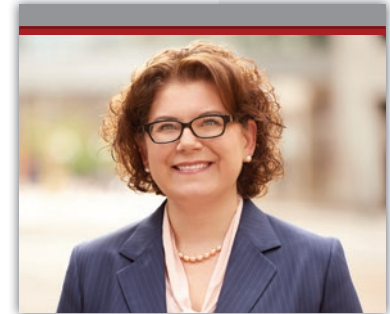




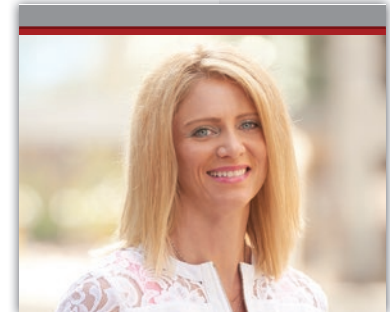
## Two New Attorneys Have Joined Our Team

**Shannon M. Heim** joined the firm's regulated industries and communications law teams. Shannon focuses her practice on the needs of companies doing business in the telecommunications and energy industries. She has advised telecom and energy companies on a full range of regulatory issues and has represented her clients before both state and federal regulatory bodies and courts. Shannon also advises and represents companies, cooperatives, and trade associations on commercial contracts involving complex and contentious issues of business and law. Shannon was appointed by Governor Mark Dayton to his Task Force on Broadband on June 1, 2015. The Task Force develops policies to promote the expansion of broadband access throughout Minnesota. Shannon received her J.D., *cum laude*, from The Catholic University of America Columbus School of Law and her M.A. and B.A. from the University of Iowa.



Shannon Heim

**Jodi L. Johnson** has joined the firm's business law, employment law, and real estate teams. Having worked for many years as corporate counsel, Jodi recognizes the importance of integrating legal advice with a client's overall business objectives. Jodi's employment law experience includes advising clients and litigating in the areas of discrimination, wrongful termination, wage and hour disputes, non-compete/solicitation agreements, drug testing agreements, harassment, workplace violence, and executive compensation. In her real estate practice, Jodi counsels clients on acquisitions and dispositions, development, condominium conversions, leasing, financing, and dispute resolution. She has done substantial lease work and has advised on several significant acquisitions and dispositions on behalf of owners and developers. Jodi received her J.D., *magna cum laude*, from William Mitchell College of Law and her B.S. from St. Cloud State University.



Jodi Johnson