



HELLMUTH  
&  
JOHNSON

**MARY ELLEN REIHSEN**  
ATTORNEY AT LAW

mreihsen@hjlawfirm.com  
Direct : 952-460-9275



## OVERVIEW

Mary Ellen serves as general counsel, providing corporate and employment law services, to technology and media conglomerates operating nationwide; numerous hospitality and live events businesses across the country; as well as start-ups, manufacturers, and eldercare facilities.

Mary Ellen drafts and negotiates complex agreements, protecting her client's contractual interests, while focusing on and preserving the ongoing business relationship the parties will continue to have.

From a multi-jurisdictional position, Mary Ellen advises clients on data privacy policies and protocols. She provides guidance on the evolving laws and requirements regarding consumer data storage, breach response plans, and removal requests.

Mary Ellen also counsels clients on a wide range of labor and employment issues, including state and federal family leave, disabilities and related leaves and reasonable accommodations, wage and hour, civil rights, discrimination, harassment, and navigating collective bargaining issues. Additionally, Mary Ellen provides evolving guidance to businesses on Coronavirus policies and safety practices.

## EXPERIENCE

- Provide counsel to for national media company, with employees in 40+ US States, addressing issues of discrimination, harassment, whistleblower and retaliation complaints, as well as other complaints under the FMLA, ADA, ADEA, Title VII, Fair Labor Standards Act (FLSA), the Minnesota Human Rights Act (MHRA), and the Washington Law Against Discrimination (WLAD)
- Complex business-to-business agreements between tech companies addressing, detailed limited licensing, for \$1 million plus in annual revenues
- Navigating plant closures, and expanding locations into new regions by offering incentive and retirement packages, executive retention agreements, and assisting employers with all necessary compliance and procedure requirements
- Draft, review and negotiation of commercial leases for companies expanding into multiple locations

## PRACTICE AREA

Business & Corporate  
Cannabis Law  
Employment & Labor Law  
Hospitality & Events

## ADMISSIONS

Minnesota State Courts  
Washington State Courts  
U.S. District Court for the  
District of Minnesota

## EDUCATION

Mitchell Hamline School of  
Law, J.D., 2007  
Hamline University, B.A.,  
2003

- Counsels companies and individuals on non-disclosure, non-compete, non-solicitation, confidentiality and other restrictive covenants
- Representation and agreement drafting and negotiation of international textile manufacturers and importation companies
- Assist with international hiring and employment outside the US
- Assist businesses in response to audits from regulatory agencies; DOL, IRS, DOH, etc.
- Work with employers in recognizing protected unionizing activity, and addressing collective bargaining concerns
- Mergers and acquisitions for large healthcare facility addressing the sale of assets, and retention of key employees
- Negotiation of employment offers for executives addressing equity grants, bonus structure, and complex terms surrounding restrictive covenants
- Complex business-to-client master service agreements addressing services, liabilities, payment strategies, safety policies, and jurisdictionally specific protections
- Corporate document drafting and review (Operation and Shareholder Agreements, Amendments and Restatements, Resolutions)
- Regular speaker for the hospitality and live event industry member organizations nationwide

## **AFFILIATIONS:**

- Member, Saint Paul Chamber of Commerce Ambassadors Group
- Member and Presenter, Woodbury Chamber of Commerce

## **HONORS & AWARDS:**

- Moot Court Negotiation Team – National Champions, 2007
- Rotary International Exchange Student – Brazil, 1999