



Daniel J. Ballintine

Shareholder

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952.896.3288

Daniel J. Ballintine is a shareholder at Larkin Hoffman with more than 25 years of experience collaborating with businesses to develop and deliver successful litigation strategies involving employment claims. His practice covers virtually every type of employment-related case, including non-competition agreements, trade secrets, discrimination, sexual harassment, overtime, FMLA and other claims in state and federal court. Dan also has a niche specialty handling cases that involve temporary restraining orders. He works hand-in-hand with human resource professionals and provides counsel in every aspect of the employment relationship.

He acts as general counsel for clients across a broad range of industries and represents all types of businesses including healthcare, construction, senior care conglomerates, manufacturing companies, retail establishments and service firms.

Dan was in the first group of attorneys in the state to be certified as a Labor and Employment Law Specialist by the Minnesota State Bar Association in 2010. At Larkin Hoffman, Dan also serves as a member of the firm's Board of Directors.

Representative Experience

- Serves as a AAA certified employment arbitrator for the American Arbitration Association.
- Breach of Non-Compete – TRO. Represented former employer in claims of breach of non-compete agreement and trade secret misappropriation, securing temporary restraining order against former employee which forced the termination of his employment with a competitor.
- Fair Credit Reporting Act. Represented national company in defense of claim for violation of the Fair Credit Reporting Act in connection with the procurement and use of a criminal background check, obtaining summary judgment from the U.S. District Court for the District of Minnesota.
- Sexual Harassment. Obtained summary judgment for doctor in defense of sexual harassment and related claims under the Minnesota Human Rights Act.
- Breach of Non-Compete – Jury Trial. Conducted jury trial on behalf of national company, prosecuting claims for breach of non competition agreements and misappropriation of trade secrets against former employees who started competing company, securing a

Services

- Litigation
- Employment and Labor Litigation
- Employment and Labor Law
- Business Litigation
- Health Care

settlement on the eve of jury deliberations.

- Wrongful Termination – Jury Trial. Conducted jury trial in defense of claims for breach of contract and wrongful termination brought by manager against owner of store chain.

Education

- University of Minnesota Law School (J.D., cum laude, 1995)
- Carleton College (B.A., cum laude, 1993)
 - Economics
 - Completed at King's College, Cambridge University, England

Bar/Court Admissions

- Minnesota, 1995
- U.S. District Court, District of Minnesota

Professional Affiliations

- American Bar Association
- Hennepin County Bar Association
- Minnesota Bar Association
- Minnesota Management Attorneys Association
- Minnesota Board of Architecture and Engineering, appointed by Governor Jesse Ventura, 2001-2005
- Member of trial team in landmark State by Humphrey v. Philip Morris, et al.

Recognition

- Super Lawyer,® Super Lawyers magazine, 2008-present
- Top Lawyers in Minnesota,® Minnesota Monthly, 2022-present
- Rising Star,® Super Lawyers magazine, 2006
- Named a "North Star Lawyer" by the Minnesota State Bar Association, as recognition for pro bono services.

Community

- Prior Secretary and Board Member, Bridging Inc.
- Former Member of Minnesota Board of Architecture, Engineering, Land Surveying, Landscape Architecture, Geoscience & Interior Design
 - Appointed by Governor Jesse Ventura
 - State board which regulates and disciplines architects, engineers and other licensed professionals

Professional Certifications

- MSBA Certified Labor & Employment Law Specialist
- American Arbitration Association Employment Arbitrator