




Andrew M. Creal

Associate



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Practices

Complex Litigation and Risk Advisory
Corporate and Business
Employment and Workforce
Management
Real Estate

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ANDREW CREAL is an associate in our Complex Litigation and Risk Advisory group. He handles business and real estate matters, including general business and contractual disputes, business torts, shareholder oppression claims, supplier disputes, construction litigation, real estate disputes, land use and zoning issues, and other real property matters.

An experienced litigator and third-generation attorney, Andrew is passionate in the pursuit of providing the highest quality legal advocacy for his clients. He leaves no stone unturned in obtaining results on behalf of each client that trusts the firm with their legal matters.

While earning his law degree at Wayne State University Law School, Andrew was a member of the TYLA mock trial team and represented his peers on the Student Board of Governors. He also interned for the Washtenaw County Prosecutor's Office at the trial and appellate levels. Andrew gained invaluable insight into the appeals process there, researching and drafting appellate motions and briefs for the Washtenaw County Circuit Court, Michigan Court of Appeals, and Michigan Supreme Court. He is admitted to practice law in Michigan, and in the U.S. District Courts for the Eastern and Western Districts of Michigan.

Education

Wayne State University Law School, Juris Doctor, 2019

Michigan State University: James Madison College, Bachelor of Arts, 2016

Professional Memberships

State Bar of Michigan

U.S. District Court, Eastern and Western Districts of Michigan

Berkley City Zoning Board of Appeals

Kathleen H. Klaus

Shareholder

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Practices

Defense and Insurance Coverage
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KATHLEEN (KATE) H. KLAUS, shareholder and member of the firm's Executive Committee, joined our Defense and Insurance Coverage group in 2004. She specializes in complex professional liability defense (including lawyers, accountants, and insurance agents), employment defense, and appellate cases, with an emphasis on working seamlessly from initial intake through trial and appeal.

Kate graduated from the University of Michigan Law School in 1992 and received her Bachelor of Arts in economics, with honors, from the University of Iowa in 1987.

A frequent speaker at trade and professional organizations, Kate has shared her knowledge on various topics, including the application of the federal RICO statute and handling insurance claims procedures.

Since 2013, her peers have continually selected her for inclusion in the annual edition of *Best Lawyers in America* for her work in legal malpractice law—defendants and since 2018 for her work in professional malpractice law—defendants.

Kate was named the *Best Lawyers*® 2022 and 2019 Detroit Professional Malpractice Law—Defendants "Lawyer of the Year." Only a single lawyer in each practice area and designated metropolitan area is honored with this award.

Recognized in the Michigan edition of *Super Lawyers* since 2013, Kate was named among the 2021 Top 50 Women Lawyers in Michigan. She has been listed as a *DBusiness Magazine* Top Lawyer, and recognized as a Michigan Leading Lawyer. *HOUR Detroit* magazine named Kate one of Michigan's top female attorneys.

Education

University of Michigan Law School, Ann Arbor, Michigan, Juris Doctor, 1992

University of Iowa, Iowa City, Iowa, B.A., with honors, in Economics, 1987




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Professional Memberships

State Bar of Michigan

State Bar of Illinois

United States Supreme Court Bar

United States Court of Appeals—Third, Fifth, Sixth, and Seventh Circuits

United States Tax Court

American Bar Association

Oakland County Bar Association

Claims and Litigation Management Alliance

Michigan Creditors Bar Association – Director and Board Member

Member of the Debt Collection Working Group of the Michigan Supreme Court's Justice For All Commission designed to improve access to state courts and improve fairness in the debt collection process

Member of firm's Executive Committee

Recognition





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Cases

Tyler v. Findling, ___ Mich ___ (2021) (Michigan Supreme Court reversed Michigan Court of Appeals decision and found statements made in mediation cannot be predicate for defamation action).

deLaire v. Voris, 2021 DNH 186 (D. New Hamp. December 21, 2021) (court found ecclesiastic exemption doctrine did not protect diocese from producing relevant documents in defamation action).

Van Hoven v. Buckles, 547 F. Supp. 3d 694 (W.D. Mich. 2021) (court granted summary judgment to law firm in FDCPA case based on *bona fide* error defense).

Bates v. Green Farm Condo. Assoc., 958 F.3d 470 (6th Cir. 2020) (Court affirmed dismissal of FDCPA claims against law firm attempting to foreclose on a lien on behalf of its condominium association client and rejected plaintiff's attempt to thwart dismissal by submitting "evidence" to support opposition to motion addressed to pleadings).

Buchholz v. Meyer Njus Tanick, PA, 946 F.3d 855 (6th Cir. 2020) (Court affirmed dismissal of case on ground that "anxiety" caused by alleged violation of consumer protection statute was not a sufficient injury to sustain jurisdiction under Article III of the U.S. Constitution.)

Spokeo, 16 Months Later, *State Bar of Michigan Litigation Journal*, fall 2017

Bedford v. Witte, 318 Mich App 60 (2016) (Affirming in part this dismissal of a defamation claim against an attorney and law firm arising out of court statements made about pending litigation.)

Taizhou Golden Sun v. Colorbok, LLC, et al, per curiam decision of the Michigan Court of Appeals, decided August 18, 2105 (Docket No. 320129) (Affirming dismissal of fraud claims against former officers of insolvent company.)

Jackson et al. v. Sedgwick, et al., 731 F.3d 556 (6th Cir. 2013) (en banc)

In re Rosa Parks Trust, per curiam decision of the Michigan Court of Appeals, decided February 20, 2014 (Docket No. 312822)

Coleman v. Ann Arbor Transportation Authority, 947 F. Supp. 2d 777 (E.D. Mich. 2013)




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Presentations

"Wage and Hour Class Actions – At What Cost?" Maddin Hauser Breakfast Bites (2021)

"Drugs, Violence, and Vaping: Drafting Employment Policies in the Age of Recreational Marijuana," Maddin Hauser Breakfast Bites and Employment Law Symposium (2019)

"Employee Class Actions: Wage and Hour, Discrimination and Background Checks," Maddin Hauser Breakfast Bites and Employment Law Symposium (2016-2017)

"Administrative Charge of Discrimination – Lawyering Up," Maddin Hauser Breakfast Bites and Employment Law Symposium (2015-2016)

"Employment Practice Liability Insurance & Other Forms of Workplace Insurance," Maddin Hauser Employment Law Symposium (2014)

"How to Avoid a Malpractice Claim—A Case Study," Twenty-Second Annual Tax Symposium (2013)

Mariel G. Newhouse

Associate



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Practices

- Complex Litigation and Risk Advisory
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MARIEL G. NEWHOUSE serves as an associate working on a broad range of matters, including employment and workforce issues and general litigation. Mariel worked in Maddin Hauser's summer program before joining full-time as an associate. She attended law school at Michigan State University College of Law, where she graduated *magna cum laude*.

During law school, Mariel wrote as a staff editor and notes editor on the Michigan State Law Review. Mariel served as the ADR Director for the Student Board of Advocates from 2020-2021 and competed on the Arbitration and Moot Court teams. She also volunteered as a student clinician for the Chance at Childhood Clinic, earning her Child Advocacy Certificate in 2020. She was awarded the Jurisprudence Award in Civil Procedure, Advocacy, and the Chance at Childhood Clinic.

She is an active member of the Michigan State Bar.

Education

Michigan State University College of Law, Juris Doctor, *magna cum laude*, 2021

- Michigan State Law Review

McGill University, Bachelor of Arts in Political Science, 2017

- Arts Undergraduate Society, Constitutional By-Law Review Committee Member

Presentations

- "Leave Laws: The Intersection Between Paid, Sick, and Legally Required Leaves," Maddin Hauser Breakfast Bites (2022)

Community Leadership




Institute of Continuing Legal Education, New Lawyers Advisory Board, 2023-Present

Jonathan M. Sollish

Associate



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JONATHAN SOLLISH is an associate who brings well-honed analytical skills, significant advocacy experience, and personal commitment to his role. A former Maddin Hauser summer associate, Jonathan was admitted to the Michigan bar in November 2024 and works with attorneys throughout the firm on a wide range of litigation, transactional, and business matters.

Prior to starting his legal career, Jonathan was leveraging his persuasiveness and ability to parse complex issues as a government affairs professional for a national medical industry association. In that position, he advocated for federal policy changes through interactions with legislators and staff, prepared detailed and compelling position papers and talking points, and oversaw many diverse aspects of the organization's government relations efforts. The same personable nature, high-quality work product, and diligence that served Jonathan well in that role also carry over into his efforts on behalf of the firm's clients.

While earning his law degree from Michigan State University College of Law, Jonathan worked as a legal extern for the National Labor Relations Board, was selected to be a member of the Michigan Leadership Initiative, and received a Jurisprudence Achievement Award.

Education

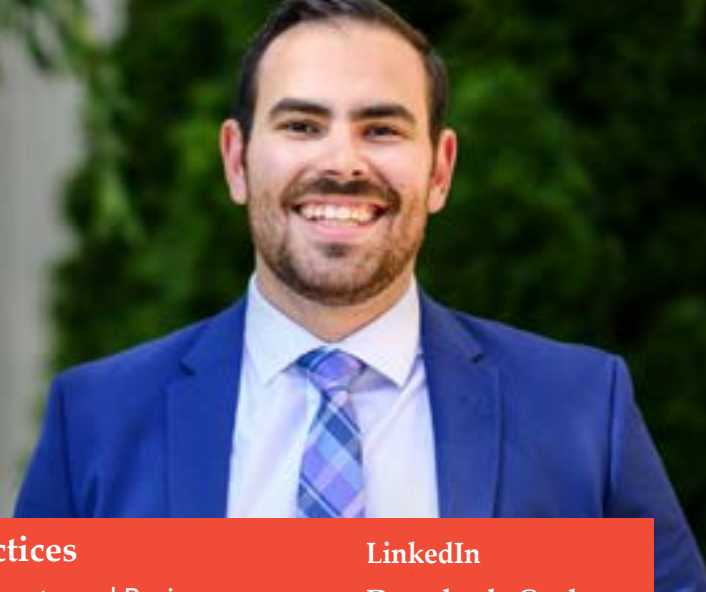
Michigan State University College of Law, Juris Doctor, 2024

Michigan State University, Bachelor of Arts, 2017




Professional Memberships

State Bar of Michigan

Jordan M. Small Associate



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Practices

- Corporate and Business
- Employment and Workforce Management

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JORDAN SMALL is an associate and works on a broad range of matters. He assists members of the Maddin Hauser corporate, business, and employment workforce management groups.

Jordan earned his law degree from the University of Wisconsin Law School in 2022. While there, he was active in the Jewish Law Student Association and was a Note and Comment Editor of the Wisconsin International Law Journal. He received his undergraduate degree in International Relations from Michigan State University in 2017.

Before joining Maddin Hauser, Jordan clerked with the Michigan Unemployment Insurance Appeals Commission, working with the Commission to draft orders, decisions, and correspondence concerning pending appeals, and researching and providing summaries and recommendations on novel legal issues.

Education

- University of Wisconsin Law School, Juris Doctor, 2022
 - Wisconsin International Law Journal, Note and Comment Editor
 - 3L Class Representative

Michigan State University, Bachelor of the Arts in International Relations, 2017

Professional Memberships

State Bar of Michigan

Rita M. Lauer

Shareholder



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Practices

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RITA LAUER, a member of the firm's Corporate and Employment groups, advises on business and employment litigation and complex commercial transactions. Her clients include companies of all sizes involved in every phase of the commercial life cycle – ranging from small and emerging entrepreneurial businesses to large corporations – and for all of whom she goes above and beyond in realizing the right result.

Rita brings proven skill and a diverse background in representing clients in their business operations. This includes defending administrative/governmental complaints, negotiating and drafting purchase agreements, lease agreements, and advising on employment matters. Rita also assists with corporate "minute" books and record maintenance for existing corporate clients, including drafting meeting minutes, issuance and redemption of corporate stock, and amending buy-sell agreements.

An astute negotiator and engaging people person, Rita has demonstrated her ability to establish the synergy needed to negotiate and close important IT contracts, such as website development agreements and the like. She is fluent in the negotiation and drafting of commercial leases, as well as in litigating employee claims on behalf of employers, drafting employment handbooks and policies, and advising in-house HR departments on various employment-related issues.

Rita is valued for her ability to litigate high-profile, complex, and often difficult-to-win cases before state and federal courts. Analytical, pragmatic, and resolute in her steadfast determination to succeed, Rita is an agile communicator in litigious and non-litigious settings. She knows how to be tough when it is needed most while also being diplomatic in matters that should be handled with a high level of discretion.

An advocate and problem-solver, Rita has appeared before federal and state courts on behalf of myriad business clients. She has negotiated favorable settlements in litigation and non-litigation matters, examined/cross-examined and defended witnesses, as well as worked with various experts. Rita takes pride in finding innovative and cost-effective solutions to the challenging and varied legal problems. She delivers practical legal counsel through every stage of the dispute resolution process. She strives to provide advice that maximizes her client's chances of a favorable outcome while minimizing the impact of a protracted dispute.

A member of the State Bar of Michigan, Rita is admitted to practice before the State of Michigan Supreme Court, the U.S. Court of Federal Claims, the Sixth Circuit Court of Appeals, and the U.S. District Courts for the Eastern and Western Districts of Michigan. Prior to joining private practice, Rita served as an attorney for the City of Saginaw, City Attorney's Office and as a litigation clerk for the New York State Attorney General's Office.

Rita M. Lauer

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Education

Syracuse University School of Law, Juris Doctor, 1994

Central Michigan University, Bachelor of Science in Biology/Political Science, 1990

Professional Memberships

State Bar of Michigan

State of Michigan Supreme Court

U.S. District Court, Eastern and Western Districts of Michigan

U.S. Court of Federal Claims

Sixth Circuit Court of Appeals

Michigan State Bar Association

Federal Bar Association

Genesee County Bar Association

Fenton Township Board of Review (2003-2008)

Honors and Awards

Federal Court Certificate of Appreciation, Pro Bono Federal Civil Rights Case (2000)




First Place Female Archer, State of Michigan (1985)

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Practices

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Representative Cases and Matters


- Negotiated and drafted corporate “divorce” of large 501(c)(3) corporate non-profit. Drafted and negotiated asset purchase agreement, employee transfer agreements, commercial lease agreements, release of liens, assignments of vendor contracts, and non-disclosure agreements.
- Acted as lead counsel in a 2+-year high-profile, derivative litigation against auction house for price fixing with another auction house that was settled out of court in favor of client’s shareholders. Managed and facilitated litigation and administrative proceedings with 20+ attorneys across the U.S.
- Secured dismissal in a non-compete claim made against secondary employer for breach of employee’s non-compete.
- Secured dismissals in breach of warranty/consumer protection claims made against RV manufacturer in several cases filed in Oakland and Genesee County.
- Negotiated commercial expansion between auto dealership and major auto manufacturer per dealer agreement. Negotiated loan agreements, security agreements, assignment of liens and amendment on dealer agreement with major auto manufacturer’s financing arm.

Nolan J. De Jong

Associate



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NOLAN DE JONG, a former professional hockey player, intuitively understands that success is a product of hard work, collaboration, preparation, agility, strategy, and relentlessly pursuing excellence. Nolan brings those same critical qualities to the practice of law, while clients reap the benefits of his personal commitment and competitive spirit.

A former Maddin Hauser summer associate, Nolan has worked with attorneys throughout the firm to build and expand his experience and skill sets, focusing his efforts on business law, including both transactional and litigation matters. He has earned an impressive reputation for his meticulous attention to detail and demonstrable drive to constantly learn and grow as a lawyer, always seeking new challenges and opportunities. The firm's corresponding prioritization of providing associates with hands-on experience and responsibility while also encouraging work-life balance are two primary reasons that Nolan chose Maddin Hauser as his professional home.

Education

Michigan State University College of Law, Juris Doctor, 2024

University of Michigan, Bachelor's Degree, 2017

Professional Memberships

State Bar of Michigan

Ronald A. Sollish

Shareholder

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Practices

Corporate and Business
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Management
Health Care

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RONALD (RON) A. SOLLISH, shareholder, serves as an executive committee member and chairman of the firm’s Corporate/Employment group. He specializes in employment, real estate, partnership, finance, corporate, and business law. A frequent speaker on legal topics, Ron has addressed such groups as the Michigan Chamber of Commerce, the Michigan Association of Certified Public Accountants, and American Society for Industrial Security.

Ron is licensed to practice law in Michigan and is a member of the American Bar Association, State Bar of Michigan, and Oakland County Bar Association.

He graduated with a Juris Doctor in 1988 from the University of Detroit School of Law where he was managing editor of the *Law Review*. He earned his B.G.S. from the University of Michigan in 1985.

Since 2013, Ron’s peers have continually selected him for inclusion in the annual edition of *Best Lawyers in America*® for his work in employment law—individuals. Ron was named to the *Michigan Lawyers Weekly* Hall of Fame in 2022, recognized as one of the state’s legal leaders for his successful career and valuable contributions to the community.

Education

University of Detroit, Detroit, Michigan, Juris Doctor, 1988
University of Michigan, Ann Arbor, Michigan, B.G.S., 1985

Professional Memberships

American Bar Association
State Bar of Michigan
Oakland County Bar Association

Recognition



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Practices

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Presentations

"Incentive Compensation: How to Structure and Avoid Legal Pitfalls in Compensating Employees from Hourly to Executive," Maddin Hauser Breakfast Bites (2023)

"Investing in Management: Providing Training and Conducting 360 Reviews," Maddin Hauser Breakfast Bites (2022)

"COVID-19: Back to Normal?! Employer Considerations for In-Person Work with Vaccinated Employees," Maddin Hauser Webinar (2021)

"Remote Work and the COVID-19 Workplace – Best Practices and Processes for Managing During and After a Pandemic," Maddin Hauser Webinar (2020)

"COVID-19: The Parent Trap – Childcare & Caregiving Considerations in the Workforce," Maddin Hauser Webinar (2020)

"COVID-19: Return to Work Preparedness & Response Plan," Maddin Hauser Webinar (2020)

"COVID-19 Webinar: Employer Plans and Responses to the Known and Unknown," Maddin Hauser Webinar (2020)

"Romance in the Workplace and Other Workplace Indiscretions," Maddin Hauser Breakfast Bites and Employment Law Symposium (2019)

"Protecting Organizational Good Will and Business Assets," Maddin Hauser Employment Law Symposium (2018)

"Analyzing Work Place Disability Issues," Maddin Hauser Breakfast Bites and Employment Law Symposium (2017-2018)

"The Most Important Documents to Protect Your Organization," Maddin Hauser Breakfast Bites and Employment Law Symposium (2016-2017)

"Buyer/Seller Beware: Employment Issues Impacting the Sale of a Business," Maddin Hauser Breakfast Bites and Employment Law Symposium (2015-2016)

"Utilizing Best Practices to Manage Your Workforce," Maddin Hauser Employment Law Symposium (2014)