

Shaunda L. McNeill

Director and Shareholder,
Co-Chair Labor & Employment Group



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Ms. McNeill is a director and shareholder of the firm and is Co-Chair of the Labor & Employment Group. Ms. McNeill represents local, regional, and national business clients in state and federal courts and in administrative agencies such as the Equal Employment Opportunity Commission and the Utah Labor Commission. She handles claims under the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Age Discrimination in Employment Act (ADEA), Title VII of the Civil Rights Act, and the Fair Labor Standards Act (FLSA), as well as state law claims. Her employment practice includes trade secret matters, non-compete agreements, and non-solicit agreements.

Ms. McNeill advises employers on compliance with federal and state laws and best practices on subjects including:

PRACTICES

- Labor & Employment Law
- Business Litigation
- Commercial and Contract Litigation
- Appellate Practice
- Intellectual Property and Trade Secrets Litigation

- Employee discipline
- Employee leave
- Wage and hour compliance
- Internal investigations, including sexual harassment
- Disability accommodations
- Reductions in labor force
- Drafting and revising employee handbooks and policies
- Non-compete, non-solicit, and confidentiality agreements

BAR ADMISSIONS

California (2020)
Utah (2013)
North Carolina, inactive (2012)

In addition to her employment practice, Ms. McNeill represents clients in business disputes and appeals. In her appellate practice, Ms. McNeill draws on experience from her judicial clerkship with Justice Christine M. Durham of the Utah Supreme Court.

WEB PROFILES



Education

- Juris Doctor, *magna cum laude*, Duke University School of Law (2012)
 - Order of the Coif
 - Recipient of Dean's Award in Federal Income Tax
 - Recipient of Faculty Award in Family Law
 - Journal of Law and Contemporary Problems, Special Projects Editor
 - Children's Law Clinic
 - AIDS Law Clinic

Education (continued)

- Bachelor of Arts, History and International Studies, *summa cum laude*, Southern Adventist University (2008)
 - Interdisciplinary honors track
 - Senior thesis on Reconstruction-era woman suffrage movement
- Spanish Language Study Abroad, Universidad Adventista del Plata (2006)
 - Certificate of Advanced Skills in Written and Spoken Spanish, Universidad de Buenos Aires

Government Service

- Judicial Law Clerk, Utah Supreme Court, Justice Christine M. Durham (2012-2013)

Awards and Honors

- Utah Legal Elite, Labor & Employment, *Utah Business Magazine* (2020-2022)
- Best Lawyers in America, Ones to Watch, Appellate Practice (2022)
- *Mountain States Super Lawyers*®, Rising Star, Business Litigation (2016-2021)
- American Bar Association Award of Achievement (2015)
 - 1st Place in Category of Service to the Public
 - Awarded for Cinderella Prom Boutique

Speaking Engagements

- "In Sheep's Clothing: Handling Employee Embezzlement," Utah Law & Justice Center (September 2019 - Salt Lake City, Utah)
- "Business Contracts in 10 Simple Steps," National Business Institute (June 2019 - Salt Lake City, Utah)

Pro Bono and Public Service

- Lawyer of the Day Volunteer (2017-present)
- Judicial Committee on Resources for Self-Represented Parties (2015-2018)
- Access to Attorneys for All State Bar Task Force (2015-2017)
- Board Member, Young Lawyers Division, Utah State Bar (2014-2016)

Professional Affiliations

- Young Lawyers Division, Utah State Bar
- Employment Law Section, Utah State Bar
- Women Lawyers of Utah

Languages

- Spanish