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#### Areas of Law

Business Litigation  
Employment, Labor and Benefits  
Litigation  
Appellate Advice & Advocacy

#### Bar Admissions

Minnesota, 2015  
U.S. District Court, Minnesota, 2016

#### Education

William Mitchell College of Law, St. Paul, MN;  
J.D., *summa cum laude*  
• Executive Editor,  
*William Mitchell Law Review*

Western Carolina University, Cullowhee, NC,  
2004 B.A., Literature, *summa cum laude*

#### Board and Council Appointments

Commissioner, Transgender Equity Council,  
City of Minneapolis, 2017-2019

Treasurer, Minnesota Lavender Bar  
Association, 2017-2019

Board Member, Minnesota Lavender Bar  
Association, 2016-2019

#### Professional Associations & Memberships

Minnesota State Bar Association  
Hennepin County Bar Association  
National LGBT Bar Association  
Quorum  
DRI Cannabis Law Conference Committee

## Nic S. Puechner

Nic S. Puechner is a general practitioner who represents business owners, organizations, and private clients in litigation and business matters by providing focused solutions tailored to their individual needs. He focuses his practice on commercial litigation and employment law.

Before joining Larkin Hoffman, Nic served as a judicial clerk for the honorable Jill Flaskamp Halbrooks at the Minnesota Court of Appeals. While in law school, he clerked both here at Larkin Hoffman and for the Hennepin County Attorney's Office.

#### Representative Experience:

- Defended a client against breach of contract and piercing the corporate veil claims. After an eight-day jury trial, Larkin Hoffman obtained a highly favorable verdict for its client under which the opposing party recovered a mere fraction of the damages it sought.
- Represented a client in a construction defect case and successfully defended against contractor's counterclaims in a three-day jury trial.
- Obtained \$800,000 judgment for a client in a breach of contract case at summary judgment stage.

#### Appellate Advocacy:

- Obtained a reversal by the Minnesota Supreme Court in favor of a drug-treatment facility's challenge to a DHS determination of maltreatment and associated fine.
- Co-authored appellate briefs for contract disputes in which the Minn. Court of Appeals and Minn. Supreme Court held, in favor of a client, that a condition precedent in a contract may be excused to prevent disproportionate forfeiture.
- Co-authored appellate briefs for a minority in a condominium dispute between majority and minority unit owners.

#### Employment Experience:

- Assists multi-state employers with handbook reviews and benefits questions.
- Advises employers on employment-related concerns related to cannabis and hemp.
- Represents parties in unemployment benefits appeals.

#### Cannabis Law Experience:

- Advises companies on compliance with federal and state laws and Minnesota's Industrial Hemp Pilot Program.