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Areas of Law

Business Litigation
Corporate and Finance
Employment and Labor Litigation
Employment, Labor and Benefits
Litigation

Bar Admissions

Wisconsin, 1986
Minnesota, 1980
U.S. Court of Appeals, Eighth Circuit
U.S. District Court, Minnesota
U.S. Supreme Court

Education

Hamline University School of Law,
St. Paul, MN, 1980, J.D., *cum laude*

- Law Review: Hamline Law Review
- Honors: Order of the Coif

University of Minnesota, Minneapolis, MN,
1974, B.A.

Honors

Super Lawyer,[®] *Super Lawyers* magazine,
2003-present

AV[®] Preeminent Rating,
by Martindale-Hubbell, Since 1991

Professional Associations & Memberships

American Bar Association
Minnesota Management Attorneys
Association
Minnesota Women Lawyers
Minnesota State Bar Association,
Discrimination, Employment Law --
Employer Litigation & Appeals, Labor Law

Dayle Nolan

Dayle Nolan is a trusted business advisor who counsels clients to manage risk strategically and avoid protracted litigation. She has a strong track record for integrity, responsiveness, ingenuity, pragmatism, and client satisfaction. She has more than 40 years of labor and employment, business counseling and litigation experience representing and advising businesses and individuals in many states in all aspects of employment and business matters. She has advised on wage-and-hour laws, family leave laws, all types of discrimination, compliance, OSHA, non-competition agreements, harassment, shareholder disputes, independent contractor issues, and countless human resource and personnel issues including handling employee/ management training and drafting, reviewing, and interpreting contracts.

Representative Experience:

Counseling

- Acts as outside general counsel for several Midwest businesses.
- Counsels and advises executives and professionals going into and coming out of employment regarding compensation and non-compete agreements.
- Counsels and advises hundreds of businesses, large and small, on policies, training, wage & hour matters, employee benefits, executive compensation, noncompete agreements, and harassment.
- Gives general business advice.

Litigation

- Shareholder dispute litigation.
- Lead counsel in more than 100 litigation cases in Minnesota and Wisconsin federal and state courts and the United States courts of appeals for the 7th and 8th circuits.
- Defended businesses in numerous state and federal agency discrimination charges and wage & hour claims, including before the Equal Employment Opportunity Commission, Minnesota Department of Human Rights, Wisconsin Department of Workforce Development, U.S. Department of Labor, and the Office of Federal Contract Compliance Programs.
- Litigated numerous contract disputes.
- Defended nonparty witnesses in litigation matters.

Dayle Nolan

Continued

Trust and Estates

- Acts as trustee for several large trusts.
- Aids trusted clients in estate matters.