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William A. Szotkowski

SHAREHOLDER



Phone: (651) 644-4710

Fax: (651) 644-5904

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bszot@jacobsonbuffalo.com

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Mr. Szotkowski comes to this firm with extensive experience in Indian-law issues. While working with the Minnesota Attorney General's Office from 1984

to 2004, Bill was involved with and coordinated a wide variety of tribal issues including jurisdictional disputes, land claims, treaty rights, Indian burial grounds, tribal government relations, and natural resource matters. During his tenure with the state, Mr. Szotkowski had principal responsibility for the federal court litigation of major cases involving Indian law issues. He served as lead attorney in several cases and also coordinated ongoing settlement efforts on behalf of the State. In this capacity, Bill was called upon to provide advice and briefings for the Governor's Office, key Legislators and State Agencies. Bill's litigation experience has included a wide range of issues before courts on both the state and federal levels.

Bill has served as counsel for the Minnesota Indian Affairs Council and the State Archaeologist's Office. Other clients have included the Minnesota Department of Human Services and the Department of Natural Resource's Divisions of Forestry, Fish and Wildlife, Waters and Enforcement, along with Minnesota's Board of Water and Soil Resources.

Since joining the firm, Bill has represented tribal interests in tribal governance matters, contract negotiation, construction litigation matters and issues relating to Human Services and the Indian Child Welfare Act. Bill also represents a tribe defending its reservation boundaries in an ongoing case in federal district court.

Mr. Szotkowski is a frequent lecturer on Indian Law and Natural Resources Law.

Areas of

Practice:

- Civil Litigation
- Contracts
- Indian/Tribal Law
- Natural Resources Law

Education:

- J.D. Hamline University School of Law, St. Paul, Minnesota, 1984
 - B.A. University of Wisconsin Eau Claire, 1981
- Honors: Cum Laude*

Bar Admissions:

- Minnesota
- Supreme Court of the United States
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Minnesota
- U.S. District Court for the Eastern District of Michigan

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Henry M. Buffalo Jr.

Shawn R. Frank

Joseph F. Halloran

Vanya S. Hogen

Jessica Intermill

R. Reid LeBeau II

Mary B. Magnuson

James M.

Schoessler

**William A.
Szotkowski**

Sara K. Van Norman

OF COUNSEL

Eric O. Haugen

Philip N. Hogen

John E. Jacobson

Kasey W. Kincaid

Colette Routel

- U.S. District Court for the Western District of Wisconsin
- Tribal Court of the Saginaw Chippewa Indian Tribe of Michigan

New address in effect October 30, 2009

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ASSOCIATE



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Sara K. Van Norman joined the firm in 2007 after working for three years as a litigation associate (with an emphasis on construction law) at a large Minneapolis law firm. She has represented all players in the construction industry (including tribes as owners) on both public and private projects, and including in state, federal, and arbitration proceedings. Sara regularly drafts and negotiates construction contracts for tribal casino developments and other Indian Country projects. In addition, Sara represents tribes, tribal entities, and other businesses in matters involving tribal gaming, tribal finance, reservation boundaries, Indian Country environmental regulation, Indian land rights-of-way, tribal jurisdiction, treaty rights, the Indian Child Welfare Act, and various business law issues.

Sara serves as the Vice President of the Indian Child Welfare Law Center in Minneapolis and is a Special Member of the Minnesota American Indian Bar Association. She has written various articles and book chapters on construction law and other topics, and regularly lectures on Indian law issues.

Sara has a significant pro bono practice, which includes using her proficiency in Spanish to staff a Spanish-language legal clinic, the Línea Legal Latina. Moreover, she has handled diverse pro bono matters ranging from asylum to ICWA to death penalty appeals.

Areas of

Practice:

- Civil Litigation
- Construction Law
- Environmental Law
- Indian Child Welfare Act
- Indian/Tribal Law

Education:

- J.D. University of Minnesota Law School, Minneapolis, Minnesota, 2004
Honors: Cum Laude; William C. McGee National Civil Rights Moot Court
- B.A. University of Minnesota, 1999
Honors: Summa Cum Laude; Phi Beta Kappa

Bar Admissions:

- Minnesota
- U.S. Court of Federal Claims
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the District of Minnesota
- U.S. District Court for the District of Nebraska

• Red Lake Band
of Chippewa
Indians Tribal
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Mr. Frank joined the Firm in 2002, bringing substantial experience representing Indian tribes, tribal organizations, and entities doing business with

tribes. Mr. Frank became a shareholder in 2003. Shawn is an enrolled member of the Seneca Nation of Indians from the Allegany Territory.

Shawn's practice remains varied with a strong focus on gaming regulation and licensing. Mr. Frank also provides general corporate and business counsel services to tribes, tribal organizations, and those doing business in Indian Country. In addition to advising clients on corporate contracts and agreements, Mr. Frank continues his work with tribal clients in the areas of tribal natural resource protection and regulation, administrative agency proceedings, and tribal governance issues-particularly membership issues.

Prior to joining the firm, Shawn was a corporate associate at a large Minneapolis law firm. From 1996-2000, Shawn practiced with an Albuquerque, New Mexico law firm practicing Indian law exclusively, working in the area of on-and off-reservation Indian economic development initiatives and general tribal employment matters. Mr. Frank previously served as the Assistant Attorney General for the Seneca Nation of Indians, advising and representing the tribal council and its Boards and committees. While in house counsel, he worked extensively in the areas of federal self-determination contracts, federal grant administration, employment law, and tribal economic development.

Mr. Frank speaks regularly at lawyers' seminars on the subjects of tribal sovereignty, doing business in Indian Country, the Freedom of Information Act, and the administrative appeals through the Department of the Interior.

Areas of

Practice:

- Civil Litigation
- Employment Law
- Indian/Tribal Law

Education:

- J.D. American University, Washington College of Law, Washington, District of Columbia, 1994
- Honors:* Cum Laude
- B.S. Cornell University, Ithaca, New York, 1991

Bar Admissions:

- New York
- Minnesota
- New Mexico
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of New Mexico
- Ho-Chunk Tribal Court
- Lower Sioux Tribal Court
- Menominee Tribal Court
- Oneida Appeals Commission
- Prairie Island Indian Community Tribal Court
- Pueblo of Laguna Tribal

Court
• Tribal Court of
the Saginaw
Chippewa Indian
Tribe of Michigan
• Seneca Nation
of Indians
Peacemaker's
Court

Honors and

Awards:

• Americans for
Indian Opportunity
Ambassadors
Fellow, 1998
• Kellogg National
Fellowship, 1998

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Sara K. Van Norman joined the firm in 2007 after working for three years as a litigation associate (with an emphasis on construction law) at a large Minneapolis law firm. She has represented all players in the construction industry (including tribes as owners) on both public and private projects, and including in state, federal, and arbitration proceedings. Sara regularly drafts and negotiates construction contracts for tribal casino developments and other Indian Country projects. In addition, Sara represents tribes, tribal entities, and other businesses in matters involving tribal gaming, tribal finance, reservation boundaries, Indian Country environmental regulation, Indian land rights-of-way, tribal jurisdiction, treaty rights, the Indian Child Welfare Act, and various business law issues.

Sara serves as the Vice President of the Indian Child Welfare Law Center in Minneapolis and is a Special Member of the Minnesota American Indian Bar Association. She has written various articles and book chapters on construction law and other topics, and regularly lectures on Indian law issues.

Sara has a significant pro bono practice, which includes using her proficiency in Spanish to staff a Spanish-language legal clinic, the Línea Legal Latina. Moreover, she has handled diverse pro bono matters ranging from asylum to ICWA to death penalty appeals.

Areas of

Practice:

- Civil Litigation
- Construction Law
- Environmental Law
- Indian Child Welfare Act
- Indian/Tribal Law

Education:

- J.D. University of Minnesota Law School, Minneapolis, Minnesota, 2004
Honors: Cum Laude; William C. McGee National Civil Rights Moot Court
- B.A. University of Minnesota, 1999
Honors: Summa Cum Laude; Phi Beta Kappa

Bar Admissions:

- Minnesota
- U.S. Court of Federal Claims
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the District of Minnesota
- U.S. District Court for the District of Nebraska

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Mr. Haugen practices in the areas of intellectual property litigation, patents, copyrights, trademarks, unfair competition, technology and science, advertising and marketing, antitrust and trade regulation, intellectual property licensing and internet law. He represents the diverse business interests of the Firm's clients in all areas of intellectual property.

Mr. Haugen received his B.A. from the University of Minnesota in 1982 and his J.D. from Hamline University in 1987. He is admitted to practice before the Supreme Court of the State of Minnesota, the United States District Court for the District of Minnesota, the United States Court of Appeals for the Eighth Circuit and the United States Court of Appeals for the Federal Circuit.

Areas of

Practice:

- Antitrust Law
- Intellectual Property
- Internet Law

Education:

- J.D. Hamline University School of Law, St. Paul, Minnesota, 1987
- B.A. University of Minnesota, Minneapolis, Minnesota, 1982

Bar Admissions:

- Minnesota
- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of Minnesota

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John E. Jacobson

OF COUNSEL

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John began his work in Indian Country in 1973 with the United States Department of the Interior, Office of the Solicitor. In that capacity, he advised and represented the

Department with respect to Indian treaty rights and land claims questions throughout the Midwest. After ten years with the Office of the Solicitor, he entered private practice in 1983, founding the firm that became Jacobson, Buffalo, Magnuson, Anderson & Hogen, P.C.

Since that time, John has devoted his career to representing Indian tribes, tribal entities, and persons having an interest in Indian-law matters. He directed litigation and conducted negotiations that led to the development of Indian gaming in Minnesota, Wisconsin, and Louisiana; he represented the only Indian tribal government that, following the passage of the Indian Gaming Regulatory Act of 1988, obtained Federal approval to operate gaming away from its reservation in a metropolitan area.

John has extensive experience in on- and off-reservation financing. He served as principal adviser on Indian legal matters to publicly-held corporations extensively involved in Indian gaming, and as counsel to banks and institutions engaged in participating in financing development in Indian Country. In 1995, he served as special counsel to the underwriters of the first publicly traded bond issue by an Indian Tribe in the United States — the financing, by the Mohegan Tribe of Connecticut, of the Mohegan Sun Casino.

John also has represented tribes and tribal entities in litigation; among his cases are:

Areas of Practice:

- Finance
- Gaming Law
- Indian/Tribal Law

Education:

- J.D. University of Chicago Law School, Chicago, Illinois, 1973
- B.A. Carleton College, Northfield, Minnesota, 1968

Bar Admissions:

- Minnesota
- Supreme Court of the United States
- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of Columbia
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the District of Minnesota
- U.S. District Court for the Western District of Wisconsin
- Lac Courte Oreilles Tribal Court

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Teague v. Bad River Band of Lake Superior Chippewa Indians, 655 N.W. 2d 899 (Wis. 2003)

Teague v. Bad River Band of Lake Superior Chippewa Indians, 612 N.W. 2d 709 (Wis. 2000)

Shakopee Mdewakanton Sioux Community v. City of Prior Lake, Minn., 771 F.2d 1153 (C.A.8 (Minn.) 1985)

Lower Sioux Indian Community in Minnesota v. State of Minnesota, NO. 4-89-936 (D. Minn. 1991)

Klammer v. Lower Sioux Convenience Store, 535 N.W. 2d 379 (Minn. App. 1995)

John is an adjunct professor at William Mitchell College of Law, teaching Indian Law, and is a frequent lecturer throughout the United States to lawyers and business organizations on the subject of Indian law and Indian gaming. He has served as a Judge on the Tribal Court of the Shakopee Mdewakanton Sioux (Dakota) Community in Minnesota from 1988 to the present.

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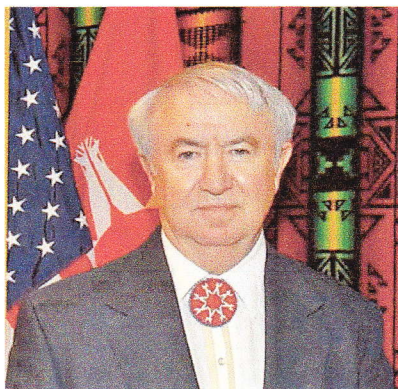
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 Mary B. Magnuson
 James M. Schoessler
 William A. Szotkowski
 Sara K. Van Norman

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 Colette Routel

Philip N. Hogen

OF COUNSEL



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phogen@jacobsonbuffalo.com

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Mr. Hogen joined the Firm as Of Counsel in November 2009 after 25 years of Federal service. That service began when he served as the first Administrative Assistant to then Congressman Jim Abdnor in 1973. Thereafter, he was appointed by President Ronald Reagan to serve as the United States Attorney for South Dakota, a position he held from 1981-1991. During his service as United States Attorney, Mr. Hogen served as the Chairman of the Department of Justice Indian Affairs Subcommittee of the Attorney General's Advisory Committee. In 1995, Interior Secretary Bruce Babbitt appointed Mr. Hogen to serve as an Associate Commissioner on the National Indian Gaming Commission. He served in that position for four years, from 1995-1999. He returned to a private practice of law in Rapid City, only to be called on to serve as the Associate Solicitor for the United States Department of the Interior, Bureau of Indian Affairs in 2001, a position he held until he was again appointed to the National Indian Gaming Commission, this time by President George W. Bush and as the Commission's Chairman. Mr. Hogen served as the Chairman of the National Indian Gaming Commission for seven years, the longest serving Chairman of that body. During his service, Mr. Hogen oversaw the most dramatic sustained growth in Indian gaming in its history. During this period of change and growth, Mr. Hogen provided assistance to Tribes nationwide to ensure that the dramatic growth was accompanied by thorough and effective tribal regulation.

Areas of Practice:

- Administrative Law
- Civil Litigation
- Finance
- Gaming Law
- Government Relations & Regulatory Compliance

Education:

- J.D. University of South Dakota, 1970
- B.A. Augustana College, 1967

Bar Admissions:

- South Dakota
- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of South Dakota

Honors and Awards:

- 2009 Warrior's Award from the Oklahoma Indian Gaming Association for lifetime achievements in the cause of Oklahoma Indian Gaming
- 2009 First Distinguished Public Administrator in

Mr. Hogen has presented on topics relating to Indian Gaming regulation and governance for years and throughout Indian Country. His vast experience in these areas will be considerable assets to him in a practice that is expected to focus on intergovernmental relations, litigation, tribal gaming, gaming development, and gaming regulation.

Mr. Hogen is a member of the Oglala Sioux Tribe of the Pine Ridge Indian Reservation in South Dakota. He and his wife, Marty continue to make their home in the Black Hills of South Dakota. Mr. Hogen has two children, son Herb and daughter Vanya, who is a shareholder of the Firm, and two grandchildren, Cora and Vincent.

Residence,
University of North
Dakota
• 2004 Regulator
of the Year from
the International
Masters of
Gaming Law in
recognition of
extraordinary
contributions to
the gaming
industry
• U.S. Attorney
General's Award
for Dedication and
Leadership in the
Prosecution of
Crimes in Indian
Country
• U.S. Department
of Health &
Human Services
Office of Inspector
General's Integrity
Award
• U.S. Department
of Justice
Assistant Attorney
General - Civil
Rights Division
Award for
Protection of
Indian Rights

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Kasey Kincaid earned his Bachelor of Arts degree from Wartburg College and his law degree from Drake University, graduating first in his class. A member of the Order of the

Coif, he also served as Notes Editor of the Drake Law Review and as a member of the Moot Court Board.

Following graduation, Mr. Kincaid served successive clerkships with judges on the Iowa Supreme Court and the United States Court of Appeals for the Eighth Circuit. He then entered private practice, concentrating on trial matters. He has advised a variety of clients in judicial, regulatory and alternative dispute resolution proceedings, including analysis of legal and related issues, development of strategic options and advocacy. Mr. Kincaid has briefed and/or argued over fifty federal and state court appeals. He also has served as a mediator and arbitrator.

While in private practice, Mr. Kincaid also served as Assistant Counsel to the Committee on Professional Ethics and Conduct of the Iowa State Bar Association. In this capacity, he prosecuted attorney disciplinary actions, including trials before the Iowa Supreme Court Grievance Commission and representation before the Iowa Supreme Court, and advised on ethics rules and related issues.

Mr. Kincaid has consulted and collaborated with government officials and candidates on political, legislative and public policy matters. He represented Iowa on the National Lawyers Council of the Democratic National Committee and served as Chairman of the Polk County (Des Moines, Iowa) Democratic Party.

In addition to co-authoring the first edition of Iowa Practice: Evidence, the West Publishing treatise on Iowa evidence law

Education:

- J.D. Drake University Law School
- Honors:* Order of the Coif
- Honors:* First in Class
- Drake Law Review, Notes Editor
- Moot Court Board
- B.A. Wartburg College

Bar Admissions:

- Iowa

and practice, Mr. Kincaid has written extensively on legal issues. He was the co-author of several annual outlines on Iowa libel and privacy law for the Libel Defense Resource Center (New York), as well as the author or co-author of several law review articles.

Mr. Kincaid has been a lecturer in law at the Drake University Law School, the University of Iowa College of Law, and Washington (St. Louis) University College of Law, where he has taught courses in First Amendment Litigation, Constitutional Law, Juveniles and the Legal System, Law and Public Education, and Legal Writing/Appellate Advocacy. He has been a frequent speaker at continuing legal education seminars.

Representative matters includes:

Ainslie v. Payless Cashways, Inc., U.S. District Court, S.D. Iowa (putative class action by store managers discharged as part of reorganization);

Mercy Medical Center v. Anderson, MN D. Ct (Ramsey County)(constitutional challenge to Minnesota gross revenue tax on non-Minnesota health care providers);

Caveman Adventures Un,ltd. v. Press-Citizen Co., Inc., 633 N.W.2d 757 (Iowa 2001)(reversing punitive damages award against newspaper based on allegedly defamatory advertisement);

Fromm v. Principal Health Care, Inc., 244 F.3d 652 (8th Cir. 2001)(applying ERISA exemption for governmental plans to city-sponsored medical insurance plan);

Whalen v. Connolly, 593 N.W.2d 147 (Iowa 1999) (applying Delaware corporation law to gaming limited partnership);

Schlegel v. The Ottumwa Courier, 585 N.W.2d 217 (Iowa 1998)(establishing proof of reputational harm as prerequisite to recovery for libel under Iowa law);

Prudential Ins. Co. v. Rand & Reed Powers Partnership, 141 F.3d 834 (8th Cir. 1998)(interpreting Iowa statute barring prepayment penalties in agricultural loans);

Holsapple v. McGrath, 575 N.W.2d 518 (Iowa 1998) (examining scope of attorney duty of care to non-client beneficiaries);

Huber v. Watson, 568 N.W.2d 787 (Iowa 1997) (analyzing product liability/asbestos exposure issues in context of legal malpractice action);

Lundell Manufacturing, Inc. v. American Broadcasting Co., 98 F.3d 351 (8th Cir. 1996)(applying substantial truth doctrine in libel action based on network news broadcast);

Teleconnect v. US West Communications, Inc., 508 N.W.2d 644 (Iowa 1993)(applying filed tariff doctrine to preclude tort and contract claims by one telcom company against second telcom company);

In re: Des Moines Community School District, 487 N.W.2d 666 (Iowa 1992)(interpreting Iowa public records act in connection with secret settlement of race discrimination charges);

Albia Publishing Co. v. Klobnak, 434 N.W.2d 636 (Iowa 1989)(interpreting state statute controlling designation of "official newspapers" for publication of government notices);

Lambert v. Polk County, 723 F. Supp. 128 (S.D. Iowa 1989)(securing preliminary injunction compelling law enforcement officials to return videotape of fatal street fight);

Des Moines Register & Tribune Co. v. Iowa District Court, 426 N.W.2d 142 (Iowa 1988)(extending public and press right of access to preliminary hearings and successfully challenging constitutionality of Iowa rule of criminal procedure);

Iowa Automobile Dealers Ass'n v. Iowa State Appeal Bd., 420 N.W.2d 460 (Iowa 1988)(applying commerce clause to Iowa statute affording fee credit for motor vehicles sold or traded within Iowa);

Stanfield v. Polk County, 18 Med. L. Rep. 1262 (Iowa D. Ct 1990)(applying constitutional privilege against compelled disclosure to freelance journalist);

Grant v. Cedar Falls Oil Co., 480 N.W.2d 863 (Iowa 1992)(interpreting Iowa rule of civil procedure to preclude relation back of corrective amendment when party being added did not receive notice of initiation of litigation within applicable statute of limitations).

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Colette Routel joined the Firm in 2007, after working for more than five years as an Indian-law associate with a large Minneapolis firm.

Colette has a broad-based practice that includes litigation, gaming, financing and other matters for Indian tribes, tribal members, and businesses. Colette is currently an Assistant Professor of Law at William Mitchell College of Law, where she teaches Federal Indian Law, Property I & II, and Natural Resources Law.

Ms. Routel is an experienced litigator and has argued cases before five different tribal courts, Minnesota and South Dakota state courts, and the United States Court of Appeals for the Eighth Circuit. She has represented Indian tribes, tribal members and businesses in matters involving sovereign immunity, taxation, housing, the Indian Child Welfare Act, gaming and labor and employment. Colette also provides day-to-day advice for Indian tribes on jurisdictional issues, assists in the drafting of tribal laws and negotiates intergovernmental agreements and other contracts.

Colette advises clients on all aspects of the Indian Gaming Regulatory Act and other federal gaming laws applicable to Indian tribes. She routinely drafts and negotiates development, consulting and management agreements, and shepherds these agreements through the National Indian Gaming Commission's approval and declination process. Additionally, Colette has substantial experience evaluating the legality of gaming on proposed casino sites, and has drafted and analyzed requests for restored-lands determinations.

Ms. Routel has worked on tribally related financings involving more than 25 Indian tribes throughout the United States. These financings have included syndicated and non-

Areas of Practice:

- Administrative Law
- Civil Litigation
- Environmental Law
- Finance
- Gaming Law
- Indian/Tribal Law

Education:

- J.D. The University of Michigan Law School, Ann Arbor, Michigan, 2001

Honors: Magna Cum Laude

Honors: Order of the Coif

Honors: Michigan Law Review

- B.M. Ithaca College, 1998

Honors: Magna Cum Laude

Bar Admissions:

- Minnesota
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- Ho-Chunk Tribal

syndicated bank loans and credit facilities and the offer and sale of indentured debt securities.

Colette also has an extensive pro bono practice and has handled matters involving family law, wildlife law, wilderness law, civil rights law and asylum/refugee law.

Colette has taught the following classes and seminars:

Visiting Assistant Professor, Federal Indian Law and Natural Resources Law, University of Michigan Law School, 2008 - 2009

Visiting Assistant Professor, Native American Law, Natural Resources Law, Civil Procedure, Wayne State Law School, 2007 - 2008

Adjunct Professor, Environmental Law & Ecology, Hamline University School of Law, 2005

Adjunct Professor, Environmental Law & Ecology, Hamline University School of Law, 2006

Adjunct Professor, Native American Law, Hamline University School of Law, 2004

Coach and Judge, National Native American Law Students' Association Moot Court Competition, Hamline University School of Law/William Mitchell College of Law, 2005

Coach and Judge, National Native American Law Students' Association Moot Court Competition, Hamline University School of Law/William Mitchell College of Law, 2006

Coach and Judge, National Native American Law Students' Association Moot Court Competition, Hamline University School of Law/William Mitchell College of Law, 2007

Presenter, Tribes Mean Business, University of Wisconsin School of Law, 2006

Presenter, NCAI Mid-Year Conference, Tribal Businesses: The Advantages and Disadvantages of Forming Separate Tribal Instrumentalities and Corporations, 2005

Presenter, The NIGC's Proprietary Interest, University of Michigan Law School, 2005

Presenter, Large Law Firm Commitment to Indian Law, University of St. Thomas Law School, 2004

Court
 • Mille Lacs Tribal
 Court
 • Northern
 Cheyenne Tribal
 Court
 • Shakopee
 Mdewakanton
 Sioux (Dakota)
 Tribal Court