

Curriculum Vitae

Timothy D. Edwards, LLM, SJD
CULLEN WESTON PINES & BACH LLP
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PROFESSIONAL PROFILE

Tim Edwards is an experienced litigator with significant experience managing and litigating cases in state and federal court. Mr. Edwards has exceptional writing skills and a unique academic background that includes fifteen years of experience as an Adjunct Lecturer at the University of Wisconsin Law School, where he has taught Professional Responsibility, Civil Procedure I and II, Evidence, Pretrial Advocacy and Advanced Legal Writing. Mr. Edwards has litigated cases in state and federal courts throughout the United States. Mr. Edwards has been selected by his peers as a Wisconsin Super Lawyer since 2009.

Mr. Edwards' practice is focused on State and Federal court litigation. Tim has co-counseled a number of complex class action cases, and has a depth of experience that dates back to 1997, when he represented indigent felony defendants in Yavapai County and was in the courtroom on a regular basis. Mr. Edwards returned to Law School, then opened his own law firm in Madison, where he practiced for five years before joining Axley Brynson and, after that, Cullen Weston Pines & Bach. Tim represents licensed professionals, businesses and individuals with special expertise in employment law, electronic discovery and federal court practice.

EMPLOYMENT

Of Counsel- *Cullen Weston Pines & Bach LLP*, 122 W. Washington Avenue, Suite 900, Madison, Wisconsin 53703. Practice areas include Litigation, Construction and Labor and Employment.

Equity Partner- *Axley Brynson, LLP*, 2 East Mifflin Street, Suite 200, Madison, Wisconsin 53703. Member of Litigation, Construction and Labor and Employment practice groups. Counselor to the Firm and Chairman of Electronic Discovery and Records Management Team.

Manager /Owner- *Edwards Law Offices, L. L. C.*, 210 North Bassett Street, Suite 110, Madison, Wisconsin 53703. General litigation practice including employment law, commercial litigation and criminal defense. Responsible for all aspects of business, including budgeting, marketing, client development, training and supervision of associates/staff, and representation of clients, including business and individuals. (2001 to June 2007).

Significant experience:

- ◆ Lead counsel in five complex federal class action lawsuits; primarily responsible for discovery and special concerns regarding electronically stored information.
- ◆ Extensive experience in State and Federal court litigation, including the preparation of pleadings, dispositive motions and complex electronic discovery plans.
- ◆ Representation of clients in State and Federal courts throughout the State of Wisconsin and the State of Arizona, including numerous appearances before the Seventh Circuit Court of Appeals.
- ◆ Representation of clients before numerous administrative agencies, including the Wisconsin Equal Rights Division, the Federal Equal Opportunities Commission, the Wisconsin Board of Bar Examiners, the Wisconsin Office of Lawyer Regulation, the Dane County Board of Adjustments, and various Police and Fire Commissions throughout the State of Wisconsin.

Adjunct Lecturer - *University of Wisconsin Law School.*

Significant experience:

- ◆ Classes taught: Legal Writing I, Legal Writing II, Advanced Legal Writing (Pre-Trial Advocacy), Professional Responsibility, Evidence, Pre-Trial Advocacy and Civil Procedure (Fall 2000 to present).
- ◆ Preparation and supervision of development of Pre-Trial Advocacy curriculum.
- ◆ Development of curriculum for highly popular advanced pre-trial litigation class that provides students with practical writing experience in a real world setting.
- ◆ Provision of curriculum support, training and development for Legal Writing Program for first year students.
- ◆ One of Law School's only adjunct lecturers who has been invited to teach first year courses, including Federal Civil Procedure.

Partner - *Ray, Adair & Edwards*, Prescott, Arizona. General litigation practice, including criminal defense and employment law (1997).

Associate - *Law Offices of Charles Anthony Shaw*, Prescott, Arizona. General practice with special emphasis on criminal defense and employment litigation (1996-1997).

EDUCATION

Senior Juris Doctorate (SJD) Degree Conferred: June, 2000
University of Wisconsin Law School, Madison, Wisconsin GPA: 4.0
Student Advisor: Walter J. Dickey
Graduate Thesis published, in part.

Master's in Law (LLM) Degree Conferred: May, 1998
University of Missouri Law School, Kansas City, Missouri GPA: 3.82
Student Advisor: Nancy Levitt
Graduate Thesis published, in full.

Juris Doctorate (J.D.) Degree Conferred: May, 1989
Wayne State University, Detroit, Michigan.

Bachelor of Arts (BA) Degree Conferred: December, 1984
University of Wisconsin-Madison, Major: Political Science.

Graduate, *Wisconsin Trial Skills Academy*, May Session, 2001
Lake Delavan, Wisconsin.

PUBLICATIONS

The Admissibility of Electronically Stored Evidence. Wisconsin Lawyer (2014)

Discovery Law and Practice. State Bar of Wisconsin Publications (2014)

The Duty to Preserve Electronically Stored Information: A Primer for Human Resource Professionals. Wisconsin Employment Law Letter (May 2013).

E-Discovery: Who Pays? Wisconsin Lawyer Magazine (October 2012).

The Inherent Unreliability of Student Evaluations, The Chronicle (March 2012).

Electronic Discovery: Who Pays? Western District Bar Association Newsletter (March 2012).

Class Action Suits After Walmart v. Dukes, Wisconsin Lawyer Magazine (November 2011).

A New Era: Products Liability Law in Wisconsin, Wisconsin Lawyer Magazine (August 2011).

Open for Business- A Primer on Wisconsin's New Product Liability Laws, Wisconsin Lawyer Magazine (June 2011).

Electronically Stored Information: Know When to Hold It and When to Hit Delete, Wisconsin Lawyer Magazine (May 2011).

Tort Reform: Judges Now Have Less Discretion in Finding Frivolousness, Imposing Sanctions, Wisconsin Lawyer Magazine (March 2011).

Wisconsin E-Discovery Rules Effective January 1, 2011, Wisconsin Employment Law Letter (January 2011).

Spoilation of Electronic Evidence, Wisconsin Lawyer Magazine (November 2010).

Seventh Circuit: Employee Not Terminated After Being Invited to Return to Work, Wisconsin Employment Law Letter (October 2010).

E-Discovery Update: Southern District of New York Defines Parameters of Discovery Sanctions for Failure to Preserve Electronically Stored Information (July 2010).

Seventh Circuit Reverses Summary Judgment in Favor of County Employer in FMLA Interference Case, Wisconsin Employment Law Letter (June 2010).

Seventh Circuit Addresses Confidentiality of Unfiled Documents During Course of Discovery, Western District Bar Association Newsletter (Winter, 2009-2010).

Wisconsin Supreme Court Considers New Rules for Electronic Discovery, Wisconsin Employment Law Letter (March 2010).

Proposed Rules for Electronic Discovery. Wisconsin Lawyer Magazine (December 2009).

Document Management and Litigation Holds for the HR Professional. Wisconsin Employment Law Letter (December 2009).

Records Retention 101: How to Deal with Metadata. Wisconsin Employment Law Letter (October 2009).

Prohibited Wage Deductions for Faulty Workmanship, Loss, Theft or Damage. Wisconsin Employment Law Letter (September 2009).

Supreme Court Rejects Mixed Motives Jury Instruction in Age Discrimination Case. Wisconsin Employment Law Letter (August 2009).

Seventh Circuit Affirms FMLA Retaliation Claim. Wisconsin Employment Law Letter (July 2009).

Seventh Circuit Holds that Employee Performance Improvement Plan Does Not Constitute "Adverse Job Action" Under Family and Medical Leave Act. Wisconsin Employment Law Letter (June 2009).

Seventh Circuit Rejects Discrimination Claim by White Police Officer. Wisconsin Employment Law letter (March 2009).

Overview of Recent Amendments to Wisconsin Rules of Civil Procedure Regarding Electronic Discovery (www.axley.com) (November 2008).

The Computer Fraud and Abuse Act and Its Application to the Electronic Workplace. Wisconsin Employment Law Letter (November 2008).

Seventh Circuit Holds That Termination of Female Employees for Undergoing in Vitro Fertilization Constitutes Sexual Discrimination. Wisconsin Employment Law Letter (October 2008).

Seventh Circuit Holds That Termination of Female Employees for Undergoing in Vitro Fertilization Constitutes Sexual Discrimination. Wisconsin Employment Law Letter (October 2008).

Supreme Court Expands Retaliation Protection for Federal Employees. Wisconsin Employment Law Letter (August 2008).

What's Love Got to Do With It? Seventh Circuit Decision Highlights Need for Uniform and Fair Enforcement of Anti-Fraternalization Policies. Wisconsin Employment Law Letter (July 2008).

Labor and Industry Review Commission Dismisses Retaliation Claim: Kimberly Engen v. Harbor Campus. Wisconsin Employment Law Letter (April 2008).

Did You Know? Wisconsin Prohibits Discrimination Against Employees for the Use or Non-use of Lawful Products. Wisconsin Employment Law Letter (February 2008).

The Importance of a Sound Document Retention Policy. Wisconsin Employment Law Letter (December 2007).

Seventh Circuit Affirms Dismissal of Religious Discrimination Claim. Wisconsin Employment Law Letter (October 2007).

NLRB Update. Wisconsin Employment Law Letter (September 2007).

Addiction and Attorneys: Confronting the Denial, Wisconsin Lawyer Magazine (August 2007).

The Duty to Preserve Electronically Stored Information: A Primer for Human Resources Professionals. Wisconsin Employment Law Letter (August 2007).

Recent Amendments to the Federal Rules of Civil Procedure Regarding Electronic Discovery, Western District Bar Association Newsletter (February 2007).

Garcetti v. Cabellos: The Supreme Court Limits First Amendment Protection for Public Sector Employees, Western District Bar Association Newsletter (Winter, 2006-2007).

Recent Developments in Employment Law, The Verdict (Spring 2006).

Representing the Impaired Client, GP Solo Magazine (American Bar Association, Fall 2004).

Reasonable Accommodations Under the WFEA: Crystal Lake Cheese Factory v. LIRC, The Verdict (Spring 2004).

ADA Update, The Verdict (Spring 2003).

Timothy D. Edwards & William White, *Resisting Twelve Step Coercion* (Review), 27 Cont. Drug Problems (Fall 2000).

The Theory and Practice of Compulsory Drug Treatment in the Criminal Justice System: The Wisconsin Experiment, 2 Wis. L. Rev. 283 (Volume 2000).

The Unintended Consequences of Coerced Drug Treatment in the Criminal Justice System, The Counselor 37 (July/August 2000).

Autonomy and 12-Step Therapy: Can They Co-Exist? The Counselor 29 (November/December 1999).

Constitutional Limits on an Employer's Right to Dictate the Terms of an Addict's Recovery Under the ADA: Some Sobering Concerns, 44 Wayne L. Rev. 1679 (1999).

PRESENTATIONS

5th Annual Federal Court Boot Camp Seminar: Introduction to Discovery, Electronic Discovery and Federal Court Trial Practice. Pincus Professional Education (May 2014).

The Admissibility of Electronically Stored Information under the Wisconsin Rules of Evidence. State Bar of Wisconsin Litigation Convention (May 2014).

Addiction and the Legal Profession. Pincus Professional Education (December 2013).

4th Annual Federal Court Boot Camp Seminar: Learn the Do's and Don'ts, Pincus Professional Education (June 2013).

Ethical Implications on E-Discovery, South-Central Wisconsin Electronic Discovery Summit (May 2013).

Electronic Discovery: An Introduction to State and Federal Practice, Paralegal Association of Wisconsin (March 11, 2013).

Meeting Deadlines for FMLA, 2012 FMLA Master Class for Wisconsin Employers: Overcoming Compliance and Employee Leave Challenges. 2012 FMLA Master Class for Wisconsin Employers (October 25, 2012).

Electronic Discovery, Waukesha State Bar (October 16, 2012).

Civil Procedure 2012: New Developments, State Bar of Wisconsin Pinnacle Seminar, 35th Annual Torts Update (September 6 and 7, 2012).

Construction Update for Commercial Contractors: Social Media and the Law, Axley Brynelson, LLP Construction Group Seminar (April 18, 2012).

Construction Update for In-House Counsel: Social Media and the Law, Axley Brynelson, LLP Construction Group Seminar (March 14, 2012).

E-Discovery Update, Axley Brynelson, LLP E-Discovery Group Seminar (October 6, 2011).

Webinar on Electronic Discovery for HR: *Retention, Production and Potential Liability*, M. Lee Smith Publishers, LLC (August 16, 2011).

Webinar on Electronic Discovery for HR: *How and What to Save and Delete*, M. Lee Smith Publishers, LLC (May 17, 2011).

Spoilation of Evidence, 2011 WI Association of County Corporation Counsel's Spring Conference (May 6, 2011).

E-Discovery for Legal Professionals: Wisconsin Association of Legal Personnel Seminar (April 29, 2011).

Electronic Discovery for Construction Professionals, Axley Brynelson, LLP Construction Group Seminar (April 20, 2011).

Principles and Practical Applications, The Seventh Circuit E-Discovery Pilot Program Seminar (April 11, 2011).

Principles and Practical Applications, The Seventh Circuit E-Discovery Pilot Program Seminar (February 28, 2011).

Record Retention and Electronic Discovery: Legal Requirements on Evidence Preservation and Sanctions for Failing to do so, Axley Brynelson Labor and Employment Seminar (November 10, 2010).

E-Discovery, Legal Personnel of South Central Wisconsin Seminar (October 13, 2010).

How to Clean up a Facebook Page, Wisconsin Association for Justice Seminar (October 8, 2010).

Presentation to *Wisconsin Supreme Court* re: amendments to Wisconsin Rules of Civil Procedure relating to discovery of electronically stored information (September 30, 2010).

Electronic Discovery: Federal and Wisconsin Developments, Wisconsin County Mutual Insurance Corporation Eighteenth Annual Corporation Counsel/Defense Counsel Forum (September 24, 2010).

Dealing with Conflict of Interest in Intra-Family or Multiple Owner Farm Business Arrangements, Ag/Agbusiness Section Seminar (June 18, 2010).

Presentation on Electronic Records Rules for HR: How and What to Save and Delete, M. Lee Smith Publishers, LLC (February 23, 2010).

Presentation to *Wisconsin Supreme Court* re: proposed changes to amend Wisconsin Rules of Civil Procedure relating to discovery of electronically stored information (January 21, 2010).

Recent Developments Involving the Fair Labor Standards Act, Axley Brynelson Labor and Employment Seminar (November 17, 2009).

Legal and Professional Ethics, Legal Personnel of South Central of Wisconsin Seminar (November 11, 2009).

Regulations' Impact on Your Workplace, FMLA Seminar (June 17, 2009).

Overview and Update- Alphabet Soup Regulations of Concern to Employers (May 7, 2009).

Electronic Data Retention, WISPA Spring Conference (April 23, 2009).

Mental Health and Attorneys, Axley Brynelson, LLP In-House Counsel Seminar (April 9, 2009).

Overview of Police Liability in Wisconsin, Lorman Education Services Seminar (January 8, 2009).

AODA for Attorneys: The recovery process, increased awareness, and how to help themselves or others, WI Solo and Small Firm Conference (October 24, 2008).

Employment Records: Retention, Retrieval and Destruction, Lee Smith CLE Seminar (October 1, 2008).

Your Business in the Electronic Data Age, ACEC E-Discovery Seminar (September 23, 2008).

Protecting Your Business in the Electronic Data Age: A Primer for Retention of Electronic Data for Business Owners, Human Resources Professionals and In-House Counsel (May 23, 2008).

Substance Abuse and the Legal Profession (March 12, 2008).

Police Liability, Lorman Education Services Seminar (April 30, 2008).

Electronic Discovery and Discipline of Employees, Blackhawk Human Resources Seminar (April 17, 2008).

Basic Employment Issues for Contractors, Wisconsin Builders Association Lunch and Learn (April 10, 2008).

Update on Electronic Document Retention for Employers, Fifteenth Annual Corporation Counsel Seminar (October 5, 2007).

Seven Questions for Discipline and Termination of Employees, Lorman Seminar (September 28, 2007).

The New Rules of Electronic Discovery, Western District Bar Association Annual Meeting (2007).

Introduction and Overview of WISLAP Training Protocol, State Bar of Wisconsin (October 2006).

Taxation of Attorneys' Fees, Western District Bar Association Annual Meeting (2005).

Alcoholism, Addiction and Lawyers: Ethics Seminar, State Bar of Wisconsin—This is a regular, ethics presentation that is made on behalf of the Wisconsin Lawyer's Assistance Program that Mr. Edwards has presented in

over twenty-five counties throughout the State.

ADA Update, Wisconsin Bar CLE Presentation (2002).

Alternatives to Incarceration, WACDL Summer (2002).

Drug Treatment in the Criminal Justice System, Dane County Criminal Defense Lawyer's Association (February 13, 2002).

The Value of Community Drug Treatment, CJA Training Seminar (January 2002).

Sentencing Options and Truth in Sentencing, Inter-Disciplinary Forum, University of Wisconsin-Madison (April 2000).

PROFESSIONAL SERVICE

Chairman, Wisconsin Lawyers Assistance Program (Summer 2008).

Volunteer Attorney of the Year, State Bar of Wisconsin, WISLAP (2005).

*Committee Member: Wisconsin Lawyers Assistance Program (2002 to 2008).
Appointed as chairperson of strategic planning subcommittee.*

Board Member: Western District Bar Association.

Committee Member: District 9 Professional Responsibility Committee

PROFESSIONAL AFFILIATIONS

Member, State Bar of Arizona (Bar Number 013207)

Member, State Bar of Wisconsin (Bar Number 1036836)

Member, Dane County Bar Association

Member, Seventh Circuit Bar Association

Member, Western District of Wisconsin Bar Association

Member, Seventh Circuit Electronic Discovery Pilot Program Committee

PROFESSIONAL REFERENCES

Walter J. Dickey, Professor of Law
University of Wisconsin-Madison Law School

Michael Modl
Axley Brynerson, LLP