



Cassandra Jacobsen

Associate

Minneapolis

cjacobsen@cozen.com | (612) 260-9079

Cassandra’s practice centers on guiding employers through a wide range of employment issues. She provides advice on workplace policies, discrimination, harassment, and problematic employees, conducts workplace investigations, and assists employers in understanding and complying with ever-changing state and federal laws.

Cassandra also leverages her extensive litigation experience to represent businesses in disputes related to employment, contracts, partnerships, trade secret and confidential information protection, and enforcement of restrictive covenants.

With a decade of experience as a litigation assistant and paralegal before entering law school, Cassandra brings a pragmatic and client-centered approach to her practice. She seeks out the best business solution for her client, whether through an early mediation, or taking a dispute to trial. Cassandra also helps clients successfully navigate through alternative dispute resolution methods such as mediation and arbitration and is often retained as local counsel to guide litigants through Minnesota courts.

Cassandra is committed to giving back and maintains an active pro bono practice. Her contributions include resolving an ordinance issue that threatened shelter operations for people experiencing homelessness and contributing to a significant legal brief submitted to the United States Supreme Court on behalf of the Native American Rights Foundation in a case of critical importance for the preservation of Section 2 of the Voting Rights Act. She serves as a volunteer attorney for the U.S. District Court, District of Minnesota and the Minnesota Chapter of the Federal Bar Association's *Pro Se* Project and the Lawyers Serving Warriors®, a Pro Bono Program of the National Veterans Legal Services Program.

An avid supporter of education, Cassandra regularly presents CLEs through the Association of Corporate Counsel and Minnesota State Bar Association (MSBA) and serves as an adjunct professor teaching pre-trial litigation at Mitchell Hamline School of Law. She provides practical, real-world insights and mentorship to shape the skills of future attorneys. Her role on the advisory board for Hamline University's graduate paralegal certificate program – combined with her leadership within the MSBA and the Minnesota Chapter of the Federal Bar Association – emphasizes her commitment to furthering the legal education and career success of professionals at all stages of their careers.

Cassandra has been recognized as a *Minnesota Super Lawyers "Rising Star"* since 2020 and is participating in the 2024-2025 Minnesota Chamber of Commerce's Leadership Minnesota Program.

Cassandra earned her undergraduate degree from Hamline University and her law degree from Mitchell Hamline School of Law.

Outside of work, Cassandra enjoys traveling with her husband and their three kids, expanding her knowledge through a variety of podcasts, testing out new recipes, solo hiking, and exploring local restaurants.

Experience

Practice Areas

- Employment Litigation
- Labor & Employment
- Trade Secrets, Restrictive Covenants, and Computer Abuse
- Commercial Litigation
- Customs, Imports & Trade Remedies

Industry Sectors

- Food & Beverage

Education

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

Bar Admissions

- Minnesota

Court Admissions

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

Affiliations

Federal Bar Association, Minnesota Chapter

- 2019-2020 - Co-Chair of the Law School Outreach Committee
- 2020-2021 - Co-Chair of the Newer Lawyers Committee
- 2021-2022 - Co-Chair of the Community Outreach Committee
- 2022-2023 - Co-Vice President of Special Events
- 2023-2024 - Assistant Treasurer

Minnesota Bar Association

- 2023-2024 - Labor & Employment Section Council Member

Hennepin County Bar Association

- 2015-2019 - Fourth Judicial District Ethics Committee - Investigator

Leadership Minnesota

- 2024-2025 - Program Participant

Minnesota Women Lawyers

American Bar Association

Cassandra Jacobsen

cjacobsen@cozen.com

P: (612) 260-9079 | F: (612) 260-9080

©2024 Cozen O'Connor. All rights reserved.



Awards & Honors

- Best Lawyers in America "Ones to Watch" 2023-2024
- Minnesota Super Lawyer "Rising Star" 2020-2024
- Top Lawyers, Minnesota Monthly, 2023-2024
- North Star Lawyer distinction for pro bono service 2018, 2021, and 2022

Assisted with various employment investigations on behalf of the employer relating to alleged employee misconduct.

Assisted a brewery with its business formation and related filings.

Obtained summary judgment from a state trial court in a breach of contract case involving a residential lease.

Defended a franchisor in an arbitration proceeding on 26 counts, including breach of contract, fraudulent inducement, and deceptive trade practices.

Won 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.

Assisted a landlord with COVID-19 related lease negotiations and settlements.

Represented an owner of distressed real estate through a foreclosure by action, and resolved complex lien and mortgage priority issues.

Represented landowners in a driveway easement dispute in state trial court, resulting in a favorable easement agreement.

Filed 11 separate lawsuits in the Court of International Trade, on behalf of as many clients in September 2020, directly challenging the validity of the third and fourth waves of tariffs the Trump Administration imposed in 2018 on goods imported from China. In loose collaboration with other leading trade practitioners, representing thousands of plaintiffs altogether, the suits contend the tariffs are invalid because the U.S. Government did not act with legitimate regulatory authority in imposing them.

Won a crucial motion to dismiss claims against our coal industry clients in eleven environmental lawsuits filed in the federal district court in Minneapolis. The cases centered on coal tar, a byproduct of the refinery process, that was sold to manufacturers who used it in asphalt sealant. Various Minnesota municipalities filed separate federal lawsuits against a variety of coal refiners and asphalt sealant manufacturers, including our clients, alleging claims including defective design, fraud, nuisance, trespass, and breach of warranty. All of the claims were premised on the notion that coal tar in the asphalt sealant broke down and contaminated stormwater maintenance ponds. These cases, the first in the country, appeared to be a template for further actions in other states, until the court granted our motion to dismiss as to all claims against all refiner defendants.

Secured dismissal of claims brought on constitutional grounds against the Federal Housing Finance Agency, in its role as conservator and receiver of the Federal National Mortgage Association ("Fannie Mae") and the Federal Home Loan Mortgage Corporation ("Freddie Mac"), by private investors seeking to nullify a series of agreements with the U.S. Department of the Treasury under which Treasury loaned Fannie Mae and Freddie Mac approximately \$187 billion in return for the companies' entire net worth less a capital buffer and a liquidation preference essentially equal to the loan. The plaintiffs argued that FHFA's director was unconstitutionally appointed and the actions of FHFA were unconstitutional, which the district court rejected. When the U.S. Supreme Court later held that the similarly appointed director of the Consumer Financial Protection Bureau had been unconstitutionally appointed, the U.S. Court of Appeals for the Eighth Circuit remanded the FHFA case back to the district court to determine whether the plaintiffs could allege any harm as a result of the unconstitutional appointment of the FHFA

Cassandra Jacobsen

cjacobsen@cozen.com

P: (612) 260-9079 | F: (612) 260-9080

©2024 Cozen O'Connor. All rights reserved.



director. After extensive briefing and oral argument concerning plaintiffs' newly amended complaint, the court again dismissed all claims with prejudice.

Cassandra Jacobsen
cjacobsen@cozen.com
P: (612) 260-9079 | F: (612) 260-9080

©2024 Cozen O'Connor. All rights reserved.

