



Alexander A. Baehr

Litigation, Business, Labor/Employment

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Profile Introduction

Alex is a trial lawyer and counselor. He has over 20 years of private practice and in-house experience spanning multiple industry sectors around the globe. Alex's practice focuses on complex disputes, including trade secret, non-compete, commercial real estate appraisal/valuation, employment, corporate/shareholder, insurance, construction and real estate matters. Alex also advises on commercial real estate transactions, risk management and internal/corporate investigations.

Most recently, Alex spent five years as General Counsel of Colliers International Group, Inc., where he oversaw the company's global legal operations and its growth into a multi-billion dollar, publicly traded entity. He personally managed the company's strategy in defending against high value, strategic litigation in jurisdictions including Canada, United States, England, Switzerland, P.R.C., Hong Kong, India, and Malaysia, and acted as director and secretary to its offshore captive insurer.

Prior to Colliers, Alex was senior counsel to the Saudi Arabian Oil Company (Saudi Aramco) in Dhahran, Saudi Arabia, where he oversaw complex multi-billion dollar international arbitrations involving infrastructure and construction matters. He also handled special matters including financial compliance for project financed mega-projects, governance and legal issues surrounding the company offshore captive insurer, and alternative energy pilot ventures. Prior to his in-house experience, Alex practiced law in Seattle with an AmLaw 100 firm.

Alex draws on his varied experience to find novel solutions to his customer's concerns. Having been a consumer of legal services as well as a provider, Alex provides a customer-centric approach to finding a fit-for-purpose, fit-for-risk solution. Alex seeks to find solutions that are placed



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within the customer's larger business context, and which embrace the customer's risk tolerance allowing the customer to make the necessary business decisions to continue operating successfully.

While not at work, Alex enjoys long distance road biking, snowboarding, attending his daughter's soccer tournaments, and camping and world travel with his family.



Representative Cases/Matters

General, Employment & Business Trial Matters:

- *Maring v. P.G. Alaska Crab Investment Co.*: Successfully defended private lender against borrower alleging multi-million dollar business tort and lender liability claims.
- *Lam Research Corp v. Deshmukh*: Secured 13-month preliminary injunction based on inevitable disclosure of trade secret doctrine on behalf of semiconductor wafer manufacturing company.
- *Haselton v. Quicken Loans*: Successful defense of consumer CAN-SPAM act case.
- *Grassmueck v. Barnett, et al.*



- : Obtained insurance coverage for director in securities fraud matter and negotiated resolution to claims.
- *Robertson, et al., on behalf of Goldtech Mining Corp. v. Jordan*: Obtained dismissal of 14 claims on summary judgment pursued by minority shareholder group against directors for breach of fiduciary duty and related claim.
 - *Robertson v. Goldtech Mining Corp.*: Obtained dismissal of claims for injunctive relief involving proxy battle pursued by minority shareholders of public company.
 - *UAP Holding Corp. v. Maitoza, et al.*: Successfully resolved non-competition, corporate raiding and trade secret claims alleged by industry competitor in chemical fertilizer industry.
 - *Expedia v. ReservationsSystem.com, Inc.*: Obtained injunction against competitor and former employees on basis of trade secret misappropriate and breach of non-competition agreements.
 - *Expedia Australia Pty Ltd. v. Travel Holdings, Inc., et al.*: Resolved non-compete and trade secret litigation against competitor through pursuit of multi-jurisdictional litigation in New South Wales, Australia and Seattle, Washington.
 - *STC v. TVI, Inc.*: Secured voluntary dismissal of plaintiff's \$34 million trade secret and unfair competition claims involving products in decontamination industry following conclusion of plaintiff's case-in-chief at arbitration.
 - *Consub Delaware LLC v. Schanin Engenharia Ltd.*: Secured \$4.7 million pre judgment maritime Rule E writ and order of attachment to secure successful arbitration verdict obtained in Brazil.
 - *C.H. Robinson Worldwide, Inc. v. Thorp*: Obtained injunction against former employee for violation of non-compete and theft of trade secrets.
 - *In re Jean F. Gardner Amended Blind Trust*: Defended fiduciary trustee in trust and estate lawsuit pursued by beneficiary.
 - *Turbak, et al. v. Hebert, et al.*: Recovered over \$3 million in breach of fiduciary duty and partnership dispute matter involving development of commercial property.
 - *Schroeder U.S.A. Corp.*: Defended developer of commercial property in Bellevue, Washington against fraud and related claims brought by tenant and varied claims brought by lender.
 - *Raja v. Cardinal Health 110, Inc.*: Successfully resolved race and national origin discrimination claims pursued against subsidiary of Fortune 100 company.
 - *Craine v. Grinnell Corp; Tyco International, Ltd.*: Successfully resolved gender and age discrimination claims by terminated employee.

Corporate and Real Estate Experience:

- Over approximate 18-month period, achieved savings of over \$750,000 in North American litigation legal spend budget by way of creation of Early Case Assessment strategy, reduction of outside legal counsel spend through regional RFP, and flat fee engagement model.
- Evaluated and assisted in negotiation of commercial lease agreements throughout the United States and London, England.
- Management of litigation in Thailand, Singapore, P.R.C., Hong Kong, Malaysia, Australia, United Kingdom,



United States, England, and Canada involving lease, intellectual property, valuation, employment, and corporate and project management disputes.

- Developed non-standard contract review protocol for all North and Latin American engagements; standardized main counterparty agreements for EMEA region.
- Managed development of F.C.P.A. and UK Bribery Act policy and internal training program.
- Managed and developed strategy for organization of offshore captive insurer to insure Company errors and omissions risk with approximately \$3 million in net income over two-year period.
- Managed provision of employment law advice in United States and direct negotiation of executive level employment agreements.
- Managed employment-related and F.C.P.A. internal investigations.
- Managed and conducted M&A and related due diligence on over 25 transactions across the United States, France, United Kingdom, Germany, and Brazil.

Infrastructure & Energy Experience:

- Resolved over \$800 million in integrated disputes involving construction of \$12 billion petrochemical facility via I.C.C. arbitration in London, England.
- Managed drafting of RFP, pro forma direct and EPC contracts and related negotiations over development of 1000 MW gas-fired cogeneration power plants.
- Managed contractual compliance matters involving four project financed BOOT cogeneration power plants.
- Negotiated PPA, installation and joint venture agreements for Company's solar energy pilot projects team.
- Negotiated multi-year framework level procurement agreement for turbines and pumps with multinational corporations located in Italy, Japan and Germany.
- Managed financial compliance for \$6 billion project financed (traditional and Sharia) lending facilities for construction of petrochemical plant.
- Resolved \$750 million delay/change order dispute with prime EPC LSTK contractor on construction of \$4 billion graduate-level science and engineering institution.

Publications & Speaking Engagements

- Corporate Legal Operations Consortium May 2016 Institute, "Linking Legal Spend to Value: How Legal Operations Can Build the Bridge" (Speaker, May 2016)
- World Economic Forum – Partnering Against Corruption Initiative, "Collective Action" (Speaker, 2014)
- Washington State Council-SHRM, "Protecting Your Company's Most Valuable Assets: Employee Mobility & Trade Secrets" (Speaker, 2007)
- Federal Bar Association-Western District of Washington, "The New Federal Rules on Electronically Stored Information" (Panel Moderator, 2006)
- Washington Society of CPAs, "Minority Shareholder Disputes" (Speaker, 2006)
- Holland & Knight Institute, "Intellectual Property and Antitrust, Patent Settlements as a Basis for Antitrust



Litigation" (Speaker, 2005)

- *Reciprocal Discipline and Changes to the Local Federal Rules*, Volume 62, No. 9, Washington State Bar News (2008 (with Felice Congalton and Joanna Plitcha))
- *Gerlinger v. Amazon.com, Applying Brick and Mortar Antitrust Principles to Internet Business Models*, ICARUS (Winter 2004, American Bar Association)
- American Bar Association *Antitrust Evidence Handbook* (Contributing Editor, 2nd Ed., 2002)

Memberships

- Co-Chair, Ethics & Practice Committee, Federal Bar Association-Western District of Washington (2006-2008)
- Technical Support Group Member, Washington State Minority & Justice Commission (2007-2008)
- Chair, Judiciary & Courts Committee, King County Bar Association (2007)
- Board Member, King County Bar Foundation – Future of Law Institute (2006-2007)

Honors

- *Puget Sound Business Journal*, Corporate Counsel of the Year (2016) (public company general counsel category)
- *Seattle Business Magazine*, Executive Excellence Award (2014) (only lawyer/general counsel to receive award)
- *National Law Journal*, Seattle In-House Legal Department of the Year – Outside Counsel Management (2014)
- Listed as a Washington Super Lawyer & Rising Star (multiple years)
- *Washington CEO Magazine*, listed as a Top Lawyer in Washington (2008)



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Education

- American University, Washington College of Law (J.D.); Dean's Fellow (antitrust research in conjunction with Professor Robert Lande); Articles Editor, American University International Law Review
- University of Washington (B.A., Political Science); Mentor, Educational Opportunity Program

Bar Admissions

- Washington State
- United States District Court, Western District of Washington
- United States District Court, Eastern District of Washington
- United States Court of Appeals for the Ninth Circuit
- United States Supreme Court