Cassandra M. Jacobsen

COUNSEL

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Practice Groups

Business & Commercial Litigation

Labor & Employment

Overview

Cassandra is a litigator with a focus on defending claims in state and federal court harassment, breach of employment or non-competition agreements, misappropriation of trade secrets, defamation, tortious interference with contract and wrongful discharge.

Employers also turn to Cassandra for practical guidance on workplace issues. In addition to partnering with businesses to develop well-written workplace policies, Cassandra drafts and negotiates employment and separation agreements, restrictive covenants, and provides management training tailored to specific business needs.

Cassandra has experience guiding employers through sensitive internal complaints and investigations, performance management, discipline and termination, reductions in force, responding to agency charges, and managing parallel civil litigation and media considerations.

Cassandra also represents businesses in all phases of litigation, handling claims for breach of contract, tortious interference, fraud, misappropriation of trade secrets and more. A skilled advocate in negotiations and early case resolutions, Cassandra is equally prepared to try a case when necessary, always keeping a clear focus on the client's risk tolerance, operational realities and long-term business goals.

Committed to strengthening access to justice, Cassandra maintains a robust pro bono practice. Her work includes resolving an ordinance dispute that jeopardized a shelter serving people experiencing homelessness and contributing to a significant brief filed with the United States Supreme Court on behalf of the Native American Rights Fund in a case central to preserving Section 2 of the Voting Rights Act. She also serves as a volunteer attorney for the U.S. District Court for the District of Minnesota and the Minnesota Chapter of the Federal Bar Association's Pro Se Project.

Cassandra invests in the next generation of lawyers through legal education and thought leadership. Cassandra frequently presents CLE programs through the Association of Corporate Counsel and the Minnesota State Bar Association and has served as an adjunct professor teaching pretrial litigation at Mitchell Hamline School of Law. She offers practical, real-world guidance to law students and young lawyers, and her service on the advisory board for Hamline University's graduate

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paralegal certificate program—along with leadership roles within the MSBA and the Minnesota Chapter of the Federal Bar Association—underscores her dedication to developing legal talent at every stage of practice.

Her work has earned recognition from peers and the community, including honors such as being named an Up & Coming Attorney by *Minnesota Lawyer* in 2024, inclusion in Best Lawyers: Ones to Watch, and has been named to the Minnesota Rising Stars list by Super Lawyers each year since 2020. She is also a recent participant in the Minnesota Chamber of Commerce's Leadership Minnesota program.

Education & Admissions

Education

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

Bar Admissions

- U.S. District Court, District of Minnesota
- Minnesota

Experience

Representative Matters

- Obtained a settlement and dismissal in favor of an employer facing claims of discrimination, failure to accommodate, and retaliation.
- Defended and obtained settlement after mediation for a client involving allegations of breach of contract, nonpayment of wages, whistleblower retaliation, and civil conspiracy.
- Investigated allegations of sexual harassment by employee against senior leader of company.
- Investigated allegations of discrimination lodged against a human resources director.
- Prepared responses to agency charges of discrimination for clients in the banking, aviation, construction and healthcare industries.
- Secured dismissal of client from a putative class action relating to alleged violations of a Minnesota statute related to utility service metering.

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- Obtained summary judgment on behalf of a landlord in litigation against a restaurant tenant (and its guarantor) who stopped paying rent and abandoned the premises due to business decline following COVID-19 and government-mandated closures. In granting summary judgment, the court rejected the tenant's common law defenses of impracticability, frustration of purpose, and illegality as against public policy. Because summary judgment was granted against both the tenant and the guarantor, the client was able to apply for an award of all attorneys' fees.
- Represented owner of distressed real estate through a foreclosure by action, resolving complex lien and mortgage priority issues.
- Represented landowners in a driveway easement dispute in state trial court, resulting in a favorable easement agreement.
- Obtained summary judgment from in a breach of contract case involving a residential lease.

Publications

- *Managing Privilege During and After the Investigation*, author, Chapter 6, Minnesota CLE Internal Employment Investigations Handbook, 2nd Ed., May 2025

The Work Week with Bassford Remele

- *Paid Travel Time in Hybrid Work Arrangements*, author, August 24, 2026
- *When the Algorithm Picks: Meta's AI Layoff Suit*, author, August 3, 2026
- *Six Months In: What Minnesota's Paid Leave Numbers Tell Employers – And What They Don't Yet*, author, July 13, 2026
- *EEOC Reporting Days May Be Numbered – But You're Not Off the Hook Yet*, author, May 18, 2026
- *Minnesota's Captive Audience Law Just Survived the Supreme Court – Here's What Employers Need to Know*, author, March 30, 2026
- *The Discoverability of AI: What Employers Need to Know Now*, co-author, March 2, 2026

Seminars

- *HR and Employment Legislative and Case Updates*, co-presenter, Twin City Society for Human Resource Management (TC-SHRM) Legal Summit, July 22, 2026

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- *Off The Clock: Everything You Wanted to Ask an Employment Lawyer*, co-presenter, Twin City Society for Human Resource Management (TC-SHRM) Legal Summit, July 22, 2026
- *Minnesota Paid Leave, Workers' Comp, and AI: What Health Care Employers Need to Know,* co-presenter, Bassford Remele 2026 Annual Health Care Summit, July 22, 2026
- *Employment Agreements Under the Microscope: Navigating Complex Clauses and Compliance Risks*, co-presenter, Minnesota CLE Advanced Contracts – Navigating Complex Contract Issues, November 19, 2025
- *Synergy 2025 - Impact of AI on the Legal Practice*, Thomson Reuters, November 2025
- *Navigating Compliance: NLRA, CBAs, and the Evolving Landscape of Sick and Safe Leave Laws*, co-presenter, Federal Bar Association, October 2025
- *Employment & Immigration Law Update for In-House Counsel*, co-presenter, Association of Corporate Counsel (Minnesota Chapter), August 2025
- *Imposter Syndrome in the Legal Practice*, co-presenter, Minnesota State Bar Association and Lawyers Concerned for Lawyers, February 2025
- *Hot Takes on Employee Retention*, DisruptHR Minneapolis/St. Paul 5.0, October 2024

Professional & Civic

Bar Associations

- American Bar Association
- Federal Bar Association, Minnesota Chapter
  - Treasurer 2025-present
  - Assistant Treasurer, 2023-2024
  - Special Events, Co-Vice President, 2022-2023
  - Community Outreach Committee, 2021-2022
  - Newer Lawyers Committee, Co-Chair, 2020-2021
  - Law School Outreach Committee, Co-Chair, 2019-2020
- Minnesota State Bar Association
  - Labor & Employment Law Section
    - Council Member, 2023-2024
- Hennepin County Bar Association
  - Fourth Judicial District Ethics Committee, Investigator, 2015-2019

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Professional Associations

- Leadership Minnesota, Program Participant, 2024-2025
- Minnesota Women Lawyers
- Twin Cities Society for Human Resource Management

Civic Involvement

- Mitchell Hamline School of Law
  - Adjunct Professor, Civil Dispute Resolution; Pretrial Litigation
- *Pro Se* Project, Minnesota Chapter, Federal Bar Association

Accolades

Honors & Awards

- Up & Coming Attorney, *Minnesota Lawyer*, 2024
- Best Lawyers: Ones to Watch, Commercial Litigation, 2023-present
- Top Lawyer, *Minnesota Monthly*, 2023-2024
- Minnesota Rising Stars list, *Super Lawyers*, 2020-present
- North Star Lawyer, Minnesota State Bar Association, 2021-present