



# MICHAEL TIERNEY



**Michael P. Tierney, Shareholder**  
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Interpersonal relationships are essential to Mike's successful estates and trusts practice. As an estate planner, he works with individuals and families to help plan for major life changes: good health to infirmity, control to retirement, life to death. Mike's approach requires frank discussions with clients about their concerns, detailed analysis of each client's specific situation, appropriate recommendations and, very importantly, an ability to explain complicated tax, transfer and control issues so that they are understandable. Mike has a broad knowledge of the many areas involved in planning including property, tax, business and family law and is skilled at drafting the necessary documents – wills, trusts of all kinds, deeds, assignments, power of attorney forms and healthcare directives – to avoid unnecessary taxation, probate, guardianship and conservatorship proceedings. Where probate or other proceedings are necessary, Mike has the experience to handle them expertly and efficiently.

Over his 20 plus years of practice with the firm, Mike has also advised individuals and companies in employment matters including hiring, firing and work-related injury cases. Familiar with the broad spectrum of employment regulations and workers' compensation rules and procedures, he has guided clients through the employment maze to achieve favorable results and has spoken several times on the interplay of workers' compensation and general employment matters. He also has advised local governments on employment and other matters such as preparation of zoning ordinances and zoning administration.

Mike received a J.D. from the University of Minnesota Law School in 1985 and a B.A. from St. John's University in 1981. He is a regular judge for the International Moot Court program at the University of Minnesota Law School. He has coached youth soccer, enjoys foreign travel, culture and language (conversant in French), and spending time with his wife and three children.

## KEY PRACTICE AREAS

Estate planning and probate administration, employment and workers' compensation, and local government.

## HONORS

- Minnesota Super Lawyer (*Minnesota Law and Politics*)

## MEMBERSHIPS

- Minnesota State Bar Association
- Ramsey County Bar Association