



Nic S. Puechner

Shareholder

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Nic S. Puechner is a business lawyer with an emphasis on labor and employment, debt collection and asset protection, and the emerging area of cannabis law. Before joining Larkin Hoffman, Nic served as a judicial clerk for the honorable Jill Flaskamp Halbrooks at the Minnesota Court of Appeals.

Representative Experience

Labor and Employment

- Draft, interpret and enforce employment agreements, including noncompetition agreements, confidentiality agreements, and separation agreements.
- Draft employee handbooks, including ones for multi-state employers.
- Participate and assist with union negotiations
- Represent employers in investigations and administrative law proceedings, including in response to complaints of discrimination before the Minnesota Department of Human Rights and the Equal Employment Opportunity Commission.
- Represent companies in OSHA investigations and proceedings, including after workplace injuries and fatalities.
- Advise employers on employee discipline and termination issues.
- Assist companies with employee benefits questions.
- Advise companies on employment-related concerns related to cannabis, drug and alcohol policies.
- Represent parties in unemployment benefits appeals.
- Advise employers on worker classification issues and FLSA exempt status.
- Advise on responses to union grievances and charges.

Commercial Litigation

- Obtained a favorable verdict for a client defending against breach of contract and piercing the corporate veil claims in an eight-day jury trial.
- Successfully defended against contractor's counterclaims against a homeowner client in a three-day jury trial.

Services

- Liquor and Cannabis Licensing and Compliance
- Business Litigation
- Employment and Labor Law
- Litigation
- Appellate Advice & Advocacy
- Employment and Labor Litigation
- Education

- Obtained an \$800,000 judgment for a client in a breach of contract case at summary judgment stage.
- Regularly recovered assets using post-judgment discovery and judgment enforcement tools.

Appellate Advocacy

- Obtained a reversal by the Minnesota Supreme Court in favor of a drug-treatment facility's challenge to a DHS determination of maltreatment and associated fine.
- Co-authored appellate briefs for contract dispute case in which the Minnesota Court of Appeals and Minnesota Supreme Court held, in favor of client, that a condition precedent in a contract may be excused to prevent disproportionate forfeiture. *Capistrant v. Lifetouch National School Studios, Inc.*, 916 N.W.2d 23 (Minn. 2018).
- Co-authored appellate briefs for a minority in a condominium dispute between majority and minority unit owners.

Cannabis Law

- Advise companies on compliance with federal and state cannabis laws.
- Advise companies and individuals on Minnesota's cannabis licensing process.

Education

- William Mitchell College of Law (J.D., summa cum laude, 2015)
 - Executive Editor, William Mitchell Law Review
- Western Carolina University (B.A., summa cum laude, 2004)
 - Literature

Bar/Court Admissions

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

Professional Affiliations

- Minnesota State Bar Association
- Hennepin County Bar Association
- National LGBT Bar Association
- DRI Cannabis Law Conference Committee

Recognition

- Rising Star®, Super Lawyers magazine, 2024 - 2025
- Top Lawyers in Minnesota,® Minnesota Monthly, 2026

Board and Council Appointments

- Appointee, Minnesota Cannabis Advisory Council, 2024-present
- Treasurer, Minnesota Lavender Bar Association, 2017-2019
- Board Member, Minnesota Lavender Bar Association, 2016-2019