



# Dean Frieders

## Legal Professional, Negotiator and Innovator

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**Legal Professional** with years of applied negotiation, drafting, litigation and management experience across multiple roles in public and private organizations. Skilled in identification of true organizational objectives and implementation of the most effective methodology for accomplishing the same. Adaptable, focused, and able to convert conflict into opportunities for integrative bargaining and collaboration. Based on significant and diverse experience, accustomed to working in pervasively regulated environments involving integration of new technologies and new approaches to challenges and opportunities. Services as functional in-house counsel, integrated into client operations.

**Technical Acumen:** Experience both working for and responding to public and private agencies in a broad swath of practice areas gives rise to a results-oriented approach that identifies and achieves truly beneficial objectives in a direct, efficient fashion that complies with regulatory requirements and best practices.

**Innovative Approaches:** Reputation for considering challenges from a multidisciplinary perspective and developing negotiation and drafting strategies that leverage transformative ideas to greatly improve organizational outcomes, maximize reward and mitigate foreseeable and unforeseen risk.

### EMPLOYMENT EXPERIENCE

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#### FRIEDERS LAW, LLC Attorney

Geneva, IL  
2012–Present

**Overview:** Approach projects by truly understanding objectives and resources and maximizing efficient, if sometimes non-traditional, use of human and economic capital. Where necessary, engage in dispute resolution or litigation to compel desired results. Identify weaknesses in client operations and develop model for delivery of legal services that efficiently make use of all available resources, both in-house and contractual, to exceed client goals. Analyze threats and opportunities, and then develop negotiation and drafting strategies that optimize opportunities for all levels of enterprise to be successful while mitigating avoidable liabilities.

**Professional Focus:** Providing full range of real property and construction related development from land entitlement, zoning, engineering, financing, construction, sale and leasing including extensive experience with AIA and ConsensusDOCS agreements. Use of internal service agreements and external contracts and service level agreements for a broad range of telecommunication, networking and fiber-optic systems, software licensure and SaaS agreements, and hardware development, lease and purchase agreements. Identification of relevant regulatory requirements and strategies for ensuring compliance therewith, inclusive of internal audit and documentation standards. Analysis of current and potential liabilities and development of internal practices to mitigate the same. Both prosecute and defend litigation, including complex real property litigation and defense of state and federal law claims. Work with clients to reevaluate challenges and opportunities to find creative, unexpected and elegant solutions.

#### Key Projects and Successes:

- **Strategic Approaches to Project Financing:** *Developed new methodology for public/private partnership leveraging benefits of government and private enterprise, utilizing Tax Increment Financing secured by a publicly held first lien as a bridge loan for acquisition and redevelopment of blighted, unsafe property. Complied with pervasive federal regulations to secure tax-advantaged federal funding for \$23,000,000 redevelopment project.*
- **Collaborative Approach to Multi-Agency Technology Requirements:** *Negotiated multiagency agreement for shared use of fiber-optic network, records management system and telecommunications systems for coordinated and redundant services.*
- **Legal Services Reconfiguration:** *Analyzed client operational models and implemented conversion from fully outsourced/hourly model and fully in-house/employee model to hybrid models utilizing a combination of flat-rate, hourly and in-house services to maximize client benefit and cost savings.*
- **Purchasing/Contracting:** *Developed and implemented organization-wide purchasing and contracting policies and forms to confirm compliance with budgetary restrictions, manage indemnification/insurance and mitigate liabilities.*

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#### NORTH CENTRAL COLLEGE

Naperville, IL

#### Adjunct Professor of Leadership, Ethics and Values

2017–Present

**Overview:** Based upon extensive experience with negotiation, non-traditional approaches to conflict and various methodological approaches to dispute resolution, invited to serve as Adjunct Professor of Leadership, Ethics and Values, instructing in Negotiation and Alternative Dispute Resolution, so as to help the next generation of leaders and professionals to understand effective negotiation strategies and the benefits of integrative bargaining and mediation. Explain complex legal issues and policies in a fashion that allows non-lawyers to gain a full, nuanced understanding that promotes informed decision-making.

MICKEY, WILSON, WEILER, RENZI &amp; ANDERSSON, P.C.

Aurora, IL

**Associate and Partner**

2004–2012

**Overview:** Service in a variety of roles for public and private clients including extensive service as corporate counsel. Develop strategies and legal framework for asset and corporate sales, mergers and acquisitions as well as opportunities for separate entity isolation of certain operations based on liability or tax considerations. Service as insurance counsel on a variety of claims including personal injury, complex contract claims, wrongful death, and civil conspiracy/RICO. Negotiate annexation, zoning and development agreements providing for entitlement of thousands of acres of commercial, industrial and residential development; use of bond/security claims and litigation to address development-related defaults.

**Technical Focus:** Litigation and motion practice including pre-trial process and discovery, conduct of trials, and post-trial appellate work. Coordination of services of in-house, contractual and insurance-defense counsel to ensure efficient approach to client challenges and best possible outcomes. Federal litigation of claims relating to commercial paper, bank default, FDIC insured deposits and complex creditor claims. Prosecution and defense of sexual harassment, discrimination and ADA claims, including successful plaintiffs' cases with seven-figure verdicts.

**Key Projects and Successes:**

- **Innovative Litigation:** Used litigation to establish new and beneficial case law relating to enforcement of annexation and boundary line agreements. Expanded application of Moorman doctrine bar on recovery of pure economic damages in tort through cases involving both professional malpractice and products liability. Leveraged litigation to secure assignment of bad-faith insurance claim to secure payment of significant discrimination judgment.
- **Special Appointments:** Appointed to serve as Special Assistant State's Attorney to represent units of government in intergovernmental litigation relating to funding obligations between state and county offices. Appointed to serve on electoral board to hear objections to petition for referendum on \$45,000,000 of public bonds.

## Other Experience/ Honors

- **TEDx Presenter:** [On the Making of a Lawful Dystopia](#), North Central College, 2016.
- **Prolific Author and Speaker:** Author of over 40 articles and presentations on law, liability and litigation.
- **Recognized for Excellence:** Selected as a Rising Star attorney by SuperLawyers, an Emerging Lawyer by Leading Lawyers, an Illinois
  - Outstanding Young Attorney in Chicago Magazine, and the Outstanding New Lawyer by the Kane County Bar Association.
- **Selected for Challenging Roles:** Previous service as Special Assistant State's Attorney, Court-Appointed Arbitrator, Court-Appointed Hearing Officer and Guardian Ad Litem.
- Selected to serve as legal counsel to Kane County Chiefs of Police Association, President of Kane County Bar Association (previously: General Counsel, Director, and Vice-President).

## Education, Licensure

- **Licensed to Practice Law in Illinois:** Admitted to practice in all Illinois Courts, Northern District of Illinois Federal Courts, and Seventh Circuit United States Court of Appeals
- **Chicago Kent College of Law:**  
**Juris Doctorate:** *With Honors.*
- **North Central College:**  
**Bachelor of Arts in Political Science:** *Summa Cum Laude.*
- **Healthcare / Emergency Responder Experience:** Formerly licensed as Emergency Medical Technician, Firefighter II, Fire Apparatus Engineer; served as a Volunteer Firefighter / EMT

## Nationally Published Author

- Solicited by American Bar Association to write a book on sustainable development practices: [Foundations of Sustainable Development: Law, Regulation and Planning](#). 2012, ISBN 978-1- 61438-325- 3.