
Madigan, Dahl & Harlan, P.A.

A NATIONAL BUSINESS LAW FIRM

Madigan, Dahl & Harlan Named as a "Best Law Firm" for 2015.



Madigan, Dahl & Harlan is pleased to announce it has been named to U.S. News and World Report's " *Best Law Firm* " list for 2015 in the area of Franchise Law. To be eligible for inclusion on the list, U.S. News and World Reports utilizes client and lawyer evaluations, peer review from leading attorneys in the field and practice, and information provided during a formal selection process.

Amy Blowers Joins Madigan, Dahl & Harlan as Associate Attorney



On March 16, 2015, Madigan, Dahl & Harlan was proud to welcome Amy Blowers as its newest associate attorney.

Prior to joining Madigan, Dahl & Harlan, Amy worked at a Minneapolis collections firm as the lead Retail Associate Attorney. In that position, Amy worked closely with financial institutions, creditors and businesses of all sizes in the recovery of assets. This position gave her the opportunity to gain valuable experience in civil motion practice and litigation, as well as experience collecting money judgments for creditors.

Amy is a 2011 graduate of William Mitchell College of Law and a 2005 graduate of the University of Minnesota, Morris. Amy is licensed to practice in Minnesota, Wisconsin, and the Federal District of Minnesota.

Please join us in welcoming Amy to the firm.



Congratulations to Mike Madigan

Please join us in congratulating Mike Madigan for being named to the *Best Lawyers* list in the area of Franchise Law for 2014.

Best Lawyers is a peer-review publication for the legal profession. Selection to this list is based on a peer nomination and selection process.

Congratulations, Mike!



Katherine Hubbard Elected President of the Association of Legal Administrators of Minnesota

Madigan Dahl & Harlan's Administrator, Kathy Hubbard, will serve as President of the Association of Legal Administrators of Minnesota (ALAMN) for 2015. ALAMN is an organization devoted to developing legal managers and legal administrators by providing support, information, training, and education to its members. Kathy has been a member of ALAMN for 9 years, and will now step into this leadership role with the organization.

Congratulations, Kathy!



Congratulations To Christine Lantinen, President/Owner of Maud Borup, Inc.

Madigan, Dahl & Harlan would like to congratulate Christine Lantinen on being named to Twin Cities Business magazine's "100 People to Know." Ms. Lantinen is President and Owner of Maud Borup, Inc., a local candy company that was initially started in 1907. Ms. Lantinen bought the business in 2005 and in 2013 opened a packaging facility in Ms. Lantinen's hometown of Le Center, Minnesota. The business designs and assembles food gifts for retailers such as Target, Wal-Mart and Barnes and Noble.

Recent Cases of Interest



Eighth Circuit Holds that Employer May Terminate Employee for Misconduct Caused by Disability.



Minnesota Supreme Court: Reasonable Reliance on Outside Counsel's Advice Justified Contract Interference.

In March 2015, the Eighth Circuit Court of Appeals decided a case in which a terminated employee, who suffered from bipolar disorder, brought action against her former employer after termination alleging disability discrimination in violation of the Americans with Disabilities Act and the Minnesota Human Rights Act. The Court affirmed the trial court's holding that 1) the behavior of the employee violated reasonable, job-related conduct standards, and the employee failed to demonstrate that she was able to perform the essential functions of her position; and 2) the employer was not liable under the ADA for its failure to accommodate the employee when the employee failed to make a request for accommodation known to her employer.

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The Minnesota Supreme Court recently decided whether the justification defense to a claim of tortious interference with a contract may be satisfied by reliance on incorrect advice of counsel. The court decided the defense is satisfied upon a showing of a reasonable inquiry and an honest reliance on the advice.

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