



HANNAH L. RENFRO, J.D.

Attorney

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EXPERIENCE

Hannah Renfro is an attorney with Lake Effect HR & Law, a firm devoted exclusively to representing and advising employers on all facets of HR and Employment Law. Hannah has over 15 years of experience representing clients on a wide range of matters, including employment litigation; crisis and communication management; governmental relations; compliance and risk management; strategies for hiring and retaining staff; and general employment matters. She has argued before the Wisconsin Supreme Court, the 7th Circuit Court of Appeals, and several circuit courts and administrative bodies.

Hannah served as Chief Legal Officer at the Wisconsin Economic Development Corporation for 7 years. She was instrumental in creating the organization and establishing its legal and compliance functions. Hannah oversaw the development of the organization's policies and procedures, and training the Board of Directors, officers, and employees on those policies and procedures. She also oversaw programmatic audits of the organization and represented it at legislative hearings. Hannah worked closely with her colleagues in HR on policies, staffing, training, terminations, investigations, and other employment matters. She also managed her own team of professionals in the legal and compliance departments, and assisted with the organization's strategic and operational plan development.

In addition to her in-house experience, Hannah practiced at Foley & Lardner (Madison), Godfrey & Kahn (Madison), and Rathje Woodward (Madison). While in private practice,



Hannah litigated complex commercial matters involving non-compete agreements, employment discrimination, intellectual property and contract disputes, antitrust law, and campaign finance. She also has a broad range of experience in advising clients on how to avoid litigation and negotiating matters when disputes arise.

Public service drove Hannah to a legal career, and this dedication has always played a significant role in Hannah's personal and professional life. She has been involved in pro bono work ranging from an immigration asylum matter to representing youth at detention hearings.

Professional Affiliations

- State Bar of Wisconsin

Bar & Court Admissions

- Wisconsin
- U.S. District Court, Western District of Wisconsin
- U.S. District Court, Eastern District of Wisconsin

Education

- University of Wisconsin Law School (J.D., 2004) (top 15%)
 - UW Law School Non-Resident Merit Based Scholarship, 2001 – 2004
 - *Wisconsin Women's Law Journal*
 - Children's Justice Project, Co-Founder
- University of Kentucky (B.A., 2000)

Honors & Recognition

- **2009 Dane County Bar Association, Individual Attorney Pro Bono Award**
- 2007 Lynford Lardner Award
- 2004 American Academy of Matrimonial Lawyers, Leonard Loeb Scholarship
- 2002 Equal Justice America Award



Community Involvement

Hannah is an active volunteer on matters related to children and youth, and education, especially racial equity in education. Currently, she is the President of the Velma Hamilton Middle School Parent Teacher Organization.

Personal

Hannah lives with her husband, four kids, and loyal beagle. Her husband is a criminal defense attorney. In her spare time, Hannah enjoys yoga, swimming, reading, watching basketball, doing anything outdoors in the summer sunshine, and spending time with her fabulous kids and husband.