GREENE ESPEL PLLP

Jenny Gassman-Pines Attorney



Experienced advocate. Incisive leader.

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OVERVIEW

Jenny Gassman-Pines is an experienced trial lawyer and fierce legal advocate.

Jenny excels in the most consequential business disputes that can define a company's future—from complex antitrust litigation and high-stakes contract battles to bet-the-company disputes where millions or market position hang in the balance. Trusted by Fortune 500 corporations facing their most critical legal challenges, she seamlessly integrates into client teams during intense litigation periods, leading trial teams and working directly with executives and key personnel to prepare compelling witness testimony that withstands aggressive cross-examination. Her ability to distill complex commercial disputes and regulatory frameworks into clear, persuasive narratives has proven decisive in securing favorable outcomes.

With a razor-sharp ability to dissect intricate facts and craft persuasive arguments, she has built a reputation for winning multimillion-dollar disputes by connecting with judges, juries, and witnesses—especially in cases involving sensitive workplace conflicts. Whether defending Fortune 500 companies against discrimination claims, conducting high-stakes internal investigations into serious workplace misconduct, or representing executives through challenging employment transitions, Jenny combines strategic legal expertise with a nuanced understanding of workplace dynamics to deliver decisive victories for her clients.

EDUCATION

- J.D., University of Minnesota Law School, *magna cum laude*, Order of the Coif; *Law and Inequality*: *A Journal of Theory and Practice*, Editor-in-Chief; Staff
- B.A., Wesleyan University, Honors in English and Women's Studies, *Phi Beta Kappa*

EXPERIENCE

- Robins, Kaplan, Miller & Ciresi L.L.P.
- Minnesota Supreme Court, Chief Justice Russell Anderson, Law Clerk

ADMISSIONS

- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court for the District of Minnesota
- State Bar of Minnesota

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GREENE ESPEL PLLP

AFFILIATIONS

- Federal Bar Association
- Minnesota State Bar Association
- Hennepin County Bar Association
- Minnesota Women Lawyers
- Twin Cities Cardozo Society

RECOGNITION

- 2025 Women in Business Honoree, *Minneapolis / St. Paul Business Journal*
- 2025 Notable Woman in Law, *Twin Cities Business*
- Listed in *Chambers USA, America's Leading Lawyers for Business* (2025-2026)
- Listed in *The Best Lawyers in America* (2021-2027)
    - "Lawyer of the Year" (2023)
- Selected to Super Lawyers list, *Minnesota Super Lawyers* (2018-2026)
    - Selected to Top 100 Super Lawyers list, Top 50 Women Super Lawyers list, *Minnesota Super Lawyers* (2022-2026)
- Selected as one of *Minnesota Lawyer*'s "Top Women in the Law" (2024)
- Listed in POWER 30: Employment Law by *Minnesota Lawyer* (2021-2022)
- Recognized as a "Labor & Employment Star – Minnesota" by Benchmark Litigation (2019-2020)
- 2022 Diversity & Inclusion Honoree, Minnesota Lawyer
- Recognized as Minnesota State Bar Association North Star Lawyer for pro bono service (2015-2019)
- Selected to Rising Stars list, *Minnesota Super Lawyers* (2012-2016)
- Wesleyan University Service Award, presented to volunteers who have given sustained or significant service to Wesleyan University (2013)
- Arthur T. Pfefer Memorial Award, Twin Cities Cardozo Society (2009)
- Outstanding Achievement Award in Employment Discrimination Law, Minnesota State Bar Association, Labor & Employment Law Section (2006)
- Baldwin Fellowship, awarded to the member of the senior class who shows the most promise of becoming an outstanding lawyer and public spirited citizen, Wesleyan University (2003)
- Camp Prize, awarded for excellence in English Literature, Wesleyan University (2003)

COMMUNITY

Jenny has a robust pro bono practice, providing legal services to those who otherwise couldn't afford them. Her work has involved fighting for justice, freedom, and human dignity on behalf of her clients. Jenny is particularly proud of her work representing women who have reported sexual assault or relational abuse to their colleges and universities, advocating for them in disciplinary proceedings and preventing them from being deposed by their perpetrator's legal counsel in the context of litigation in which they were not parties.

Jenny also volunteers with organizations focused on women's rights. From 2019 to 2021, Jenny served as Board Chair of Planned Parenthood of Minnesota, North Dakota, South Dakota Action Fund (the PPMNS Action Fund), which mobilizes supporters of all parties to defend and increase access to family planning services, safe and legal abortion, and fact-based, medically accurate sexuality education. PPMNS AF helps elect lawmakers who advocate for policies and programs that support reproductive freedom and fights dangerous bills and regulations that limit access to comprehensive reproductive health care.

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- Board of Directors, Planned Parenthood of Minnesota, North Dakota, South Dakota Action Fund (Board Chair, 2019-2021; Director, 2012-present)
- Twin Cities Cardozo Society Steering Committee (2021-present)
- Board of Directors, Minnesota Continuing Legal Education (2019-present)
- Circle of Women Committee, YWCA of Minneapolis (2012-2015)
- Board of Directors, Jewish Community Action (2008-2014)
- Co-Chair, One Hour of Sharing Associates' Campaign, Mid-Minnesota Legal Aid (2011-2013)

NEWS & UPDATES

- **August 20, 2026** Greene Espel Attorneys Recognized on the 2027 Best Lawyers and Ones to Watch Lists
- **July 22, 2026** Legal 500 Recognizes Six Greene Espel Attorneys on the 2026 Legal 500 Minneapolis US City Elite List
- **July 15, 2026** Greene Espel Attorneys Recognized on the 2026 Minnesota Super Lawyers and Rising Stars Lists
- **June 4, 2026** Chambers USA Recognizes Greene Espel for Commercial Litigation and Labor & Employment in Minnesota; Jeanette Bazis, Sybil Dunlop, Jenny Gassman-Pines, Kate Swenson, and X. Kevin Zhao Ranked Lawyers
- **May 19, 2026** Minnesota Lawyer Recognizes Jeanette Bazis, Sybil Dunlop, Jenny Gassman-Pines, Mark Johnson, and X. Kevin Zhao on the Minnesota Legal 250
- **August 21, 2025** Greene Espel Attorneys Recognized on the 2026 Best Lawyers and Ones to Watch Lists
- **July 29, 2025** Jenny Gassman-Pines Named to Minnesota Lawyer's POWER LIST: Employment Law 2025
- **July 24, 2025** Greene Espel Launches Mediation Practice
- **July 15, 2025** Greene Espel Attorneys Recognized on the 2025 Minnesota Super Lawyers and Rising Stars Lists
- **June 6, 2025** Chambers USA Recognizes Greene Espel for Litigation and Labor & Employment in Minnesota; Jeanette Bazis, Sybil Dunlop, Jenny Gassman-Pines, Surya Saxena, Kate Swenson, and X. Kevin Zhao Ranked Lawyers
- **April 16, 2025** Jenny Gassman-Pines Recognized as 2025 Notable Woman in Law by Twin Cities Business
- **March 6, 2025** Jenny Gassman-Pines Recognized as 2025 Women in Business Awards Honoree by Minneapolis/St. Paul Business Journal
- **September 11, 2024** Jenny Gassman-Pines Recognized by Minnesota Lawyer as 2024 Top Women in the Law Honoree
- **August 16, 2024** Greene Espel Attorneys Recognized on the 2025 Best Lawyers and Ones to Watch Lists
- **July 15, 2024** Greene Espel Attorneys Recognized on the 2024 Minnesota Super Lawyers and Rising Stars Lists
- **March 18, 2024** Client Win: Jury Rules in Favor of Greene Espel Client, Olmsted County, in Discrimination Suit
- **August 17, 2023** *Best Lawyers Recognizes 16 Greene Espel Attorneys on the 2024 Best Lawyers and Best Lawyers: Ones to Watch Lists*
- **July 18, 2023** *16 Greene Espel Attorneys Recognized on the Minnesota Super Lawyers and Rising Stars Lists*
- **August 25, 2022** Award: Jenny Gassman-Pines Named 2022 Diversity & Inclusion Awards Honoree by *Minnesota Lawyer*
- **August 18, 2022** Best Lawyers Recognizes 14 Greene Espel Attorneys on the 2023 Best Lawyers and Best Lawyers: Ones to Watch Lists
- **July 18, 2022** 16 Greene Espel Attorneys Recognized on the Minnesota Super Lawyers and Rising Stars Lists
- **October 11, 2021** Greene Espel Attorneys Recognized in 2022 "Best Lawyers in the Midwest" Publication
- **August 19, 2021** Best Lawyers Recognizes 14 Greene Espel Attorneys on the 2022 Best Lawyers and Best Lawyers: Ones to Watch Lists
- **July 21, 2021** Award: Super Lawyers Recognizes 13 Greene Espel Attorneys on the 2021 Minnesota Super Lawyers and Rising Stars Lists
- **June 23, 2021** *Best Lawyers* 2021 "The Employment Law Issue" Recognizes Greene Espel Attorneys
- **June 14, 2021** *Best Lawyers* 2021 "Women in the Law" Business Edition Recognizes Eight Greene Espel Attorneys
- **August 20, 2020** Award: The Best Lawyers in America 2021 Recognizes 17 Greene Espel Lawyers
- **July 20, 2020** Award: Super Lawyers Recognizes 20 Greene Espel Attorneys

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- **June 10, 2020** Award: 13 Greene Espel Attorneys Named North Star Lawyers for Pro Bono Service
- **August 15, 2019** Eleven Greene Espel Lawyers Listed in "The Best Lawyers in America 2020"
- **July 12, 2019** Client Win: Greene Espel Client is Declared U.S. Citizen
- **July 8, 2019** 2019 Super Lawyers and Rising Stars Lists Include 18 Greene Espel Attorneys
- **June 10, 2019** Eight Greene Espel Attorneys Named North Star Lawyers for Pro Bono Service
- **May 13, 2019** Client Win: Greene Espel client Cargill wins First Circuit appeal
- **April 30, 2019** Press Mention: Jenny Gassman-Pines Represents Client Against US Government on Citizenship Challenges
- **November 20, 2018** Benchmark Litigation Recognizes Greene Espel and Five of its Lawyers
- **July 5, 2018** Greene Espel Lawyers Receive Recognition in 2018 Super Lawyers and Rising Stars Lists
- **June 19, 2018** Nine Greene Espel Attorneys Named North Star Lawyers for Pro Bono Service
- **May 21, 2018** Greene Espel Attorneys to Present at the 2018 Employment Law Conference
- **May 7, 2018** 2018 Business Law Institute Speakers Include Jenny Gassman-Pines, Faris Rashid, and Kevin Zhao
- **March 28, 2018** The Women Attorneys of Greene Espel Reflect on Key Lessons
- **December 1, 2017** Greene Espel Successfully Urges U.S. Supreme Court to Review Public Power Case
- **May 20, 2017** Greene Espel Attorneys to Present at the Nation's Premier Employment Law Conference
- **May 18, 2017** Six Greene Espel Attorneys Named North Star Lawyers for Pro Bono Service
- **July 5, 2016** Super Lawyers 2016 Recognizes Sixteen Greene Espel Attorneys
- **May 8, 2016** Seven Greene Espel Attorneys named North Star Lawyers for pro bono services in 2015
- **February 3, 2016** Greene to speak at Land Use Law and Practice
- **February 3, 2016** Gassman-Pines and Greene to speak on Whistleblower and Retaliation Claims
- **November 13, 2015** Gassman-Pines speaks at Labor & Employment Law Institute
- **July 7, 2015** Super Lawyers 2015 recognizes fifteen Greene Espel attorneys for honors
- **February 25, 2015** Greene Espel school district client wins motion to dismiss for lack of subject matter jurisdiction
- **July 7, 2014** Super Lawyers 2014 recognizes twelve Greene Espel attorneys for honors
- **December 18, 2013** Greene Espel client wins summary judgment in excessive force suit
- **July 8, 2013** Super Lawyers 2013 recognizes eleven Greene Espel attorneys for honors
- **June 7, 2013** Wesleyan University honors Gassman-Pines with service award
- **May 22, 2013** Greene, Gassman-Pines present Hot Topics in Attorney-Client Privilege at Business Law Institute and Employment Law Institute
- **February 7, 2013** Greene Espel client Green Acres wins at Minnesota Court of Appeals
- **July 12, 2012** Super Lawyers 2012 recognizes ten Greene Espel attorneys for honors
- **February 24, 2012** Kubicz Hall speaks at IADC Midyear Meeting on anti-corruption
- **January 27, 2012** Greene Espel client wins at Eighth Circuit
- **February 16, 2011** Espel, Gassman-Pines present at Minnesota CLE
- **March 1, 2010** Gassman-Pines joins firm

EVENTS & PRESENTATIONS

- **May 18, 2026** "Anti-Harassment Policies, Complaint Procedures and Culture," Upper Midwest Employment Law Institute, Minnesota CLE
- **May 19, 2025** Farah Famouri, Jenny Gassman-Pines, and Davida Williams to Present at Minnesota CLE's 2025 Upper Midwest Employment Law Institute
- **February 27, 2025** Fifth Summit on Women in the Law, Co-Chair, Minnesota Chapter of the Federal Bar Association
- **February 27, 2025** "Recent Executive Orders: Navigating Legal Practice Through the Lens of Humanity, Equity, and Inclusion," panelist, Minnesota State Bar Association
- **August 13, 2024** "Developing Inclusive Hiring Practices to Ensure Workplace Diversity," Minnesota CLE
- **May 20, 2024** Sybil Dunlop, Jenny Gassman-Pines, and Davida Williams to Present at Minnesota CLE's 2023 Employment Law Institute

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- **May 18, 2023** Jenny Gassman-Pines and Davida Williams to Present at Minnesota CLE's 2023 Employment Law Institute
- **February 4, 2021** *Ethics in the Time of COVID-19*, Minnesota CLE (May 15, 2020; December 4, 2020; February 4, 2021)
- **June 9, 2020** Event (6/9/2020): Hollywood Lens on Lawyering (an Ethics CLE)
- **June 9, 2020** *Hollywood Lens on Lawyering*, Mixed Blood Theatre
- **September 1, 2019** *Protecting Client Confidences - Asserting and Maintaining the Attorney-Client Privilege*, Pressure on the Privilege, Minnesota CLE
- **May 1, 2019** *2019 FMLA Update – New Cases, DOL Guidelines and Current Practices*, 2019 Employment Law Institute, Minnesota CLE
- **February 21, 2019** Jenny Gassman-Pines to Present Webinar on “Employment A to Z: How to Litigate an Employment Discrimination Case.”
- **February 1, 2019** *Employment Law A to Z: How to Litigate an Employment Discrimination Case*, Minnesota CLE
- **January 1, 2019** *Sally Should Smile More: Giving Non-Biased Feedback to Lawyers*, Hennepin County Bar Association
- **March 9, 2018** *In-house Counsel in the Crosshairs of a Government Investigation*, Fourth Annual Corporate Counsel Institute, Minnesota State Bar Association Corporate Counsel Section, Moderator
- **June 15, 2017** *Managing Attorney-Client and Work Product Privileges During (and After) the Investigation*, 2017 Health Law Institute, Minnesota CLE
- **July 1, 2016** *Recent Heightened Focus on Pregnancy Discrimination and Pregnancy Accommodations, and Avoiding & Defending Claims of Family Reponsibilities Discrimination*, 8th Annual Forum on Defending and Managing Discrimination Litigation, American Conference Institute
- **May 1, 2016** *Pregnancy Accommodation and Discrimination – 5 Tough Cases*, 2016 Upper Midwest Employment Law Institute, Minnesota CLE
- **February 1, 2016** *Whistleblower and Retaliation Claims in the Public Sector: Key Steps to Effectively Investigate and, if Necessary, Litigating Such Claims*, 2016 Public Sector Labor & Employment Law Conference, Minnesota CLE
- **November 1, 2015** *What is "Sex" Discrimination Under Title VII? The Current Landscape in the Courts and at the EEOC, Labor & Employment Law Institute*, Minnesota CLE
- **October 12, 2015** *Employment Discrimination*, Employment & Labor Law: Federal & Minnesota, Minnesota CLE
- **April 27, 2015** *Protecting Client Confidences: Asserting and Maintaining the Attorney-Client Privilege*, Pressure on the Privilege, Minnesota CLE
- **April 27, 2015** *Privilege in Multiparty Litigation – The Joint Defense and Common Interest Privileges*, Pressure on the Privilege, Minnesota CLE
- **April 9, 2015** *Depositions, Your First Civil Case in Minnesota State Court*, Minnesota CLE
- **May 20, 2013** Employment Law Institute (May 20, 2013; May 22, 2012; May 24, 2010)
- **May 7, 2013** Business Law Institute
- **July 19, 2012** *Candid Advice for New Lawyers*, 2012 New Lawyer Experience Summer Session, Minnesota CLE
- **June 29, 2011** *Accounting 101 for Attorneys*, National Business Institute webcast (June 29, 2011; December 29, 2010)
- **June 15, 2011** *Asserting (and Challenging) Attorney-Client Privilege and Work Product Objections: The Hottest Issues in Protecting Client Confidences*, Pressure on the Privilege, Minnesota CLE
- **February 16, 2011** Minnesota CLE (February 16, 2011; May 18, 2010)
- **November 11, 2010** Minnesota CLE webcast

ARTICLES & PUBLICATIONS

- **December 16, 2024** Jenny Gassman-Pines Co-Authors Article on Supreme Court Decision's Impact on Employment Law and DEI
- **January 12, 2021** Why the Legal Profession Is the Nation's Least Diverse (And How to Fix It)

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- **January 1, 2021** Co-Author of *Why the Legal Profession is the Nation's Least Diverse (and How to Fix It)*, Vol. 47 Mitchell Hamline L. Rev.
- **April 1, 2018** "*Defining Child Exposure to Domestic Violence as Neglect: Minnesota's Difficult Experience*," Social Work, Vol 51, Issue 2 (with Jeffrey L. Edelson and Marissa B. Hill)
- **January 1, 2018** *Attorney-Client Privilege: What Every Attorney Needs to Know*, Minnesota CLE, Co-editor
- **January 1, 2018** *Anti-Harassment Policies, Complaint Procedures & Culture, Sexual Harassment*, Minnesota CLE
- **January 1, 2017** *Managing Attorney-Client and Work Product Privileges During (and After) the Investigation*, Handling Internal Investigations: Best Practices for Investigating Alleged Fraud, Bribery, Regulatory Noncompliance, and Other Types of Corporate Wrongdoing, Minnesota CLE

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