



VANCE O. KNAPP

PARTNER

Denver, CO

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Vance Knapp is a partner with more than 20 years of experience in management-side labor and employment law. Vance has extensive experience representing employers in federal and state court litigation and administrative proceedings throughout the U.S. He advises employers on ADA matters and accommodating employees with disabilities, recruiting, hiring, drug testing, workplace violence issues and terminations. Vance also has significant experience representing employers in FLSA collective actions, wage and hour matters and FINRA employment arbitrations. As a former prosecutor for the Denver City Attorney's Office, Vance has tried over 300 cases, 30 of which were jury trials.

Having lectured and written extensively on labor and employment matters, Vance has been interviewed by media on social media and the workplace, as well as sexual harassment allegations brought against a local philosophy professor. He has also been interviewed by Newsweek, The Denver Post, and The Denver Business Journal on the impact of medical and recreational marijuana in the workplace.

Vance represents small employers to Fortune 100 employers in various industries including commercial aviation, assisted living, commercial agriculture, construction, financial services, hospitality and restaurants, manufacturing and retail.

EDUCATION

- University of Colorado Law School (J.D., 1994)
 - Associate Editor, University of Colorado Law Review
- Colorado State University (B.A., 1991)
 - Political Science
 - Member, Order of Omega National Honor Society

PROFESSIONAL ACTIVITIES

- American Bar Association (Member, Labor and Employment Section)
- National Bar Association
- National Employment Law Council
- Arizona Bar Association
- GlobalMindED (Board Member-Elect)
- Colorado Bar Association (Member, Labor and Employment Section; Nomination

SERVICES AND INDUSTRIES

Employment and Labor
Internal Investigations and
Regulatory Compliance
Noncompete and Trade
Secrets
Data Innovation, Security and
Privacy
Consumer Products and
Services

ADMISSIONS

Colorado
Arizona
U.S. District Court, District of
Colorado
U.S. Court of Appeals, Tenth
Circuit

Committee, 2006-2012)

- Denver Bar Association (Board of Trustees, 2010-2014; Board of Governors, 2008-2010)
- Sam Cary Bar Association (Colorado Affiliate of the National Bar Association (President, 2009; Immediate Past President, 2010; Board Member, 2009-2012)
- Defense Research Institute (Labor & Employment Committee and Diversity Committee Member)
- Colorado Society for Human Resource Management (Member and Resource Provider)
- University of Colorado School of Law (Alumni Board, 2006-2014; Adjunct Faculty Member, "The Practice of Labor & Employment Law," Fall 2011)

CHARITABLE AND CIVIC INVOLVEMENT

- The Legal Center for People with Disabilities and the Elderly (Former Board Member)

ACCOLADES

- *The Best Lawyers in America*®, Litigation - Labor and Employment (2023)
- 5280 Magazine, Denver's Top Lawyers, Labor and Employment: Defense (2022)
- Leadership Council on Legal Diversity (LCLD), Fellow (2020)
- Law Week Colorado, Barrister's Best, People's Choice for Employment Law - Defense (2020)
- Colorado General Counsel Group Advisor Program (2017)
- *BTI Client Service All-Star* (2016), Labor and Employment, The BTI Consulting Group

BACKGROUND

Prior to joining Armstrong Teasdale, Vance practiced labor and employment law at two prominent Denver law firms. Before entering private practice, Vance was a prosecutor in the Denver City Attorney's Office for five years, where he gained valuable trial experience. Vance also clerked for a state trial court judge for a year, immediately after graduating from law school.

EXPERIENCE

Summary Judgment for Defendant in FLSA Worker Misclassification Case

Secured summary judgment in a Fair Labor Standards Act case, in U.S. District Court for the District of Colorado. The plaintiff asserted FLSA misclassification, retaliation and common law invasion of privacy claims. The court granted the defendant's motion for summary judgment and denied the plaintiff's cross motion for summary judgment with prejudice.

\$1 Million-Plus in Tax Liability Avoided

Secured several releases for employment and tax-related claims against a client. Inaccurate tax advice had led the company's board of directors to issue options that did not comply with Section 409A of the Internal Revenue Code. We were able to avoid tax liabilities for the client and option holders without triggering IRS action, and obtained release agreements from all option holders.

Defended Fortune 500 Retailer in Gender Discrimination Suit

Successfully defended a Fortune 500 retailer from employment gender discrimination suit filed in the U.S. District Court for the District of Colorado seeking more than \$1 million in damages. Won all contested motions in the case and garnered favorable settlement for client.

Defended Health Care Network from Employment Disability Discrimination Claim

Successfully defended network of assisted living and long-term care facilities from employment disability discrimination claim filed with the Colorado Civil Rights Division and the U.S. Equal Employment Opportunity Commission, resulting in favorable settlement for client and resolution of all claims.

Dismissal of Multi-State Unpaid Overtime Class Action Claims

Obtained dismissal of numerous state law class action claims based on lack of standing in a multi-state unpaid overtime lawsuit in the United States District Court for the District of Colorado, resulting in a substantial reduction in the potential size of the class and, accordingly, substantially reducing the company's potential exposure.