

MARY L. KNOBLAUCH

Of Counsel

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OVERVIEW

Mary Knoblauch has built a reputation for providing clients with service-oriented, practical counsel and zealous representation across business and employment-related disputes—earned through more than two decades of dedicated work. Employers appreciate Mary's prompt counsel across a full range of employment and labor law issues. She is exceptionally adept at advising clients on matters involving discrimination laws, leave laws, drug testing, wage and hour law compliance, legal developments under the National Labor Relations Act, employment agreements, situations involving the discipline and discharge of an employee, and development of employee handbooks and personnel policies.

Mary is also a seasoned litigator with particular emphasis on non-competes, unfair competition, employment contract disputes, and employment discrimination. She works closely with her clients to strategize and reach their desired outcome. She is agile, responsive, and attuned to the concerns of clients spanning a broad range of industries, including medical device, healthcare, consumer goods, financial services, food processing, and manufacturing.

In addition to her work with clients, Mary served for several years as chair of Maslon's Labor & Employment Group. She has also been selected for inclusion on the Minnesota Super Lawyers® list since 2003.

SELECTED EXPERIENCE

- Obtained a temporary restraining order for medical organizations preventing a former physician/executive from working for a competitor. The case later settled when the former executive agreed not to work for any of the largest competitors for two years, and returned all confidential information. The former executive also made a significant payment toward the litigation expenses the medical organizations had incurred.
- Successfully represented a medical device company and several of its sales representative employees against claims of

AREAS OF PRACTICE

Labor & Employment
- Counseling Employers
- Defending Employers
- Labor-Management Relations

LitigationCorporate & Securities
- Employee Benefits

BAR ADMISSIONS

Minnesota

U.S. District Court
- Minnesota

U.S. Court of Appeals
- Eighth Circuit

EDUCATION

University of Minnesota Law School
J.D., *cum laude*

College of Saint Benedict
B.A., *summa cum laude*
Economics

misappropriation of confidential information and trade secrets, breach of fiduciary duty, and tortious interference.
- Defended asset managers against claims of "corporate raiding," misappropriation of trade secrets, and violation of Lanham Act.
- Represented a manufacturing company in a lawsuit against a former employee for breach of non-compete and confidentiality agreement and successfully received a temporary restraining order and temporary injunction prohibiting ongoing violation of non-compete agreement and further misappropriation of trade secrets and confidential information and favorable monetary judgement following trial.
- Obtained summary judgment for publicly-traded national bank against former employee's claims of violation of the Minnesota Whistleblower statute, a violation of the Employee Retirement Income Security Act ("ERISA"), and a violation of Minnesota's wages statute.
- Obtained summary judgment for employer in federal district court on former employee's claim of disability discrimination.
- Obtained summary judgment for employer and individual supervisor on employee's claims of racial discrimination, racial and sexual harassment, aiding and abetting by supervisor, reprisal and retaliation, defamation, and negligent retention and supervision.
- Appeared on behalf of employer in one of the first Eighth Circuit appeals involving a claim under the Family and Medical Leave Act.
- Numerous successful defenses of employers in various settings: state court, federal court, arbitration, grievance proceedings and administrative proceedings.
- Advice and counsel to clients daily in need of practical approaches to working through workplace issues and disputes.

LEADERSHIP & COMMUNITY

- The Fund for Legal Aid Society: Board Member, Former Chair
- Minnesota Commission on Judicial Selection: Former At-large Member; Former Fourth District Member
- Minnesota Management Attorneys Association
- Minnesota Women Lawyers
- American Bar Association: Developing Labor Law Committee Member; Contributing Editor to the *Developing Labor Law*, a nationally renowned labor law treatise
- Federal Bar Association – Eighth Circuit: Member; Former Vice-President
- Federal Bar Association – Minnesota Chapter: Member; Former Chapter President
- Minnesota State Bar Association: Civil Litigation Section Council, Former Member
- Minneapolis Parks Foundation: Board Member 2025-Present
- Women Presidents Organization: Minnesota Chapter, Member 2019-Present
- American Bar Foundation: Fellow
- Lake of the Isles Lutheran Church: Member
- Federal Practice Committee, U.S. District Court, D. Minn.: Former Member
- The DFL Lawyers Committee: Co-Founder; Former Co-Chair; Steering Committee Member
- Hennepin County Bar Association

SELECTED HONORS

- **Recognized on Minnesota Super Lawyers® list**, 2003-2026 (*Minnesota Super Lawyers® is a designation given to only 5% of Minnesota attorneys each year, based on a selection process that includes the recommendation of peers in the legal profession.*)
- **Top Women Attorneys in Minnesota® list,** 2012-2025 *(The annual edition of the Top Women Attorneys in Minnesota list features attorneys selected for the previous year's Minnesota Super Lawyers® and Rising Stars lists.)*

- **Selected for inclusion in *The Best Lawyers in America*®**, 2021-2027
- **Recognized as a Top Lawyer**, *Minnesota Monthly*, 2022, 2026 (The research for the Top Lawyers list, created by Professional Research Services, is based on an online peer-review survey sent to all attorneys in Minnesota.)
- **AV Preeminent**, Martindale-Hubbell®

SELECTED PRESENTATIONS

- "New Developments in Non-Compete and Tortious Interference Litigation," Employment Law Series, Minnesota CLE, 2015
- "Employer Policies and Rules – What Union and Non-Union Employers Need to Know," Employment Law Series, Minnesota CLE, 2013
- "Effectively Dealing with Pro Se Litigants in Civil Litigation," HCBA Civil Litigation Section, 2011
- "Developments in Post-Employment Restrictions," Employment Law Series, Minnesota CLE, 2009
- "Individual Employee Rights Under the NLRA: Protected Activity Under § 7 and Weingarten," National Labor Relations Act Basic Law and Procedures Seminar, 2007
- "The Impact of the National Labor Relations Act in the Non-Union Workplace," Minnesota Labor and Employment Law Institute, 2001
- "Managing Initial Hiring Decisions and Implementing Good Employment Practices," The General Practitioners Guide to Advising the High-Tech Start-up Company, Hennepin County Bar Association, 2001
- "Experts With a Twist: The Use of Non-Traditional Experts in Employment Litigation," Minnesota Management Attorneys Association, 2000
- "Mock Securities Arbitration Proceeding," In-house training seminar for local brokerage firm, 2000
- "Collective Bargaining and NLRA Issues Raised by the Americans With Disabilities Act, National Labor Relations Act Basic Law and Procedure," ABA Section of Labor and Employment Law, 1999
- "Ethics in Dispute Resolution of Employment Law Claims," Upper Midwest Employment Law Institute, 1999
- "Employment Issues and Acquired Employees," Closely Held Businesses, Minnesota Institute of Legal Education, 1999
- "Nonemployee Access After Lechmere: What's Wrong With Girl Scout Cookies?" American Bar Association Developing Labor Law Midwinter Meeting, 1996

SELECTED PUBLICATIONS

- Quoted in "Thousands of Minnesota white-collar workers now eligible for overtime pay," *Star Tribune*, 2024
- "Private Agreements Do Not Rule When It Comes To Enforcing Remedy Provisions Of Non-Competes," *Attorney at Law Magazine – Minnesota*, 2018
- "The 2017 Tax Bill's Quick Response to the #MeToo Movement Has Changed How Sexual Harassment Claims Are Settled," *Minnesota Lawyer*, 2018
- Chapter 11, "Appropriate Bargaining Units," Chapter Editor, *Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*, (2017 ed., 2018 supp.)
- "Federal Agencies Heighten Focus on Joint Employers as the Sharing Economy Expands," *Attorney at Law Magazine - Minnesota*, 2016
- "Whose Friends Are They? Protecting Rights to Social Media Contacts," *Attorney at Law Magazine - Minnesota*, 2015
- "Don't Let the EEOC Take the Air Out of Your Severance Agreements," *Attorney at Law Magazine - Minnesota*, 2014
- "Employers Beware: Social Media Policies and the National Labor Relations Act," co-author, *Attorney at Law Magazine - Minnesota*, 2013
- "The FMLA After Five Years," co-author, *Bench & Bar of Minnesota*, 1999