

# Christopher B. Snow

Director and Shareholder,  
Co-Chair Labor & Employment Group

ClydeSnow

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## PRACTICES

- Labor & Employment Law
- Employment Litigation
- Business Litigation
- Mediation

## BAR ADMISSIONS

Utah (2000)  
District of Columbia (2002)  
California (2020)

## 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

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- Utah Legal Elite, Labor & Employment Law, *Utah Business Magazine* (2009-2022)
- Invited to join America's Top 100 Attorneys<sup>®</sup>
- Invited to join America's Top 100 High Stakes Litigators<sup>®</sup>
- *Mountain States Super Lawyers*<sup>®</sup> Rising Star, Employment Litigation: Defense, Business Litigation, Real Estate (2012)
- *Mountain States Super Lawyers*<sup>®</sup> Rising Star, Employment Litigation (2008-2011)
- Utah Legal Elite, Business Litigation, *Utah Business Magazine* (2005)

## Professional Affiliations

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- 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

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- "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

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- "[COVID-19 and the Americans with Disabilities Act](#)," (August 2021)
- "[Staging a Comeback: Rules for Re-Engaging Your Workforce in the Age of COVID-19](#)," (April 2020)
- "#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

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Mr. Snow has successfully defended many of Utah's well-known companies in individual and class related employment claims. These cases have included non-compete disputes, trade secret misappropriation claims, sexual harassment allegations, discrimination claims, wrongful termination, FLSA, and a variety of other disputes. In addition, Mr. Snows' clients have enjoyed significant successes prosecuting claims. Mr. Snows' victories include, among others, a \$2.5 million summary judgment in favor of a Real Estate Brokerage wrongfully deprived of commissions for breach of contract, breach of the implied covenant of good faith and fair dealing, and unjust enrichment; a \$1.9 million class action award against a publicly traded company for violations of the FLSA involving over 150 employees; a \$900,000 settlement in a discrimination claim on behalf of a medical provider; a \$650,000 class action award on behalf of truck drivers; a \$550,000 settlement award against a Telecommunications company for violating the FLSA, along with numerous other significant recoveries. Mr. Snow also has commenced a mediation practice, in addition to maintaining his regular law practice, offering his services as a mediator in a variety of business and litigation disputes.

## Representative Clients

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- 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

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- 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)