

Curriculum Vitae

GERALD T. LAURIE

OFFICE: **LAURIE & LAURIE, P.A.**
 1660 South Highway 100
 Suite 508 East
 St. Louis Park, MN 55416
 (952) 738-0191
 Fax: (952) 544-7151

RESIDENCE: 135 Maryland Avenue South
 Golden Valley, MN 55426
 (763) 545-3808

COURTS ADMITTED TO PRACTICE

Admitted to Minnesota and U.S. District Court, District of Minnesota, 1967;
Admitted to U.S. Tax Court, 1970;
U.S. Court of Appeals, Eighth Circuit, 1971;
U.S. Court of Appeals for the Federal Circuit, 1987.

EDUCATION

University of Minnesota Law School, 1967 (Minnesota Law Review, 1966-1967);
University of Minnesota (B.A., cum laude, 1964) (majors in accounting, political science,
and humanities).

EMPLOYMENT

Special Assistant Attorney General, assigned to the Department of Taxation, State of
Minnesota; 1968-1969.
Lapp, Laurie, Libra, Thomson & Stoebner, Chartered; January 1, 1970 - December 31,
2000.
Laurie & Laurie, P.A.; January 1, 2001 - Present.

PERSONAL

Date of Birth: January 22, 1942
Marital Status: Married, three grown sons: Ian; Eben; and Joshua.
Spouse: Joellyn

MEMBERSHIPS

Academy of Certified Trial Lawyers of Minnesota;
Selected by the Charter Governors of The College of Labor and Employment Lawyers
as a Fellow to the College;
Minnesota Trial Lawyers Association (Co-Chairman, Commercial Litigation Section,
(1979-1985); Member, Board of Governors (1981-1988);
National Employment Lawyers Association; Minnesota Chapter of NELA (Board of
Directors);
The Association of Trial Lawyers of America;
ATLA Employment Rights Section;
Former member of the part-time Federal Public Defender Panel;
Minnesota State, Hennepin County and American Bar Associations;
ABA Section of Labor and Employment Law;
Hennepin County Bar Association (Chairman, Community Relations Committee, 1973-
1974);
MTLA Employment Law Section.
Mentor Program - University of St. Thomas, School of Law

CERTIFICATION

Board Certified by Minnesota State Bar Association as a Civil Trial Specialist since 1988.

ALTERNATIVE DISPUTE RESOLUTION

On the Minnesota Statewide ADR Neutrals Roster (Rule 114) for mediation and
arbitration for areas of expertise in contract, employment, commercial, non-compete,
trade secret, and legal malpractice.

Selected as a Leading Minnesota attorney in Alternative Dispute Resolution for
employment law, commercial litigation, and personal injury. To be selected, attorneys
must receive multiple recommendations from their peers in a statewide survey conducted
by American Research Corporation. Fewer than 6% of the state's attorneys are Leading
Minnesota Attorneys.

Selected to serve on a panel of neutrals for Creative Dispute Resolution, a non-profit
corporation created by the Minnesota Trial Lawyers Association and the Minnesota
Defense Lawyers Association. Also served on a panel of neutrals for ADR Center.

Served as a mediator on many cases. Also successfully represented numerous clients in
the mediation process.

Creative Dispute Resolution "A.D.R. Toolbox II" (November 3, 1995).
Continuing Legal Education "Certified Continuing Education for Qualified Neutral
Arbitrators" (April 6, 1995);

Dispute Resolution Training “General Mediation” (April, 1994);
Dispute Resolution Training “Creative Dispute Resolution Training” (September, 1993);

LEGAL ARTICLES WRITTEN

“A Review of Noncompete Agreements in Minnesota”, The Minnesota Association of Justice’s 2008 Employment Law Handbook 5th Edition;
“Balancing Business Protection with Freedom to Work: A Review of Noncompete Agreements in Minnesota,” William Mitchell Law Review, Vol. 23, No. 1, p. 107 (1997);
“Intentional Infliction of Emotional Distress,” 1994 and 1995 Employment Law Handbook;
“Whistle While You Work, The Law of Whistleblowing in Minnesota,” The Hennepin Lawyer, Vol. 61, No. 1, September-October 1991 (Co-Author);
“Court Rules That Employment Discrimination Claims Survive the Claimants Death,” Minnesota Trial Lawyers, Spring, 1990 (Co-Author);
“Hanging Copycats By Jury: A Remedy for ‘Knock-Offs’,” Bench & Bar of Minnesota, Vol. 45, No. 1, January, 1989 and reprinted in Trial Magazine, March, 1990 (Co-Author);
“Negligent Wrongful Termination,” Bench & Bar of Minnesota, Vol. 43, No. 1, January, 1986 (Co-Author);
“The Latest Look at Wrongful Termination,” Minnesota Trial Lawyer, Vol. 10, No. 2, p. 6, 1985 (Co-Author);
“Non-Compete Agreements: Are They Valid?” Minnesota Business Journal, July, 1983;
“Trade Secrets Unveiled - Minnesota Enacts the Uniform Trade Secrets Act,” Minnesota Trial Lawyer, Vol. 5, No. 9, p. 12, 1980;
“The Assault on the Civil Jury,” 4 Minnesota Trial Lawyer, 17, 1979;
“Covenants Not to Compete in Minnesota - An Enlightened Approach,” 49 Hennepin Lawyer 10, 1979.

LECTURES AND PANELS

“Selecting and Valuing Cases - The Key to a Successful Plaintiff’s Practice,” panel member, Upper Midwest Employment Law Institute, May 29 & 30, 2008;
“Webcast - Networking and Soliciting Clients,” Panel, MSBA CLE, January 8, 2008;
“Closing Argument, Instructions, Special Verdicts,” Panel, Minn. NELA, April 27, 2005;
“The Anatomy of a Sexual Harassment Case,” Minnesota Institute of Legal Education seminar on Hiring and Firing, February 7, 2003;
“Settlement: Getting to a Number and Dealing with the Aftermath,” National Employment Lawyers Association, April 12, 2002, Eighth Circuit Conference, Practicing Employment Law in a Changing World on panel discussing;
Lecture on “Winning Final Arguments”, Douglas K. Amdahl Inn of Court, 2/15/01;
“Ethics: LA Law on Trial” and “Age Discrimination,” Academy of Certified Trial Lawyers of Minnesota ACTLM CLE, March 14 and 16, 2000, Dominican Republic;
“Restrictive Covenants: Attacking the New Servitude” National Employment Law Attorneys - 1999;
“Firing - Employee Terminations,” CLE, 1998;.

“Expert Panel on Depositions,” National Employment Law Attorneys - 1997;
“Client Screening and Intake,” Sexual Harassment Seminar, Minnesota Trial Lawyers CLE - 1997;
“Getting the Most Out of Settlement: Representing Employees in Litigation,” Minnesota Trial Lawyers - CLE - 1996;
“The Do’s and Don’ts of Hiring & Firing,” Minnesota Institute of Legal Education, 1996;
“Negotiating Severance and Separation Packages for Highly-Paid Executives and Managers,” National Employment Law Attorneys - 1996;
“How to Handle the Employer’s Allegation of a Breach of Covenant Not to Compete,” Minnesota Trial Lawyers - CLE - 1996;
“Pleading and Other Strategies to Defeat an Employer’s Motion for Summary Judgment,” panel member, 22nd Labor and Employment Law Institute, 1995;
“Representing Employees Who Don’t Want to Litigate: Voices of Experience,” panel member, Minnesota CLE, 1995;
“ADA Mock Trial: How Will a Jury Decide on ‘Reasonable Accommodation’?”, Personnel Law Update Seminar - CLE, 1993;
“Whistleblower Law and Other Tort Claims,” Minnesota Institute of Legal Education - CLE, 1992;
“The Price is Right - Evaluating Damages in Wrongful Termination Cases,” Minnesota Trial Lawyers - CLE, 1991;
“Whistleblower, Retaliation and Reprisal Claims,” Minnesota Trial Lawyers - CLE, 1991;
“Sexual Harassment for the Defense,” Minnesota Institute of Legal Education, 1990.
“Sexual Harassment and Sex Discrimination,” Minnesota CLE, 1990;
“How to Handle the Plaintiff’s Employment Case,” Minnesota CLE, 1989;
“Wrongful Discharge - The Plaintiff’s Case From The Horse’s Mouth,” Chair, Minnesota CLE Seminar, Minnesota Trial Lawyers Association, 1987;
“Litigating Trade Secret and Non-Compete Cases,” Minnesota Trial Lawyers Association, 1985;
“Causes of Professional Negligence in the Business and Commercial Practice,” Minnesota Trial Lawyers, 1984;
“Employment and Trade Secret Litigation,” Minnesota Continuing Legal Education, 1984 and 1988;
“Minnesota Trade Secrets Law - A Litigator’s Viewpoint,” Minnesota CLE, 1981.

CURRENT PRACTICE

My practice is concentrated in Employment Law and Commercial Litigation including Wrongful Discharge, Discrimination, Sex Harassment, Non-Compete Agreements, and Trade Secret matters.

LEADING MINNESOTA ATTORNEY

Selected as a Leading American Attorney in the area of employment law (individual and management) in the area of Alternative Dispute Resolution for commercial matters, personal injury law and employment law. To be selected, attorneys must receive multiple recommendations from their peers in a statewide survey conducted by American Research Corporation. Fewer than 6% of the state's attorneys are Leading American Attorneys.

SUPER LAWYER

Selected every year since 2000 as a Super Lawyer, chosen by his peers, in top 6% of lawyers in Minnesota. The selection of Super Lawyers was researched and produced by Minnesota Law and Politics magazine and Twin Cities Business Monthly. Since 2002, chosen every year as one of Minnesota's Top 40 Labor & Employment Super Lawyers or as one of Minnesota's Top 40 Employment Litigation Super Lawyers.

WHO'S WHO IN AMERICAN LAW

Chosen to appear in the new Millennium Edition of "Who's Who in American Law," a publication which recognizes the country's most distinguished legal professionals.

JURY VERDICTS

Obtained substantial jury verdicts in the following amounts: \$3,250,000 (patent and trademark case written up in national periodicals); \$1,200,000 (employment law case); \$750,000 (sexual harassment case); and several noteworthy verdicts written up in local and national newspapers. Tried several jury cases resulting in substantial verdicts for emotion distress and psychological injuries. Obtained a combined court and arbitration award in excess of \$1,000,000 in a joint venture split up.

REPORTED CASES

American National Bank and Trust Co. v. Logan, 176 N.W.2d 91 (Minn. 1970).
Black v. Snyder, 471 N.W.2d 715 (Minn. App. 1991) (a case of first impression permitting a minister to sue the church in civil court for sexual harassment).
Bond v. Charlson, 374 N.W.2d 423 (Minn. 1985).
Cherne Indus., Inc. v. Grounds & Associates, 278 N.W.2d 81 (Minn. 1979) (a leading case in trade secret law and remedies, cited about 350 times).
Commissioner of Taxation v. Brun, 174 N.W.2d 120 (Minn. 1970).
Devane v. Sears Home Improvement Products, Inc., et al. (Dec 23, 2003 unpublished Minnesota Court of Appeals)(substantial sexual harassment verdict upheld)
Eklund v. Vincent Brass and Aluminum Co., 351 N.W.2d 371 (Minn. App. 1984) (a leading case in employment law establishing several legal theories available for a terminated employee).
Kottschade v. Lundberg, 160 N.W.2d 135 (Minn. 1968).

Levin v. C.O.M.B. Co., 469 N.W.2d 512 (Minn. App. 1991).

Schug v. Michael, 245 N.W.2d 587 (Minn. 1976).

Sappa v. Strite-Anderson Manufacturing Company, 221 N.W.2d 660 (Minn. 1974).