



**Stephen Hickok represents national, regional and local retail, restaurant, office and industrial companies, real estate developers and landlords on their development, financing and leasing endeavors. Stephen's passion for the business of real estate is balanced with the reasoned and practical solutions he aims to deliver to clients at every turn.**

Stephen is at his best when serving as outside general counsel to business and individual clients. He focuses on fully understanding each client's objectives when advising on business and legal strategy. Thorough, considerate and dedicated to conserving his client's resources and the potential for return on investment, Stephen is appreciated for his veteran perspective in the real estate industry and the practice of law. He is also valued for his effective negotiation skills and patience and determination for making each client's vision a reality.

With several decades of practice, Stephen negotiates, documents and closes real estate transactions, including acquisitions and dispositions, financing, and leasing and development agreements. He negotiates contracts for owners and managers of retail, office and industrial properties. As needed, Stephen also appears before local and regional planning boards and other governmental agencies.

Notably, Stephen represents tenants and owners in commercial leasing for a broad array of properties, with a particular emphasis and passion for retail leasing. Stephen has resolved a variety of landlord-tenant issues relating to construction obligations, percentage rent questions, common area maintenance charges, assignments and subleases, reciprocal easement agreements, exclusive use and use clauses, subordination and non-disturbance agreements, indemnity and public access.

Stephen is committed to offering clients the skill and bandwidth to advise on extensive projects and sophisticated transactions. He has represented national, regional and local restaurant and retail companies in the negotiation of many hundreds of leases and purchase agreements for properties located within regional malls, power and strip centers, mixed

## Stephen M. Hickok

### Partner

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### EDUCATION

William Mitchell College of Law, (J.D.),  
1984

St. Olaf College, (B.A.), cum laude, 1980

### BAR ADMISSIONS

Minnesota

### LANGUAGES

English

### PRACTICES

Land Use and Zoning

Leasing

Multifamily Real Estate

Real Estate

Real Estate Development

Real Estate Finance

use properties, and freestanding and street store locations.

Prior to Barnes & Thornburg, Stephen worked as in-house counsel for Brody Associates, Inc., a developer of strip centers and office buildings. He also served for approximately seven years as associate counsel for The Musicland Group, Inc., then one of the world's largest distributors of pre-recorded music with more than 1400 stores across the country. At Musicland, Stephen was responsible for working directly with the company's real estate group and managing a staff of attorneys and legal assistants in the negotiation of hundreds of leases for stores across the United States.

## **Professional and Community Involvement**

Member, Minnesota Shopping Center Association

Member, Hennepin Bar Association

Member, Minnesota State Bar Association

## **Honors**

The Best Lawyers in America, 2024

Minnesota Monthly Magazine, Top Lawyers in Minnesota, 2023