



**Finding your Voice**  
**Amplifying your Value**

**MPA ANNUAL CONVENTION 2023**

**Friday, May 19, 2023**  
**7:30 a.m.-4:45 p.m.**

**Hamline University**  
**Anderson Center**  
**774 Snelling Ave N**  
**St. Paul, MN 55104**



*The Voice of Minnesota Paralegals*





## Schedule at a Glance

Time	Event	Location
7:30 – 7:50 a.m.	Registration & Exhibitor Hall Open	The Forum
7:50 – 8:00 a.m.	Welcome & Announcements	Room 112
8:00 – 9:00 a.m.	Morning Keynote	Room 112
9:00 – 9:15 a.m.	Break & Vendor Connections	The Forum
9:15 – 10:15 a.m.	Concurrent CLE Sessions 1	Rooms 111, 304, and 305
10:15 – 10:30 a.m.	Break & Vendor Connections	The Forum
10:30 – 11:30 a.m.	Concurrent CLE Sessions 2	Rooms 111, 304, and 305
11:30 – 11:45 a.m.	Break & Grab Lunch	Room 112
11:45 a.m. – 12:45 p.m.	Lunch Keynote	Room 112
12:45 – 1:00 p.m.	Break & Vendor Connections	The Forum
1:00 – 2:00 p.m.	Concurrent CLE Sessions 3	Rooms 111, 304, and 305
2:00 – 2:15 p.m.	Break & Vendor Connections	The Forum
2:15 – 3:15 p.m.	Afternoon Keynote	Room 112
3:15 – 3:30 p.m.	Break & Vendor Connections	The Forum
3:30 – 4:15 p.m.	Concurrent Workshops	Rooms 111, 304, and 305
4:15 – 4:45 p.m.	Closing Remarks & Door Prizes	Room 112

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**#mpaconvention2023**



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## Keynote Speakers

**8:00 – 9:00 a.m.**

### **A VIEW FROM THE BENCH...WHAT THE HECK IS GOING ON WITH OUR KIDS?**

Room 112

Judge Michael Mayer

The Juvenile Court System was not designed to deal with social media. Judge Mayer will talk about the history of juvenile courts, how Congress has been cutting funds for kids programming and the impact that he sees from social media. Judge Mayer has served on the Mn bench since being appointed by Governor Pawlenty in 2004. He presides over all types of cases but has a passion for juvenile law. He has been on the Governor's Juvenile Advisory Board since 1995 and serves on the Executive Board of Directors for the Coalition for Juvenile Justice in Washington, DC. He practiced law for 20 years before being appointed to the bench. His practice focused on criminal, family, and small business law. He is married to Martha Sullivan Mayer, an attorney in Eagan.



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**11:45 a.m. – 12:45 p.m.**

**DEIB: THE LEGAL LANDSCAPE**

Room 112

Sybil Dunlop & Amran Farah

This keynote session will cover the current legal landscape around DEIB and how it could impact the legal profession. Amran Farah & Sybil Dunlop are both attorneys with the law firm Greene Espel.



Sybil is a partner at Greene Espel where she helps clients resolve commercial and intellectual property disputes. In addition to her active litigation practice, Sybil is a national thought leader on Diversity, Equity, and Inclusion (“DEI”). With Amran Farah, she co-founded Greene Espel’s DEI practice, which helps workplaces design and implement DEI strategies and programs to meet their goals. As part of this practice, Sybil offers award-winning DEI trainings which receive rave reviews from audiences around the country. Clients include Fortune 100 companies, cities, government institutions, bar associations, law firms, and non-profits. In recognition of her efforts, Minnesota Lawyer selected Sybil as one of its Diversity & Inclusion Honorees, and the Hennepin County Bar Association awarded her its Excellence Award for Advancing Diversity and Inclusion. Minnesota Lawyer has also twice named Sybil an “Attorney of the Year.”



Amran is a partner at Greene Espel where she represents and counsels clients on a wide range of business matters. In addition to litigation practice, Amran conducts workplace investigations, and assists employers in addressing issues of discrimination and toxic workplace culture. Her talents are widely recognized. She was selected by Minnesota Lawyer as a 2021 “Attorney of the Year” and was a 2020 Minneapolis/St. Paul Business Journal 40 Under 40 Honoree. She is annually selected for inclusion on the Minnesota Rising Stars list by Super Lawyers as well as the Ones to Watch list by Best Lawyers. In 2019 and again in 2021, Senators Amy Klobuchar and Tina Smith selected Amran to serve on their Federal Selection Committees and she is routinely asked to assist in hiring executive officers. Amran is the past-President of the Minnesota Association of Black Lawyers as well as a founder and past-President of the Somali American Bar Association. She is also the past-Chair of the Council of Minnesotans of African Heritage and previously served as an adjunct professor of civil procedure at Mitchell Hamline School of Law.

**2:15 – 3:15 p.m.**

**INCARCERATED PARALEGALS INTERNSHIPS - A REVOLUTIONARY CASE STUDY**

Room 112

Jon Geffen

This presentation focuses on how to utilize trained paralegals who are currently incarcerated. We will discuss the communication, technological, confidentially, and other challenges inherent in working with incarcerated paralegals. The presentation is designed to illuminate the current state of teaching/practicing within Minnesota's prison system as a basis for seeking change. Mr. Geffen is a Senior Staff Attorney at the Legal Revolution Law Firm and the Director of the Reentry Clinic at Mitchell Hamline School of Law.



Mr. Geffen is a Senior Staff Attorney at the Legal Revolution Law Firm and the Director of the Reentry Clinic at Mitchell Hamline School of Law. Mr. Geffen works with incarcerated paralegal students on civil legal cases for those in the community. This unique program allows incarcerated students to use their paralegal skills to help those in need of legal assistance.

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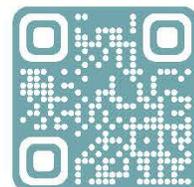
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# **CLE Sessions 1**

## **9:15 – 10:15 a.m.**

### **Session Details**

#### **Cell Phones Are the New DNA: The Emerging Role of Mobile Device Forensics in Wrongful Conviction Exonerations**

##### **Room 111**

*John Carney, Carney Forensics*

New evidence produced from testing and using new, innovative technology can open the door to judicial action for wrongful conviction review and exonerations. For decades DNA testing was the most popular and effective example of new technology. Now mobile device forensics is emerging as an effective alternative to watch or even the most promising form of new evidence, because of its speed of technology innovation and adoption, also its support of a diversified number of proof vectors as compared to DNA. The hypothesis or proposition of this presentation centers on how new technology and rapidly changing methods and tools provide a steady stream of opportunities for the Innocence Project, appellate public defenders, and private criminal defense attorneys to recover exonerating evidence in wrongful conviction challenges using advanced mobile device forensic science.

#### **Introduction to M&A**

##### **Room 304**

*Emily Faber-Densley, Energizer & Patty Meagher, 3M Company*

Join Emily & Patty, a lawyer & paralegal duo, who have worked together for nearly a decade on M&A matters at 3M. This presentation will overview:

- Transaction structures for acquisitions and divestitures – including stock, asset, and mergers;
- Stages of a transaction – including confidentiality agreements, due diligence, agreement negotiations, signing, and closing; and
- Functional teams involved in an M&A transaction at a company and law firm.

We will also highlight how paralegals can provide excellent support of M&A transaction – from the very early stages to integration – drawing on our years of experience working together.

#### **Recent Developments in Intellectual Property Law**

##### **Room 305**

*Terrance Newby, Maslon LLP*

This presentation will cover recent case law and proposed statutory and administrative developments that affect intellectual property owners, and businesses.



## **CLE Sessions 2**

### **10:30 – 11:30 a.m.**

#### **Session Details**

##### **Current Status and Changes in Minnesota's Cannabis Law**

###### **Room 305**

*Carol Moss, Hellmuth & Johnson*

Cannabis law in Minnesota is changing by the minute. We will take a look at where we are with cannabis in Minnesota and what we can expect in the future.

##### **Digital Evidence, Cyber Threat Awareness, and Creative Strategies for Managing Risk**

###### **Room 111**

*Mark Lanterman, Computer Forensic Services*

Ransomware. Spear phishing. The "insider" threat. Organizations and firms face a myriad of cyber threats that come with ample amounts of risk. From reputational damage to financial losses, the possible costs of a cyber-attack or data breach can be challenging to quantify—and mitigate. Mark Lanterman, Chief Technology Officer of Computer Forensic Services, will discuss latest trends in our cyber landscape including topics such as the Dark Web, doxxing, ransomware, and the role of the human element in making or breaking a strong security culture. Mark will provide practical suggestions for improving cybersecurity postures with proactive and reactive strategies, as well as ethical considerations for managing data and assets. Additionally, Mark will demonstrate the value of leveraging digital evidence and ESI in the courtroom.

##### **Emoji: The Hidden Risks**

###### **Room 304**

*Eric Parish, JD, CIGO, IGP, Trustpoint.One*

The percentage of the connected population utilizing emoji in the workplace has increased from 33% in 2016 to 77%+ today. More than 26 million custom emoji have been created in Slack and the use of emoji in Teams is universal, revolutionizing the way we communicate. Inevitably these communications are discoverable and require review for relevance and production. This session gives an overview of the challenges and risks associated with emoji (including case law) and provides practical solutions for the problems emoji present.



## **CLE Sessions 3**

**1:00 – 2:00 p.m.**

### **Session Details**

#### **Conducting Effective Internal Investigations**

##### **Room 305**

*Courtney DaCosta, 3M Company, & Jillian Kornblatt, Dorsey & Whitney LLP*

This dialogue will review key practices in conducting effective and defensible internal investigations of employee allegations, including harassment, discrimination, retaliation, and whistleblower claims. We will discuss practical tips for overcoming some of the thorniest issues companies face in conducting internal investigations. The panelists will also discuss current trends and hot topics, such as the latest developments on how to maintain privilege during internal investigations.

#### **Minnesota Sexual Assault Kits & Policy 101**

##### **Room 304**

*Em Westerlund, MNCASA*

This presentation will provide an overview of the most common issues that arise for victim-survivors of sexual assault following a forensic medical exam. Attendees will learn about the components of a sexual assault kit, frequent billing errors or problems, minor consent to medical forensic exams, and recent public policy changes that impact how sexual assault kits are tracked.

#### **Unique Data Types**

##### **Room 111**

*Brandon Rimnac & Matt Samet, TransPerfect Legal Solutions*

No longer limited to email and network shares, it is increasingly common that mobile devices, or applications such as Microsoft Teams™ and Slack™, are used daily by corporations big and small for important business decisions.

Collecting and reviewing text messages and other “short message format” (SMF) applications can be challenging for multiple reasons. Policies such as “Bring Your Own Device” add additional levels of nuance – where is the line drawn between personal privacy and obligations to produce business and other communications needed to be compliant? Finally, once the data is collected, what options exist for reviewing the information? How can corporations and law firms ensure they are seeing everything related to the specific topics required?

This presentation will discuss the state of mobile collections and review in 2023 and provide practical solutions for these challenges, and more!

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At Mitchell Hamline School of Law, you'll be immersed in a rigorous, practice-based experience that will prepare you to practice. Tracy, Kerry, Taylor, and Bethanie are former paralegals. They chose to advance their careers by earning their law degree at Mitchell Hamline. When you earn your Mitchell Hamline J.D., you'll have the skills, knowledge, network, and confidence to start making your own contributions the first day on the job.

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**Wednesday, June 7, 2023**  
**4-5 pm CDT**

[mitchellhamline.edu/register](http://mitchellhamline.edu/register)



**Tracy Lee**  
Part-time evening student



**Kerry Slick**  
Full-time student



**Taylor Wall**  
Blended-learning student



**Bethanie Zollar**  
Blended-learning student

Stop by to see Ann Buesgens,  
Assistant Director, Recruitment  
at the Mitchell Hamline School  
of Law conference booth!



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## **Workshops (no CLE)**

**3:30 – 4:15 p.m.**

### **Session Details**

**OPTION 1 – WORKPLACE ADVOCACY: EMPOWERING YOU TO HAVE THAT DIFFICULT CONVERSATION AT WORK!**

**Room 111**

*Katie Miller & Jessica Joyce, Robert Half*

Learn from the Recruiters and Consultants at Robert Half about how to have difficult conversations about a raise, a title change, implementing a new process or gaining that flexibility that your life requires. The best way to maintain happiness at work is to be open about your needs, but there is a right way to go about it!

**OPTION 2 – TAKING CARE OF YOU FROM THE INSIDE OUT: MOVEMINDFULLY FOR MIND, BODY, AND HEART**

**Room 305**

*Chrissy Mignogna, MoveMindfully*

During these challenging times it is especially important we have mind-body tools to support our physical, mental, and emotional well-being. Join Chrissy Mignogna to experience and integrate simple Breathe Move Rest practices into your personal and professional life.

**OPTION 3 – VICARIOUS TRAUMA, EMPATHY FATIGUE, AND SELF-CARE**

**Room 304**

*Joan Bibelhausen, Lawyers Concerned for Lawyers*

This program will discuss types of trauma, the impact of others' trauma, our risks, and what to watch for. Participants will learn self-care techniques and resilience strategies that will lessen the impact of our exposure to trauma and help us develop resilience. Information on resources available to all Minnesota legal professionals will be provided.

## Presenters



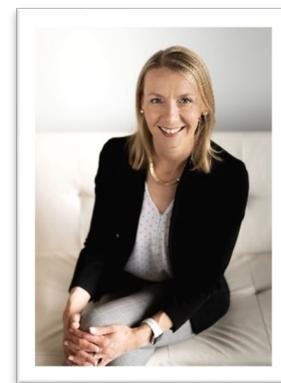
### JOAN BIBELHAUSEN

Joan Bibelhausen is nationally recognized for her work in the lawyer assistance and diversity and inclusion realms and has significant additional training in counseling, mental health and addiction, diversity, employment issues, and management. Joan coauthored “Stress and Resiliency in the US Judiciary” for the ABA 2020 Journal of the Professional Lawyer. and frequently writes for Minnesota and national bar publications. Minnesota Lawyer recognized her with a 2017 Diversity and Inclusion Award for her work regarding implicit bias and mental health in the legal profession and in 2022 was recognized by the American Bar Association Commission on Lawyer Assistance Programs with a Meritorious Service award.



### JOHN CARNEY

John Carney, Esq. is Chief Technology Officer and lead digital forensic examiner at Carney Forensics, where he has been helping clients with electronic and mobile device evidence for the past fifteen years as an expert witness. He graduated from the Massachusetts Institute of Technology (MIT) with a Bachelor of Science degree. He earned his JD at Mitchell-Hamline School of Law and is a federally and state-licensed attorney in Minnesota. Last, he is a Fellow in the Jurisprudence section of the American Academy of Forensic Sciences.



### COURTNEY DACOSTA

Courtney DaCosta is VP of HR Investigations, Labor & Compliance with 3M Company. One of her responsibilities in this role is oversight of HR-related investigations at the Company, which includes leadership of a global team of dedicated HR investigators. Courtney has been with 3M for nine years, with most of that time having been spent in in-house counsel roles, including as employment and benefits counsel and as general counsel for two of 3M’s business divisions. Before joining 3M, Courtney practiced in the Labor & Employment department at Dorsey & Whitney LLP in Minneapolis and clerked on the Eighth Circuit Court of Appeals. She holds a JD from Georgetown and a

BA from Dartmouth and lives in St. Paul with her husband, three children, and dog.



### **SYBIL DUNLOP**

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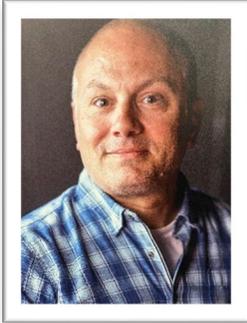
### **EMILY FABER-DENSLEY**

Emily Faber-Densley is a corporate attorney at Energizer Holdings, Inc. and supports enterprise-wide corporate matters including M&A, Securities, and Corporate Governance. She previously worked at 3M Company where she served as an M&A attorney for nearly a decade. Emily began her career at Sullivan & Cromwell LLP and was based in London, England. She lives in St. Paul with her husband, 2 sons, and Bernese Mountain Dog.



### **AMRAN FARAH**

Amran is a partner at Greene Espel where she represents and counsels clients on a wide range of business matters. In addition to litigation practice, Amran conducts workplace investigations, and assists employers in addressing issues of discrimination and toxic workplace culture. Her talents are widely recognized. She was selected by Minnesota Lawyer as a 2021 “Attorney of the Year” and was a 2020 Minneapolis/St. Paul Business Journal 40 Under 40 Honoree. She is annually selected for inclusion on the Minnesota Rising Stars list by Super Lawyers as well as the Ones to Watch list by Best Lawyers. In 2019 and again in 2021, Senators Amy Klobuchar and Tina Smith selected Amran to serve on their Federal Selection Committees and she is routinely asked to assist in hiring executive officers. Amran is the past-President of the Minnesota Association of Black Lawyers as well as a founder and past-President of the Somali American Bar Association. She is also the past-Chair of the Council of Minnesotans of African Heritage and previously served as an adjunct professor of civil procedure at Mitchell Hamline School of Law.



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## **JESSICA JOYCE**

Jessica Joyce leads our Legal Placement Practice in Minneapolis, Minnesota and is focused exclusively on recruiting and client relationships geared toward permanent placement. She celebrates 7 years with Robert Half.

Jessica takes pride in her role in a candidate's job search. Helping to find opportunities that move legal professionals in the right direction in their careers and guiding them through an interview process. Jessica works with attorneys, paralegals and legal support at all levels.



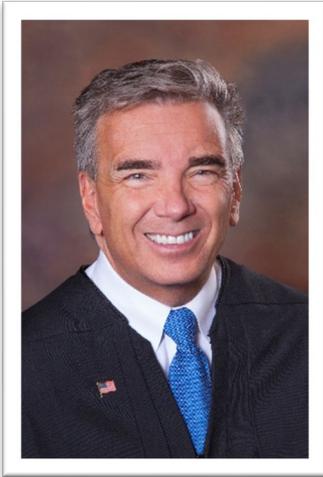
## **JILLIAN KORNBLATT**

Jillian is a partner in Dorsey's Labor & Employment group, where she focuses her practice on employment litigation and advice, and independent investigations. Jillian has conducted a number of complex and sensitive investigations, using her clinical social work background to reach the heart of the matter. Before practicing law, Jillian spent six years in human resources management.



## **MARK LANTERMAN**

Mark Lanterman is the Chief Technology Officer of Computer Forensic Services. Before entering the private sector, Mark was a member of the U.S. Secret Service Electronic Crimes Taskforce. Mark has over 30 years of security and forensic experience and has testified in over 2000 cases.



## MICHAEL MAYER

Judge Mayer has served on the Mn bench since being appointed by Governor Pawlenty in 2004. He presides over all types of cases but has a passion for juvenile law. He has been on the Governor's Juvenile Advisory Board since 1995 and serves on the Executive Board of Directors for the Coalition for Juvenile Justice in Washington DC. He practiced law for 20 years before being appointed to the bench. His practice focused on criminal, family, and small business law. He is married to Martha Sullivan Mayer, an attorney in Eagan.



## PATTY MEAGHER

Patty Meagher, MnCP, is a corporate in-house paralegal at 3M Company with over thirty years of legal experience. Her focus for the last fifteen years has been on mergers, acquisitions, and divestitures. She has expanded her duties to include Section 16 filings, securities filings, and corporate governance work. She is the current NFPA Primary and DPI for the Minnesota Paralegal Association, MPA Corporate & Securities Sectional Chair, NFPA Leadership Coordinator and NFPA In-House Paralegal Committee Co-Chair. She lives in Hudson with her husband and has two sons.



## CHRISSY MIGNOGNA

Chrissy Mignogna, BA; E-RYT is lead trainer and director of education for movemindfully®. She is a frequent presenter (both locally and nationally), training thousands of educators, parents, counselors, and therapists to use movemindfully, simple trauma-responsive mind-body practices in educational and therapeutic settings. Chrissy currently teaches in Dakota County Juvenile Services and in early education, elementary, middle, and high schools. She provides trauma-responsive mind-body practices for the child/adolescent, adult, and geriatric mental health units at M Health Fairview Masonic Children's Hospital and United Hospital. In addition to training and teaching, Chrissy leads inclusive community-based yoga classes for adults and seniors.



## **KATIE MILLER**

Katie Miller is the Branch Director of Robert Half's legal operation in the Twin Cities. In that role, she oversees Robert Half's direct-hire, contract, and consulting business. Katie has over 15 years of experience supporting both law firm and corporate clients.



## **CAROL MOSS**

Carol Moss is a partner with Hellmuth & Johnson, a law firm located in Edina, Minnesota. Carol has a passion for advising and guiding her clients as they grow and navigate challenges, especially in the legal cannabis industry, allowing them to focus on creating and continuing successful businesses. She represents cannabis clients at different points in the product stream – from grower to retailer. Her focus on her entrepreneur clients led her to become a board member of the National Association of Women Business Owners – Minnesota.



## **TERRANCE NEWBY**

Terrance C. Newby is an attorney at Maslon LLP. Terry specializes in intellectual property litigation and counseling, including patents, trademarks, copyrights, trade dress, and trade secrets. Terry is also a playwright and novelist. His novel *Dangerfield's Promise* was published in 2022.



## ERIC PARISH, JD, CIGO, IGP

Eric Parish is a Senior Director with Trustpoint. One where he partners with corporate legal departments and law firms.

He was a practicing attorney before moving into the legal services where he has worked in class actions and information governance/eDiscovery.

Eric attended Purdue University and earned a B.S. Biology and, subsequently, his J.D. from the University of Tulsa.



## BRANDON RIMNAC

Brandon Rimnac is Director, Consulting Services at TransPerfect Legal Solutions (TLS). With over 17 years in the Legal Technologies industry, Mr. Rimnac is a subject matter expert in multiple stages of the EDRM process.

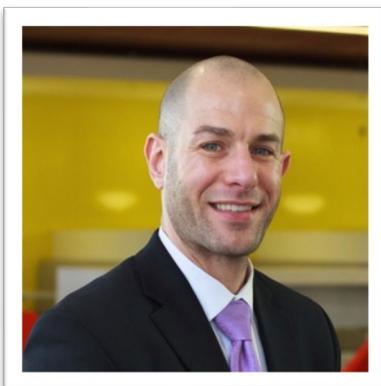
He has consulted law firms, corporations, and government agencies through extraordinarily complex cases including fast-paced mergers and acquisitions. Mr. Rimnac frequently provides guidance for case teams on topics including forensic collection workflows, defensible artificial intelligence use, reviewing

mobile data, and production best practices.

Mr. Rimnac has been a part of Product Development teams supporting and creating several Legal Technology applications. He has implemented advanced analytics, predictive coding, and additional quality of life improvements for clients and has created and maintained documentation, websites, and videos for many of today's leading eDiscovery applications.

Mr. Rimnac has traveled internationally, speaking at law firms and tradeshow as a champion for workflows to accelerate the review of electronic documents in projects both big and small.

Born in Minnesota, when Brandon isn't working with his clients he enjoys traveling to much warmer destinations with his wife, daughter (9), and son (5).



## MATT SAMET

Matt began his legal career in New York in 2004, transitioning to a focus on e-discovery in 2007, while working as part of the Discovery Attorney Team at Willkie Farr and Gallagher. Upon moving to Minnesota in 2012, Matt began his legal technologies and services project manager career, where his ability to foster relationships with highly sophisticated clients and oversee projects at the program level led to his promotion to Portfolio Manager where he regularly set up account level SOPs and Best Practice Playbooks. In Matt's time with Transperfect Legal Solutions (TLS), he has continued honing his craft and understands the various and at times competing perspectives of

the ediscovery space - he can frame ideas and concepts in a way that is digestible by all audiences.



## EM WESTERLUND

Em (she/her) joined the MNCASA staff in October 2021. She began her work in the anti-violence movement at PAVSA (Program for Aid to Victims of Sexual Assault) in Duluth, Minnesota in 2009. Em served in a variety of roles including victim advocate, community educator, and SMART team coordinator for the Southern St. Louis County team. Em also coordinated the PAVSA SANE Program from 2015-2021. Em's current role at MNCASA is to monitor medical forensic exam issues, including billing, forensic compliance, and barriers to access.

## CLE NOTICE

MPA has applied for CLE credits through NFPA® for each keynote and breakout session that qualifies. This includes one (1) pending Ethics credit (the Concurrent CLE 2 session presented by Mark Lanterman) and one (1) pending DE&I credit (the Lunch Keynote session). CLE certificates will be emailed to each person requesting a CLE certificate. To request a CLE certificate, you will need to note down the **code words** given at the start and end of each presentation, and then submit those code words via the **online CLE Request Form** after the event. The form link will be emailed to you. Reach out to [info@mnparalegals.org](mailto:info@mnparalegals.org) if you have any questions.



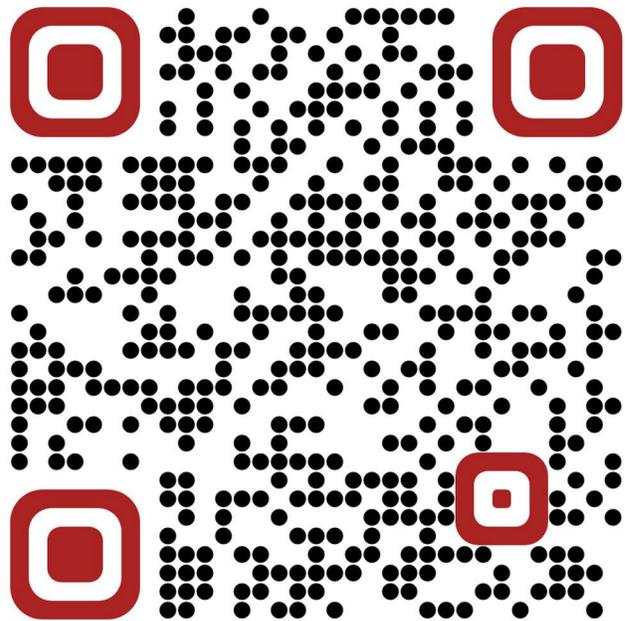
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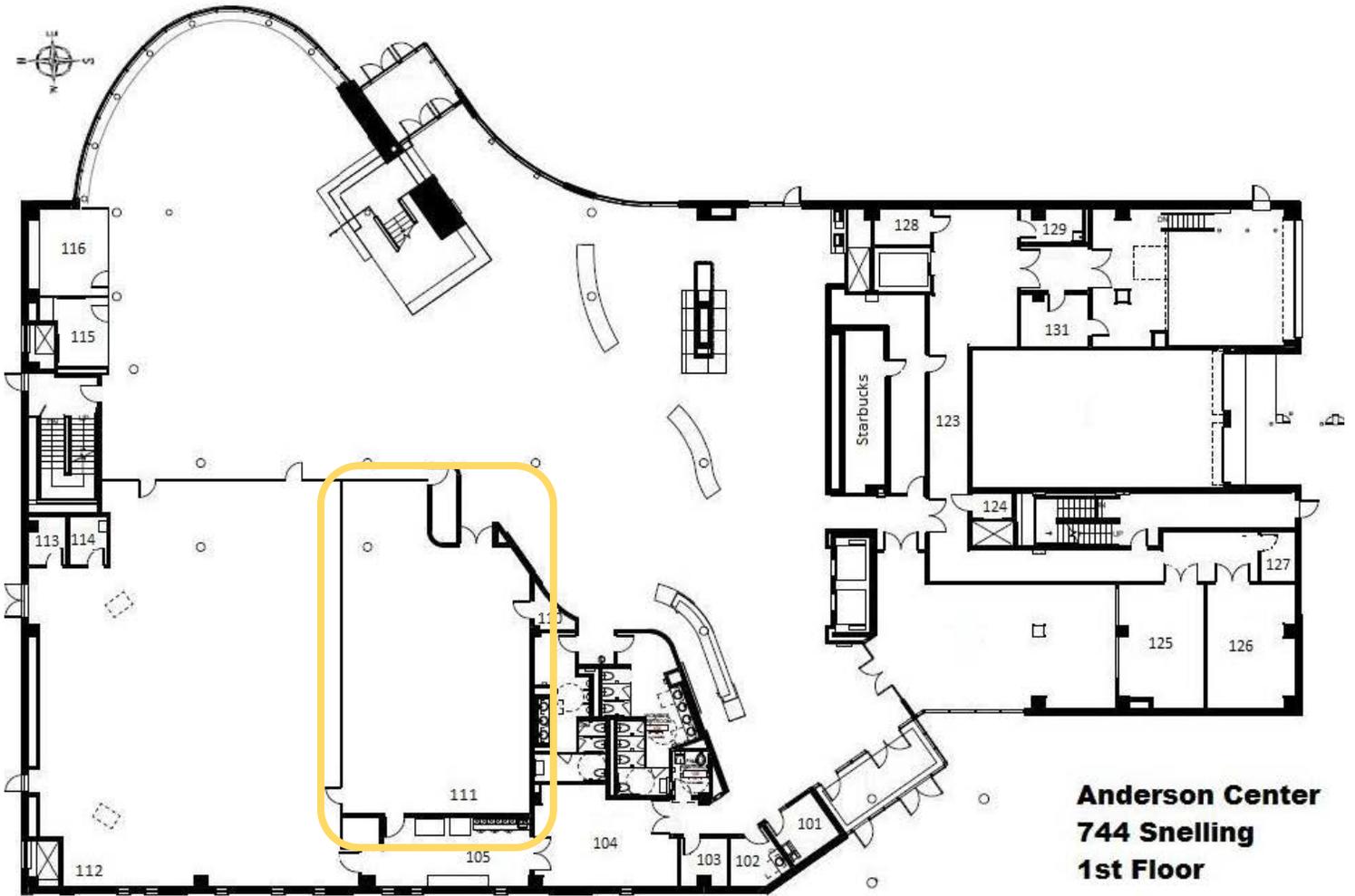
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