

LENOR A. SCHEFFLER, Esq.
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EMPLOYMENT

Best & Flanagan, LLP, Minneapolis, MN

- Partner (September 2001-Present) Chair of the Native American Law Section practicing in the areas of federal Indian law, tribal law, tribal gaming and regulatory law, tribal financing, tax and securities law, as well as, corporate law. Providing advice and counsel, as well as, drafting and negotiating services to tribal clients including tribal government elected officials, tribal gaming commission, tribal entities, tribal government staff and in-house legal counsel in the areas of investment documents, tribal codes, governance, gaming, financing, tax, regulatory and compliance matters; serving as special tribal judge magistrate and special tribal appellant judge.
- Chief Judge (October 2001-2006) Upper Sioux Community Tribal Court. Responsible for court administration, as well as, hearing and deciding cases in civil matters.

Dorsey & Whitney LLP, Minneapolis, MN

- Attorney (January 1998-August 2001) Member of Indian & Gaming Law Practice Group specializing in the area of tribal law, housing, tribal election representation, federal Indian law, tribal gaming law and tribal financings. Successfully represented tribal election board in challenge to election results and tribal member in membership issue resulting in revision to membership ordinance benefiting other tribal member minors; drafted financing documents for investment client lending to tribes, researched and drafted memoranda on variety of topics including taxation and housing issues in Indian country. Lecturer on federal Indian law topics, including sovereignty, tribal gaming, jurisdiction, treaties and working with tribal governments as well as teaching federal Indian law as an adjunct law professor.

Prairie Island Dakota Community, Welch, MN

- General Counsel (December 1996-December 1997) Responsible for overall legal functions for the Community. Provided advice and counsel to the Tribal Council, tribal government employees, tribal members and tribal committees on all legal matters; supervised in-house attorneys; coordinated and supervised no less than four outside law firms working on a variety of projects; developed and managed budget for legal department.
- Supervising Assistant General Counsel (January 1995-December 1996) Provided

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advice and counsel to the Tribal Gaming Commission, other tribal government programs and tribal staff; supervised in-house attorneys.

Little Six, Inc., Prior Lake, MN

- Vice President, Legal & Corporate Affairs (July 1993-September 1994) Established and managed in-house legal department and coordinated work projects with outside law firms; established and monitored legal policies relative to company's day-to-day operations and activities, advised executive level branch in development and implementation of department programs, policies and procedures, including ensuring compliance with all international, federal, state, local laws and tribal ordinances affecting company's operations and activities.
- Director of Staffing (October 1992-July 1993)
Decentralized human resources functions into specific staffing areas as company prepared to expand operations into a second casino; supervised Human Resources staff in recruitment, development and operation of two job fairs to increase the staff from approximately 2,400 to approximately 4,000 employees, as well as preparations to process and train new employees. Developed and implemented "re-entry" programs for terminated employees that improved the retention of chronically unemployed American Indian employees.

State of Minnesota – Department of Commerce,
St. Paul, MN

Pursued law studies during this employment, attained Juris Doctorate Degree. Promoted to Commerce Licensing Director in 1988. Transferred laterally to Commerce Registration & Policy Analysis Supervisory position in 1991.

- Commerce Registration & Policy Analysis (1991-1992)
Worked closely with the Commerce Registration Director on regulatory policy matters relative to securities registration, franchises, and subdivided land; reviewed various filings for compliance with relevant statutes and regulations; participated with Deputy Commissioner and Director of Registration in evaluating matters for referral to the Attorney General's Office; answered inquiries from public regarding statutes, rules, regulations, and Division policies.
- Commerce Licensing Director (1988-1991) Managed division responsible for the licensing of ten professions within Minnesota including real estate companies and brokers, insurance agents, cosmetologists, real estate appraisers. Reorganized Division by instituting a team structure. Improved response time for constituent inquiries and simplified the processing of paperwork to make it easier for the consumer to navigate the licensing system. Administered the task force open appointment process for appointments to Commerce Department advisory boards and committees. Worked closely with legislators, private attorneys, assistant Attorney Generals, and regulatory counterparts in other states. Evaluated the ramifications of

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proposed legislation and drafted opinion statements.

- Other positions included: Commerce Analyst I (1984-1986), Commerce Analyst II (1986-1988), Securities Consumer Liaison/Franchise Examiner (1983-1984) at the State of Minnesota Department of Commerce.
- Affirmative Action Committee Chairperson (1986-1992) Guided a committee of three in creating procedures, policies and a process to increase the pool of applicants and access for applicants to Commerce Department positions.
- Staff member of Minnesota DFL Party Headquarters (1981-1983)
- Staff member for Rep. Richard Nolan (D-MN) and then Rep. Thomas J. Bliley (R-VA) in their Washington, DC Offices (1979-1981)

EDUCATION

William Mitchell College of Law, St. Paul, MN
Juris Doctorate - May 1988; admitted to the Minnesota Bar May 13, 1994; admitted to the Wisconsin Bar January 6, 2009

St. Olaf College, Northfield, MN
Bachelor of Arts Degree, Political Science - May 1979

**PROFESSIONAL &
COMMUNITY
ACTIVITIES**

William Mitchell College of Law Alumni/ae Association
Board of Directors: Member (1998-2003)

Greater Minneapolis Council of Churches **Division of Indian Work:** Board Member (April 1992-1995 and 1999-2000), Board Co-Chair (January 1993-September 1995 and 1999-2000), Personnel Committee Chair (1999)

William Mitchell College of Law Board of Trustees:
Member (2008-present)

Minnesota Parks and Trails Council: Board Member (April 1995-March 2001), Strategic Planning Committee Chair (1998)

Minnesota Private Colleges Council: Board Member (October 2002-2005)

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Tribal Court-State Court Forum: Member (2000-Present)

Children's Law Center: Development Committee (2001-2003)

Minnesota Commission on Judicial Selection: At-Large Member (2003-present)

Internal Revenue Service's Advisory Committee on Tax Exempt and Government Entities: Member (2004-2007)

RECOGNITIONS

Named one of the "40 under 40" Next Generation of Business and Community Leaders by *CityBusiness* (1997)

Named one of William Mitchell College of Law's "100 Who Made a Difference" in the history of the College (2001)

Recipient of the Minnesota American Indian Chamber of Commerce's Turtle Award (2006)

Named a "Super Lawyer" by the publisher of *Minnesota Law & Politics*, *Twin Cities Business Monthly*, and *Mpls/St. Paul Magazine* in 2004, 2005, 2006, 2007, 2008

MEMBERSHIP

Minnesota State Bar Association: Member (1997-Present)

Minnesota American Indian Chamber of Commerce: Member (1992-1994, 1999-Present)

Minnesota Women Lawyers: Member (1998-Present)
Program Committee Co-Chair (1999-2004)
Diversity Committee Co-Chair (2007)
Advisory Board Member (2007-2009)

Minnesota American Indian Bar Association: Member (1990-Present), Board Member (1991-2000, 2004-2007, 2008-present, President (1996-1998)

COURT ADMISSIONS

State Courts of Minnesota
State Courts on Wisconsin
U.S. District Court for the District of Minnesota
Prairie Island Dakota Community Tribal Court
Lower Sioux Dakota Community Tribal Court
Shakopee Mdewakanton Sioux Community Tribal Court
Lac du Flambeau Tribal Court
Ho-Chunk Nation Tribal Court
Mille Lacs Band of Ojibwe Court of Central Jurisdiction