



Dean Frieders

Local Government Innovator and Creative Legal Mind

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Management and 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.

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

VILLAGE OF PINGREE GROVE <i>Village Manager and Attorney</i>	Pingree Grove, IL June, 2019–Present
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Overview: Take one of the fastest growing communities in the State of Illinois and implement modernized management and operational practices in order to provide the highest quality public services in the most effective fashion. Collaboratively with the Village Board, President and staff, develop a customer-oriented service delivery model leveraging public resources and private partnerships to increase the efficacy of Village actions and the attractiveness of the community for continuing development.

Professional Focus: While maintaining a high degree of practical, operational involvement, develop and introduce management practices that enhance the professionalism of the organization and that define new best practices in the realm of municipal governance. Adapt to changing social influence and media/information streams to achieve public transparency, enhanced engagement and rational discourse with all community stakeholders.

Key Projects and Successes:

- **Development of Public-Facing Reporting:** Lead in the development and circulation of public-facing documentation that demystifies the role of local government, explains public finances and municipal operations, and drives community engagement and involvement in their community.
- **Regional Collaboration:** Through analysis and careful negotiation, engage regional partners with opportunities to engage in cooperative purchase/sharing of equipment as well as collaborative leveraging of state and federal resources for local benefit.

FRIEDERS LAW, LLC <i>Attorney/Owner</i>	Geneva, IL 2012–Present
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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. Counsel clients with regard to law enforcement policies, changes in case law, best management practices and training strategies. Proactively train and improve police responses to avoid litigation, and zealously defend litigation when necessary.

Professional Focus: Providing full range of governmental law, contract and regulatory compliance solutions. 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 defense of state and federal law claims for wrongful death, excessive force, civil rights violations and due process violations.

Key Projects and Successes:

- **Local Government Operations:** Counsel clients with regard to compliance with intricate federal, state and local requirements and ensure regulatory compliance for over one hundred million dollars of budgeting on an annual basis. Engage with clients proactively on all aspects of municipal operations to ensure safe, efficient and lawful conduct of local government operations.
- **Real Property Development:** Lead the field of real property development including negotiation and drafting of complex annexation and development agreements. Create entirely new public/private partnership methodology for public incentivization of private development projects. Where necessary, use litigation to expand the applicability and enforceability of planned development agreements.
- **Investigations and Ethics Innovator:** Counsel multiple public and private agencies with regard to legal compliance, internal and external investigation and audit practices, and development and implementation of ethics policies. Serve as general counsel to

an organization of over 30 federal, state and local police agencies and innovate investigatory policies and practice standards for major crimes task force. Serve as internal review and compliance officer for hundreds of millions of dollars of annual budgets.

- **Skillful Litigation:** Successfully prosecute and defend complex cases in federal and state court, including pre-claim investigation and evaluation of responses and post-claim litigation.

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 & 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.

Key Projects and Successes:

- **Innovative Projects and Litigation:** Successfully defended \$23,700,000 of tax-advantaged bonds from IRS audit. Pursued innovative claim against Federal Deposit Insurance Corporation based upon FDIC-insured bank default on letter of credit. Crafted and implemented creative sales tax sharing agreements to leverage low local sales tax rates.
- **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, 2009-2019, an Emerging Lawyer by Leading Lawyers, 2009-2019.
 - 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.
- **Fire/EMT Lecturer:** As a licensed EMT, provided seminar-based training to fire protection districts as a lecturer on behalf of the Illinois Association of Fire Protection Districts.

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.