

Christopher B. Snow

Director and Shareholder,
Co-Chair Labor & Employment Group

ClydeSnow

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PRACTICES

- Labor & Employment Law
- False Claims Act Litigation
- Intellectual Property and Trade Secrets Litigation
- Health Care Law

BAR ADMISSIONS

Utah (2000)
District of Columbia (2002)

WEB PROFILES



Mr. Snow is a director and shareholder of the firm and is Co-Chair of the Labor & Employment Group. He represents both businesses and individuals in a variety of guidance, counseling, and litigation matters. Mr. Snow represents clients in federal and state government investigations and enforcement actions related to alleged violations of employment laws and regulations. He has extensive experience defending local and national businesses in the areas of wrongful termination, reduction in workforce, Civil Rights (Title VII, Age Discrimination in Employment Act, and Americans with Disabilities Act), the Fair Labor Standards Act, the Family Medical Leave Act (FMLA), Occupational Safety and Health Administration (OSHA), and the False Claims Act (Qui Tam Whistleblower Actions). Mr. Snow provides corporate compliance trainings, preparation and updating of employee handbooks and policies, and general advice and counseling services to prevent lawsuits and employee driven litigation.

Mr. Snow has extensive experience defending and prosecuting wage and hour class actions in both state and federal courts.

In addition, Mr. Snow's experience also encompasses the enforcement of non-compete contracts, claims for trade secret misappropriations, and trademark infringement.

Education

- Juris Doctor, University of Utah College of Law (2000); Senior Staff Editor, *Utah Law Review* (1999-2000); Leary Scholar
- Bachelor of Science, Political Science, University of Utah (1996)
- Jerusalem Center for Near Eastern Studies, Brigham Young University (1995)

Government Service

- Judicial Law Clerk, Judge Dee V. Benson, Chief Judge of the United States District Court, District of Utah (2000-2002)

Awards and Honors

- *Utah Business Magazine*, Utah Legal Elite, Labor & Employment Law (2009-2019)
- *Mountain States Super Lawyers*® Rising Star, Employment Litigation: Defense, Business Litigation, Real Estate (2012)
- *Mountain States Super Lawyers*® Rising Star, Employment Litigation (2008-2011)
- *Utah Business Magazine* Legal Elite, Business Litigation (2005)

Professional Affiliations

- American Bar Association, Labor and Employment Law Section (2002-present)
- Utah State Bar, Labor and Employment Section (2002-present)
- Executive Committee, Utah State Bar, Young Lawyers Division (2006-2008)

Speaking Engagements

- “*Sold! Sales Industry Employment Law 101 - Restrictive Covenants and the SRCPA*,” Utah State Bar Fall Forum (November 2019)
- “*New Tools for a New Era: Sexual Harassment and the #MeToo Movement*,” University of Utah S.J. Quinney College of Law (September 2018)
- “*Advanced Employment Law*,” National Business Institute (June 2016)
- “*Human Resource Law: What You Need to Know Now*,” National Business Institute (May 2014)
- “*Buying and Selling a Business in Uncertain Times, Employment Law Issues*,” Sterling Education Services, Inc. (March 2014)
- “*Human Resource Law From Start to Finish*,” National Business Institute (March 2014)
- “*Advanced Employment Law*,” National Business Institute (June 2013)
- “*Employment Laws Made Simple*,” National Business Institute (June 2012)
- “*Employment Law Beyond the Basic*,” Sterling Education Services, Inc. (June 2012)
- “*Entrepreneur’s Track*,” Westminster University (May 2012)
- “*Avoiding Employment Law Pitfalls When Buying or Selling a Business*,” Sterling Education Services, Inc. (August 2009)

Publications

- “*#METOO: How to Create a Safe, Harassment-Free Workplace*,” Utah Business Magazine (December 2017)
- “*Rookie Mistakes, Five Employment Law Pitfalls for Startups*,” Utah Business Magazine, 2015 Legal Resource Guide
- “*To Snoop or Not to Snoop? Legal Considerations Under Utah’s Internet Employment Privacy Act*,” Utah Bar Journal (May/June 2014)
- “*Minimizing Your Company’s eLiability*,” The Enterprise: Utah’s Business Journal (April 2012)
- “*Religious Rites, Rights, and Wrongs in the Workplace*,” The Enterprise Business Journal (July 2011)

- “Recent Changes to Federal Employment Laws Will Affect Utah Companies: Examining the ADA Amendments and New FMLA Regulations,” Utah Bar Journal (March/April 2009)
- “Lilly Ledbetter Fair Pay Restoration Act,” Clyde Snow, Business as Usual (January 2009)
- “ADA Amendments Act of 2008,” Clyde Snow, Business as Usual (February 2009)
- “Harnicher v. University of Utah Medical Center: Fertility Treatment and the Standard Care,” 2 J. L. & Fam. Stud. 63 (2000)
- “Defining the Family: The Family in Transition,” 1 J. L. & Fam. Stud. 287 (1999)

Representative Cases

- *Teeter v. Loffhouse Foods*, 2009 WL 485159 (Feb. 25, 2009) (J. Sam) (dismissing ADA claim for failure to plead sufficient facts to state a *prima facie* case and ERISA retaliation claim on limitations grounds)
- *Bailey v. Precision H2O, Inc.*, 2009 WL 249476 (Feb. 2, 2009) (J. Campbell) (employer prevailed on motion for summary judgment; court dismissed employee’s ADA and retaliation claims holding EEOC’s failure to send notice of right to sue to plaintiff’s attorney did not justify tolling the 90-day statutory filing period)
- *United States of America ex rel. Roger Lemmon v. Envirocare of Utah*, 2008 U.S. Dist. Lexis 29619 (D. Utah Apr. 9, 2008) (J. Bruce Jenkins) (dismissing False Claims Act *qui tam* complaint on motion to dismiss for failure to plead fraud with particularity)
- *Drake v. Morinda et al.*, Oct. 12, 2008, Case No. 060500350 (plaintiff prevailed on complex real estate commission contract; on summary judgment, court ordered defendants to pay \$2.5 million dollars in past-due commissions to plaintiff)

Representative Clients

- Callpop, Inc.
- Conxx, Inc.
- Dale Barton Agency
- Eagle Gate College
- Eaze Bracing Corporation
- Edge Homes, LLC
- Elitech, Inc.
- First Western Advisors, Inc.
- Fred A. Moreton & Company
- Go Banyan, Inc.
- Provo College
- Red Rock Brewing Company, LC
- Utah Food Bank
- Vivint

Past Employment

- Associate, Jones Day, Washington, D.C. (2002-2003)
- Law Clerk, Marquis & Aurbach, Las Vegas, Nevada (1999)
- Judicial Law Clerk, Utah Attorney General’s Office (1998)