

What skills do people in these support roles need?

- They need to be able to troubleshoot
- They need to be able to reprioritize on the fly
- They need to be able to keep many plates spinning
- They need to be able to change directions without panicking

People providing legal document services need to be ready, willing, and flexible. Expectations are set high. They need to know how to use the time they have. If a deadline is given, they need to drop everything and react. When the work is slow, they should start preparing for the next emergency.

Finding the Right People for Legal Document Services and Office Services

Finding an employee to give you that mix of perfection and personality is difficult. If you're hiring and managing these roles yourself, you know the challenges of doing the heavy lifting of sourcing, on-boarding, training, and managing support staff for law firms.

One option is outsourcing those services to a managed services provider who teaches legal support staff to work effectively in the legal environment. They put them through a comprehensive training cycle, so they understand the principles and expectations of the legal industry. Employees need to interact with everyone, from clients to managing partners, so a good provider will ensure employees follow the expectations of interacting in a positive, professional manner.



[continued on page 13]

FINDING THE RIGHT PEOPLE FOR LEGAL DOCUMENT SERVICES AND OFFICE SERVICES - CONT.

continued from page 12

Another benefit of outsourcing your office services needs to a managed service provider is that trained staff will float between accounts to cover vacations, sick days, and heavy workload. That flexibility and seamless coverage of hard-to-find staff is crucial and valuable to law firms.

By partnering with an outsourced service, law firms unburden themselves of the task of finding people to fill these support roles. We find them for you.



About the Author:

Dan Leavitt, Strategic Legal Account Executive

Loffler Companies

Dan has 15 years of experience providing strategic and efficient business solutions in the areas of copy and print management, records storage, and on-site outsourced staffing that effectively integrate with the law firms' short and long-term needs.

ALAMN CALENDAR OF EVENTS

FEBRUARY 2020

SU	MO	TU	WE	TH	FR	SA
26	27	28	29	30	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	29

- 5 Large Law Firm Chief Officers Meeting**
12:00 pm – 1:00 pm
Location TBD
- 6 BPRC Committee Meeting**
2:30 pm – 3:00 pm
ZOOM Conference Call
- 18 Facilities SIG**
12:00 pm – 1:00 pm
Stinson
- 27 30th Annual ALAMN Education Conference and Business Partner Expo**
Renaissance Minneapolis Hotel, The Depot

MARCH 2020

SU	MO	TU	WE	TH	FR	SA
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	4

- 4 Large Law Firm Chief Officers Meeting**
12:00 pm – 1:00 pm
Location TBD
- 4 BPRC Committee Meeting**
2:30 pm – 3:00 pm
ZOOM Conference Call
- 10 General Meeting**
11:30 AM – 1:00 PM
Happy Hour Effect
- 17 Facilities SIG**
12:00 pm – 1:00 pm
Winthrop & Weinstine

***PLEASE NOTE:**
SPECIAL INTEREST GROUP (SIG) attendees need not be ALAMN members

keynote
ERIN BROCKOVICH

02.27.2020
The Depot
Minneapolis, MN

[CLICK TO REGISTER NOW](#)

2020 ALA
Annual Conference & Expo
MAY 3-6 | SALT PALACE CONVENTION CENTER, UTAH

[CLICK TO REGISTER NOW](#)

GET TO KNOW YOUR ALAMN BOARD

What are you reading right now?

Jessica Gerhardson, President

The Giver of Stars by Jojo Moyes

Kelly Thaumert, CLM, President-Elect

It's OK That You're Not OK by Megan Devine. It's a book about grieving.

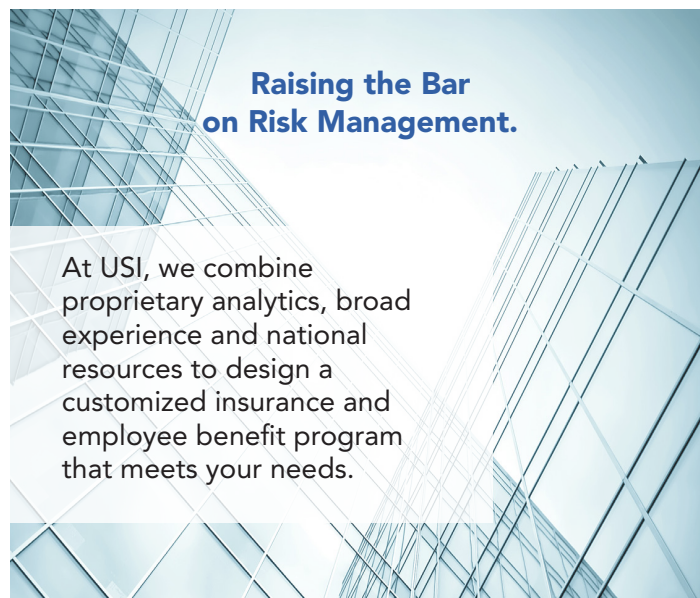
Abby Rooney, PHR, SHRM-CP, Past President

Decisions That Matter: Tales of Law Firm Leadership in Moments of Consequence by Roger Hayse and Andy Jillson

Tracy Overson, CLM, SPHR, SHRM-SCP, C(k)PF, Administrative Director

The Art of Racing in the Rain by Garth Stein

[continued on page 15]



**Raising the Bar
on Risk Management.**

At USI, we combine proprietary analytics, broad experience and national resources to design a customized insurance and employee benefit program that meets your needs.

USI Insurance Services
Bloomington, MN
Deb Busch, EB Consultant
612.509.1953 | www.usi.com



Property & Casualty | Employee Benefits
Personal Risk | Retirement Consulting



You want perfection in your law office service and support staff. Finding people who can live up to those standards is not easy.

Loffler meets the challenge.

LOFFLER



IT SERVICES • CLOUD SOLUTIONS • NETWORK SECURITY MONITORING
ONSITE MANAGED SERVICES • COPIERS & PRINTERS • VOICE

WWW.LOFFLER.COM • 952.925.6800

GET TO KNOW YOUR ALAMN BOARD - CONTINUED

continued from page 14

Nick Manty, Communications Director

Prisoners of Geography: Ten Maps that Explain Everything About the World by Tim Marshall

Caitlin Niedzwiecki, PHR, Education Director

Educated: A Memoir by Tara Westover

Kim Pepera, Finance Director

We Were the Lucky Ones by Georgia Hunter

Jessica Johnson, Membership Director

Daughters of the Lake by Wendy Webb. A suspenseful book about a murder at my favorite lake, Lake Superior.

HAWORTH FLUID

Creating Spaces That Attract



www.fluidinteriors.com // 100 N 6th St. Ste. 100A // Minneapolis, MN

Daijohs
firstCHOICE
coffee services
www.firstchoiceservices.com

Office Coffee Services
Specialty Coffees
Office Water Services

Join the growing list of ALAMN members in the Twin Cities who are partnering with First Choice for coffee & water filtration services!

Contact us today to learn more about how First Choice can help you enhance your staff's break room experience.

763-208-4571 or
Minneapolis@firstchoiceservices.com



ADVERTISERS IN THIS ISSUE

Page Advertiser

16 Alerus

15 First Choice Services

15 Fluid Interiors

Page Advertiser

14 Loffler Companies Inc.

11 Robert Half Legal

14 USI Insurance Service

OUR FOCUS IS ON
YOUR FIRM.



When you work with Alerus, you'll partner with one advisor, an experienced professional who understands the unique financial needs and challenges of law firms.

ALERUS

ALERUS.COM