



Eric S. Hayes

ATTORNEY, SENIOR SHAREHOLDER

"With expertise in navigating complex legal matters, I help clients understand their options and the impact on their business objective."

CONTACT ME

ehayes@brownandcarlson.com | P: (763) 253-0142 | F: (763) 591-9202

ABOUT

Eric joined Brown & Carlson, P.A. in 2006 as an Associate Attorney and became a Senior Shareholder in 2018. He focuses exclusively on workers' compensation defense in Minnesota and Wisconsin, representing a broad range of clients—from start-ups to multinational corporations—including employers, insurers, and third-party administrators.

Eric is widely recognized for his ability to navigate complex, high-stakes cases with clarity and precision. He empowers clients to make informed decisions by clearly outlining both the legal and operational impacts of each case.

While he is a tough litigator when necessary, Eric is equally known for his collaborative approach. He emphasizes open communication, mutual trust, and shared objectives, encouraging client feedback and engagement throughout the litigation process. This partnership-driven mindset fosters strong relationships with both clients and colleagues.

Beyond his legal practice, Eric co-hosts The Minnesota Work Comp Connection, a nationally recognized podcast co-developed with a claimant's attorney. Through the podcast and regular seminar presentations, he shares insights on emerging trends and key issues in workers' compensation, helping clients manage risk and adopt industry best practices.

Outside of work, Eric enjoys time with family and friends and maintains an active lifestyle through running, yoga, and weight training. A former firefighter, he retired from service in 2023 but remains deeply committed to community involvement and supporting others in meaningful ways.

CREDENTIALS

- University of Wisconsin, Madison, B.A. with Honors, 2000



300 Highway 169 S. #500
Minneapolis, MN 55426

P: 763-591-9950
F: 763-591-9202

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- William Mitchell College of Law, J.D., 2003
- Bar Admissions: Minnesota, 2003; Wisconsin, 2012
- U.S. District Court, District of Minnesota, 2004

NOTABLES

- Featured as a Rising Star of Law by Minnesota Law & Politics, 2012 – 2018
- Co-Chair MDLA Motor Vehicle Accident Committee, 2008 – 2015
- Selected to mediate cases for Minnesota Department of Human Rights
- Appointed by Minnesota Supreme Court to No-Fault Standing Committee, 2015 – 2018

ASSOCIATIONS

- Minnesota State Bar Association
- Hennepin County Bar Association
- Ramsey County Bar Association
- Minnesota Defense Lawyers Association
- Wisconsin State Bar Association

ASSISTED BY

Paralegal

Alexandra Santori

(763) 253-0157

asantori@brownandcarlson.com

Paralegal

Gabby Gregoire

(763) 252-6369

ggregoire@brownandcarlson.com

Administrative Assistant

Ann Milbrath

(763) 253-0123

amilbrath@brownandcarlson.com