



RK ALUMNI CONNECT

NEWSLETTER

ABOUT RK ALUMNI CONNECT

[RK Alumni Connect](#) is a networking group for current and former Robins Kaplan attorneys. We hope to provide forums for learning and professional development, an alumni website, CLE/professional development and training, community service activities, diversity & inclusion programming, pro bono opportunities, and networking and social events.

Visit us on [LinkedIn](#) to stay current on updates from Robins Kaplan, get news about former colleagues, and information on a variety of legal developments, as we continue to build years of friendships.

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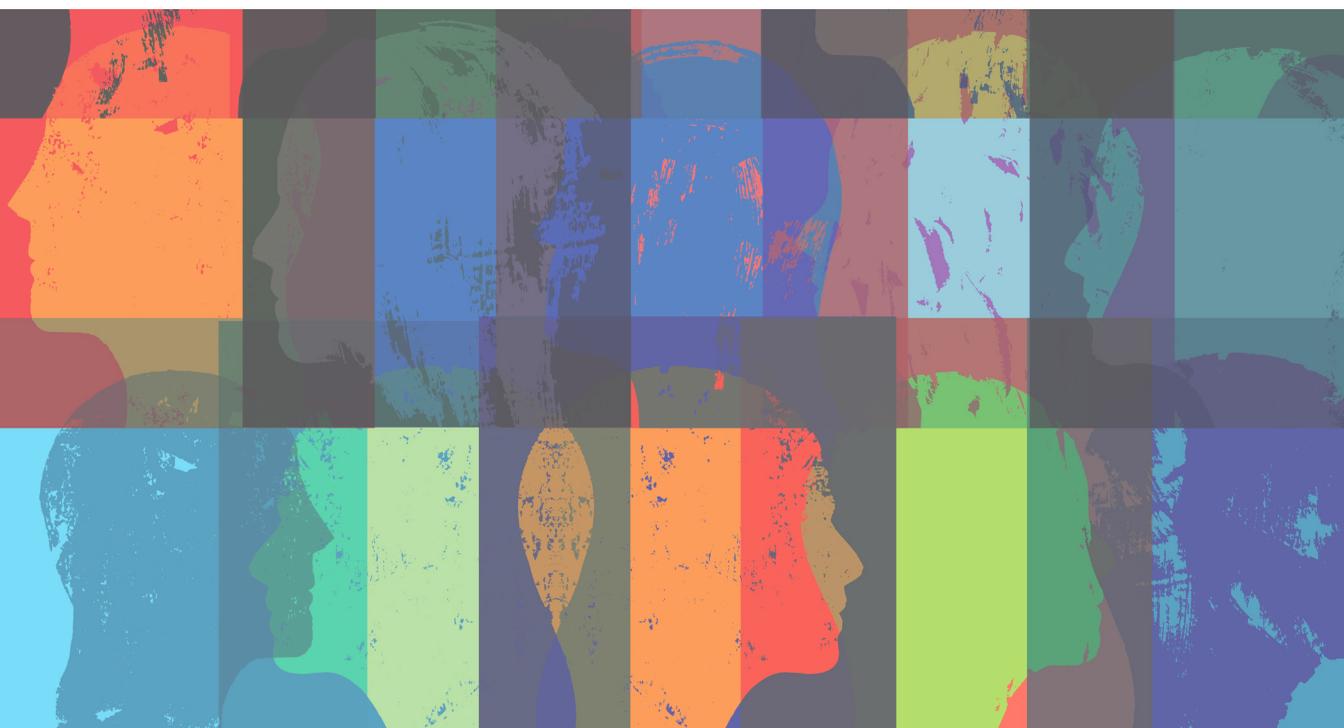
ROBINS KAPLAN ACHIEVES MANSFIELD 3.0 CERTIFICATION

In the firm's ongoing commitment to revitalize and renew diversity, Robins Kaplan LLP recently achieved Mansfield 3.0 Certification status for 2020. This certification means that the firm met or exceeded the program's goal of increasing diversity in law firms by considering at least 30 percent women, lawyers with disabilities, LGBTQ+ lawyers, and lawyers of color for significant leadership roles and lateral partner and senior associate searches and openings.

Diversity Lab launched the Mansfield Rule in 2017 in collaboration with Bloomberg Law and Stanford Law School. It was named for Arabella Mansfield, the first woman admitted to the practice of law in the United States. The initiative was inspired by the NFL's Rooney Rule, created by the late Dan Rooney in 2003 and now supported by his son, Art Rooney II, President of the Pittsburgh Steelers and a partner at the law firm Buchanan Ingersoll & Rooney. The Rooney Rule requires every NFL team to interview at least one person of color for head coach vacancies. In the years following its implementation, the league doubled the number of head coaches of color who were hired. Robins Kaplan adopted the Rooney Rule for lateral associate positions in 2016 and in the following year, the firm increased its hiring of attorneys of color by 30 percent and LGBTQ+ attorneys by 13 percent.

This is the second year that the firm has participated in this important initiative with a commitment to participate in Mansfield 4.0, which adds a new category for a "Certification Plus" designation asking that 30 percent of the lawyers staffed on matters resulting from formal pitch meetings be from historically underrepresented groups.

You can find more about the results and findings from Mansfield 3.0 [here](#).



ALUMNI SPOTLIGHT

We got a chance to catch up with former Robins Kaplan attorneys Madison Burnett and David March to see what they are up to now. Read on to check out their current endeavors and accomplishments!



MADISON BURNETT

Associate General Counsel
Georgia State University Office of Legal Affairs
Robins Kaplan Associate 2009 - 2014

Where are you working now? How long have you worked there?

I'm Associate General Counsel at Georgia State University. I've been there for six years, ever since I left Robins Kaplan.

What is your range of responsibilities or areas of focus?

I have a really varied practice, which I enjoy. Almost every week I learn about another way I can support the university, so that's my large miscellaneous category. My two other major areas are contract review/negotiation and legal support for GSU's international programs.

What does a typical workday include for you?

I'm not sure there's such a thing as typical, but I generally try to balance my time between longer-term complex projects and the more routine ones. So for example, I might spend the morning supporting a university office in developing a new collaborative program- e.g., what agreements are needed, any risks that need to be considered, any policies at issue, etc., and then my afternoon negotiating a series of IT contracts to help remote learning continue to run smoothly.

What is the most fulfilling part of your job?

I love GSU and that I'm one of a team supporting our students. GSU has a large, diverse student population of over 50,000, and includes a lot of first-generation college students. We have become a national model of student success and retention and I'm really proud of that.

Is there anything in particular you learned while working at Robins Kaplan that is useful to you in your current role?

So many things. Bill Stanhope was a wonderful mentor to me and always demonstrated how to combine a passion for your work and contributing to your community. I also think my time at RK helped develop my ability to keep multiple projects organized and moving forward simultaneously, and recognizing that though of course, legal issues are important to your client, they are not the only consideration.

If you are willing, please share some information about your current family situation - spouse/significant other, children, pets.

My husband David and I live in Decatur, GA (one block from the Atlanta City limits) with our 7 and 4-year-old daughters, a big shaggy dog, and two cats. It's a lively household.

If you are willing, please share some information about your favorite hobbies or interests that fill your free time.

Like it has for everyone, COVID has taken a dent in my usual ways to have fun, which include traveling and exploring new restaurants. Since the pandemic began, I've tried to take a long walk nearly every day with the dog, exploring my interesting neighborhood, and digging into a stack of library books.



DAVID MARCH

Senior Corporate Counsel
Target Corporation
Robins Kaplan Associate 2001 - 2005

Where are you working now?

Target - 15 years

What is your range of responsibilities or areas of focus?

I started at Target as a real estate lawyer working on new Target multi-use and urban real estate developments mostly on the east and west coasts. When the economy shifted during the 2008 economic crisis and Target's new store developments came to a virtual halt, I branched out and began working with other business teams on a variety of transactions. Then, when Target moved into Canada, I focused again on real estate and engaged in negotiations with Canadian landlords. Target's experience in Canada was short lived, so for the last several years, I've focused on a variety of transactional work with Target's technology, digital, strategy, innovation, construction, HR, and sourcing and procurement teams. I've also had the opportunity to serve as chief legal counsel for two of Target's Silicon Valley-based tech companies. My main focus today is supporting Target's digital growth; I work closely with Target's digital and innovation teams on the legal work to create new digital marketplaces and e-commerce innovations.

What does a typical workday include for you?

At Target, collaboration is a huge part of how we work, so I typically have a few hours of meetings each day to talk with teams about new or existing projects. When new initiatives are pursued, the law team is one of the first groups engaged, so I spend a lot of time issue spotting and suggesting different options for transactional structures and negotiating tactics. Over the course of any given day, I meet with teams to answer questions on contracting issues and advise on contract disputes. I spend a lot of time negotiating with third parties and drafting contracts.

What is the most fulfilling part of your job?

I love hearing personal stories from people about how Target is intertwined into their daily routines and the lives of their families. It's been especially moving during the pandemic to hear these stories and understand how all the hard work our teams have been doing to keep the stores open and operating has had such an important impact on people all over the country. I also like the challenge of the legal work - especially as it relates to complex issues or innovation initiatives - and the fact that Target is so focused on racial equity work and ending systemic racism. Last, I appreciate the flexibility to explore issues and causes that are important to us. Because of that flexibility and support, I was able to start Target's pro bono program about 10 years ago, and through our team's pro bono work, we've been able to help so many members of our community in need.

Have you held other positions since leaving Robins Kaplan?

Yes - I am on the executive board of Mid-Minnesota Legal Aid. I also lead the MSBA's Access to Justice Committee's Pro Bono Subcommittee, and I am the founder and chair of the Minnesota Corporate Pro Bono Council, which has grown to include pro bono leaders from about 30 Minnesota companies. I also am an adjunct professor of constitutional law at Mitchell Hamline School of Law.

Is there anything in particular you learned while working at Robins Kaplan that is useful to you in your current or former role?

Yes - when I was a summer associate, I had the opportunity to work with so many great lawyers where I was able to see how litigators approach disputes - especially as they relate to contract disputes. That insight has been very valuable as I think about how to draft contracts to either preserve issues or prevent the other party from raising certain issues later. Once I started as an associate after my clerkship at the Minnesota Supreme Court, I worked most closely with Steve Schumeister. Steve taught me many negotiating tactics that I still use today - one that has been especially helpful is the strategic use of silence. Silence always makes the other side uncomfortable, and when things get challenging in negotiations, I sometimes pause after making my point and just sit in silence. The other side will often ramble on and on, but then when they don't get a reaction from me other than silence, they typically come around to an acceptable position.

If you are willing, please share some information about your current family situation - spouse/significant other, children, pets.

My wife and I just celebrated our 25th wedding anniversary. She is a fiction writer. She has published two novels so far and is way behind her agent's deadline on her third book. Our oldest son is 23 and working for the Promise of Justice Initiative in New Orleans on post-conviction relief for individuals convicted by a less-than-unanimous jury and sentenced to life without parole. Our other son is 21 and is a junior in college. Our daughter is in ninth grade. We have a miniature golden doodle named Teddy, and we are expecting a new puppy sometime in December.

FOCUS ON EVENTS

Robins Kaplan recently hosted two events, including our first alumni event and our second name change clinic this year. Check out more details below



We held our first RK Alumni Connect event, “The Truth Behind the Headlines,” on October 6, 2020, with Minnesota Secretary of State and Robins Kaplan Alumnus [Steve Simon](#). Secretary Simon provided an exclusive election update covering many topics, including voting issues dominating the headlines and election developments in Minnesota. The pandemic, social unrest, and political rhetoric caused heightened concerns over election meddling, absentee and mail-in ballots, access to polling places, voter registration, and election security. Secretary Simon provided information about how election officials across Minnesota at the local, county, and state level addressed security concerns leading up to the election. He also highlighted that voters in Minnesota had multiple ways to cast their ballot, allowing for maximum participation in the election.

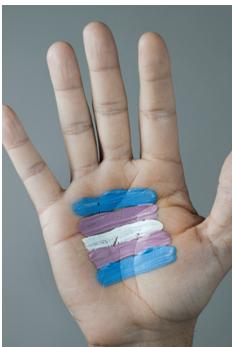
A day after the election, Secretary Simon estimated “3,223,146 voters participated in the election, either as part of the record surge in early absentee balloting or by voting on Election Day,” according to the [Star Tribune](#).

For more information on Minnesota election results and voter turnout, visit the [Office of the Minnesota Secretary of State Steve Simon](#) website.

Robins Kaplan events related to the voting and the election:

[10th Annual Disability Justice Seminar: Voting Rights of Individuals with Disabilities](#)
September 23, 2020

[Conference of Tribal Lending Commissioners Post-Election Update](#)
November 18, 2020



Robins Kaplan LLP partnered with [OutFront Minnesota](#) to host a free, remote name change clinic on October 23. Firm attorneys assisted 13 transgender individuals seeking to change their names. They guided clients through the details of the name change procedure and helped them draft legal forms to start the name change process. The mission of OutFront Minnesota is to create a state where lesbian, gay, bisexual, transgender, and queer people are free to be who they are, love who they love, and live without fear of violence, harassment, or discrimination. Our next Name Change Clinic will take place on December 11. Contact Pro Bono Counsel Lindsey Hanson for more information.

UPCOMING EVENTS

Our lawyers will be sharing their expertise in several upcoming events. Contact Jasmine Bradford at JBradford@RobinsKaplan.com for registration information.

7TH ANNUAL IP DEALMAKERS FORUM (FEE INVOLVED)

December 1-10, 2020
Chris Larus | Christine Yun Sauer

VALUATION: THE “EYE OF THE BEHOLDER” CAUSES DISPUTES (FEE INVOLVED)

December 17, 2020
Anne Lockner | Richard Zabel

PAST EVENTS

Our virtual events make it easier to educate, socialize, and earn CLE credit while we are working from home. Here is a list of the various programs where RK lawyers have shared their legal knowledge with others.

TRUTH OR FICTION? REPRESENTATIONS OF WEALTH DISPUTES IN TELEVISION, LITERATURE, AND FILM - AND IMPLICATIONS FOR PRACTITIONERS AND CLIENTS *(Recording Available)*

October 1, 7, and 13, 2020
Timothy Billion | Matthew J. Frerichs | Anthony A. Froio
Brendan V. Johnson | Sarah J. Khoury | James P. Menton, Jr.
Denise S. Rahne | Shira T. Shapiro | Manleen Singh

FROM CONTRACT TO COURTROOM: LESSONS LEARNED IN CONTRACT LITIGATION AND TRIALS *(Recording Available)*

September 30, 2020
Patrick Arenz | Emily Niles

PROTECTING CONFIDENTIAL INFORMATION IN THE EVOLVING WORKPLACE: STRATEGIES FOR AVOIDING THE LOSS OF COMPANY SECRETS *(Recording Available)*

September 16, 2020
Christopher Larus | David Prange

PATENT LITIGATION BEST PRACTICE RECOMMENDATIONS FOR WILLFUL INFRINGEMENT *(Commentary Available)*

September 15, 2020
Cyrus A. Morton

PUTTING DOWN THE SHIELD AND PICKING UP THE SWORD: GENERATING VALUE FROM PATENTS IN AN ECONOMIC DOWNTURN *(Recording Available)*

August 4, 2020
Aaron Fahrenkrog | Alyssa Lawson | Cyrus Morton

PRO BONO

As of October 1, 2020, Robins Kaplan attorneys have provided **14,477 hours** of pro bono services this year. We partner with more than **25 nonprofit** organizations across the country to identify pro bono opportunities that match our attorneys' interests and skills to make the greatest impact. We believe everyone deserves access to our justice system and work hard to provide legal representation to those who cannot afford it. Check out a few pro bono opportunities available for alumni members and our current projects with partner organizations this fall.

CURRENT COLLABORATION WITH LAWYERS FOR GOOD GOVERNMENT

Through a pro bono partnership with the Lawyers for Racial Justice Project, part of Lawyers for Good Government, a Texas-based non-profit, Robins Kaplan currently has two cross-office teams, composed of attorneys in our Minneapolis, Boston, New York, and Silicon Valley offices, conducting research into state and local laws pertaining to the use of police in schools.

Lawyers for Racial Justice (LRJ) was launched in late spring of 2020 as part of a commitment to stand in solidarity with Black Americans and communities of color who are most directly impacted by systemic racism and oppression.

LRJ will be using the research from our Robins Kaplan teams to determine whether model state legislation on the use of School Resource Officers could help to address related racial inequities.

Attorneys involved include:

Pam Berman, Rashanda Bruce, Haynes Hansen, Annie Huang, Aaron Sheanin

Source: [Lawyers for Good Government](#)



PRO BONO OPPORTUNITIES FROM OUR PARTNER ORGANIZATIONS

Are you in the Boston, Minneapolis, New York, Los Angeles, or Silicon Valley areas? Volunteer at these organizations to help those in need. Due to the pandemic, some of the organizations may have shifted their procedures for the safety of volunteers and clients.



BOSTON: Provide brief legal advice regarding civil appeals at the [Volunteer Lawyers Project Civil Appeals Clinic](#). Volunteers assess whether a final judgment exists and help calculate deadlines, and provide general advice regarding appellate issues, including strategy advice. Volunteers also determine whether the appeal is meritorious and should be reviewed further for full representation. This is a brief legal advice clinic only; volunteers are not expected to represent clients on appeals. Online training is available. Other pro bono opportunities are available for this organization in the areas of employment, family law, housing, probate, civil appeals, consumer, and bankruptcy law. Malpractice insurance is provided to volunteers who work with the organization.



LOS ANGELES & SILICON VALLEY: [Public Counsel](#) offers a variety of pro bono opportunities in civil law including immigration, consumer, education, housing and homelessness. Retired attorneys also have the opportunity to retain their state bar license through meaningful pro bono work. Remote pro bono opportunities available.



MINNESOTA: The [Volunteers Lawyers Network](#) offers opportunities for all levels of experience with training resources and experienced mentors provided in most areas. Online registration and orientation is available. Pro bono opportunities are available for this organization in the areas of family law, immigration, bankruptcy, administrative, consumer, employment, housing, real estate, and tax. Malpractice insurance is provided to volunteers who work with the organization.



NEW YORK: Contact the [New York Legal Assistance Group](#) (NYALG) to get more information on its individual case referrals, in-house pro bono opportunities, or its Attorney Emeritus Program (AEP). Pro bono opportunities are offered in a wide variety of civil legal areas including housing, education, family law, and immigration. Malpractice insurance is provided to volunteers for work done on site.

Let us know if you are working on a pro bono project that you would like to feature in RK Alumni Connect. We'll try to highlight it in our next newsletter.



WAYS TO OPTIMIZE YOUR ATTENDANCE AT A VIRTUAL CONFERENCE

Online conferences have become more prevalent over the past few years. In the midst of the pandemic, most conferences have quickly adapted and moved to a virtual format. For sure, “going virtual” takes away many benefits of gathering with other human beings in person over shared interests, but there are some distinct advantages to virtual conferences. Even though they are not exactly like in-person conferences, they can be just as valuable as you can connect from any location.

Here is a checklist of things to do before, during, and after a virtual conference to maximize your experience.

Before:

- Block out time in your calendar and set reminders to help you stay on schedule.
- Plan ahead to optimize your time by reviewing and selecting topics and sessions in advance.
- Ask for an attendee list to identify people in your network or people whom you would like to meet and research their backgrounds so you are prepared to ask informed questions.
- Reach out to contacts before the conference begins to initiate a conversation.
- If you have extra passes, invite colleagues to join a conference they would not ordinarily be able to access.

During:

- Dress the part like you would for the real thing. The old adages “dress to impress” and “dress for success” still apply in a virtual setting.
- Stand out by using interactive features like “raising your hand,” chat, Q&A, and polls to stay engaged with hosts, panelists, and other attendees.
- Ask thoughtful questions or share insightful responses to hosts’ questions for more visibility.
- Take notes and share useful highlights later with a colleague so you are viewed as in-the-know.
- Join social media interactions by commenting or asking questions using event hashtags on LinkedIn and Twitter to share your favorite moments from speakers and sessions.

After:

- If you missed a session, request a replay or slide deck of a recorded session.
- Debrief with fellow attendees by sending a LinkedIn “connect” invitation or message. Instead of just clicking “connect,” ask a question, “Did you find the conference interesting?”
- Send the host or speaker a thank you email saying what you enjoyed about their presentation. For example, “I enjoyed your session because XYZ, and I’d like to stay connected” or “I liked your session and was interested in whether you think ABC....”

Virtual conferences are a different experience, but they are here to stay. The key is to put yourself in the right mindset to focus, engage, and absorb information while making the most of the networking opportunities. And remember, it’s all about the follow up!



IN MEMORIAM

The Robins Kaplan Family mourns the loss of our two dear colleagues Jim Fetterly and Hollis Salzman.



JIM FETTERLY

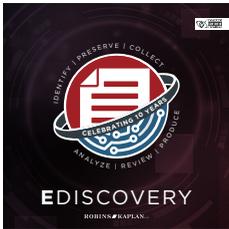
Jim Fetterly was a superb trial lawyer and a mentor to many young associates that reflected his commitment to helping other lawyers succeed. Read more on his accomplishments [here](#).



HOLLIS SALZMAN

Dedicated to her family and community and a truly incredible advocate for her clients, Hollis Salzman was exemplary in every way. Read more on her achievements [here](#).

ANNIVERSARIES



This year, we are proud to be celebrating 10 successful years of our Ediscovery group providing strategic, cost-effective solutions for our clients.

Our Ediscovery group is a specific team who works closely with our litigation teams to provide innovative solutions in six phases: Identify, Preserve, Collect, Process, Review, and Produce. We employ our experience throughout these phases to ensure that the preservation and collection process is completely defensible and to create

solutions that will reduce discovery-related expenses as much as possible. To learn more about our Ediscovery team and services, [click here](#).

Additional read from RK alumni and firm members on Ediscovery:

[Litigation Next: E-Discovery and the Industrial Internet of Things](#)

Marla Butler | Mike Dirksen | Vivian Enck | Li Zhu



As we celebrate 25 years of success in Los Angeles, Robins Kaplan continues to fulfill our commitment to our community by selecting [Westside Food Bank \(WSFB\)](#) as the recipient of our donations in celebration of the office anniversary.



Happy 10th Anniversary to our New York Office! We will celebrate with firm members, alumni, clients, and other friends of the firm under safer conditions in 2021. We appreciate the hard work and effort that our New York attorneys and staff members continue to illustrate on a daily basis.



CURRENT ROBINS KAPLAN JOB OPENINGS

DIRECTOR OF DIVERSITY & INCLUSION

Full Time | Multiple locations

TALENT MANAGER

Full Time | Minneapolis, MN

CORPORATE BANKRUPTCY ASSOCIATE

Full Time | Los Angeles, CA

ANTITRUST PARALEGAL

Full Time | New York, NY

JUDICIAL CLERKS FOR FALL 2021

Minneapolis, MN

Robins Kaplan LLP is an equal opportunity employer committed to building a diverse workforce. Candidates should apply on-line at www.RobinsKaplan.com/Careers

RK ALUMNI CONTACT INFO

Please feel free to contact Jasmine if you'd like to share released publications, job postings at your place of business, or if you'd like to be featured in our Alumni Spotlight.



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