

## MANNING CURTIS BRADSHAW & BEDNAR LLC

Manning Curtis Bradshaw & Bednar LLC (“MCBB”) was formed in May of 1997. Prior to the creation of MCBB, the four name partners constituted all of the partners in the Litigation Department of the Salt Lake City Office of a large regional firm. The firm’s practice is concentrated in all areas of commercial litigation, labor and employment law and medical malpractice defense.

We represent many noteworthy businesses, such as *EnergySolutions*, Sinclair Oil Corporation, Intermountain Healthcare, SelectHealth, Arch Coal Company, Intermountain Power Agency, Franklin Covey Co., R.J. Reynolds Tobacco Company, Smith's Food & Drug Centers, Inc., R.C. Willey Home Furnishings, Stein Ericksen Lodge, AT&T Broadband and Internet Service, CHG Healthcare Services, Inc., George W. Johansen Construction, Inc., Comcast, Inc., Cinemark.

MCBB was founded by the four name partners, Brent V. Manning, LeGrand R. Curtis, Jr., Alan C. Bradshaw and Steven C. Bednar, who are graduates of Harvard, the University of Michigan, the University of Utah and Brigham Young University Law School, respectively. Kathleen W. Toth (University of Utah), Candice A. Vogel (University of Pittsburgh), Sammi V. Anderson (University of Arizona), Chad R. Derum (University of Utah), JoAnn E. Bott (Brigham Young University Law School) and David Castleberry (Brigham Young University Law School) became partners after the founding of the firm. Kathleen joined us from Littler Mendelson in Houston, Texas, Candice joined us after completing her judicial clerkship with the Honorable J. Thomas Greene, Sammi joined after completing her judicial clerkship with the Honorable Melvin J. Brunetti, Ninth Circuit Court of Appeals and Chad joined us after completing his judicial clerkship with the Honorable Chief Justice Christine M. Durham. JoAnn E. Bott joined us in 2007 from Durham Jones & Pinegar to expand the firm's insurance and medical malpractice defense practice and David Castleberry joined us from Snell & Wilmer. Most of our lawyers served as editors of their school's law reviews and a majority completed judicial clerkships on a United States Circuit Court, Utah Federal District Court, the Utah Supreme Court, or the Utah Court of Appeals.

**Sammi Anderson** is a member of the firm of Manning Curtis Bradshaw & Bednar LLC. Her practice areas are commercial litigation and employment litigation. Ms. Anderson is listed in Super Lawyers Mountain States Rising Stars in 2009 and 2010, and has been identified as one of Utah's Legal Elite in the Utah Business Journal in 2011 and for the past several years.

Ms. Anderson graduated first in her class from the University of Arizona College of Law, where she served on the Arizona Law Review Board of Directors and was awarded membership in the Order of the Coif. Prior to joining the firm, Ms. Anderson served as a law clerk to Justice Melvin J. Brunetti, Ninth Circuit Court of Appeals.

***Practice Emphasis:***

- Commercial Litigation
- Labor and Employment Litigation

***Education and Accomplishments:***

- J.D., University of Arizona, *summa cum laude* 2001
  - Order of the Coif
  - Articles Editor, Arizona Law Review
  - Deans Achievement Award
  - Ralph W. Aigler Memorial Award
  - Deconcini, McDonald, Yetwin & Lacy Academic Achievement Award
  - F. George and E. Herbert Herlihy Memorial Awards in Law
  - Jennings, Strous & Salmon First Year Student Award
- B.S., Southern Utah University, 1998

***Clerkship:***

- Law Clerk of Justice Melvin J. Brunetti, Ninth Circuit Court of Appeals

***Licensed:***

- Utah since 2003
- Arizona since 2002
- United States District Court for the District of Utah
- Tenth Circuit Court of Appeals
- Ninth Circuit Court of Appeals

***Professional Affiliations, Activities and Service:***

- Utah Lawyers Helping Lawyers, Board Member, 2010
- Utah State Bar 2010 Summer Convention, Sun Valley, ID, Chair, 2010
- Utah Supreme Court Advisory Committee on the Rules of Civil Procedure, Secretary, 2009-Current
- Executive Committee Litigation Section, Chair, 2008
- Executive Committee Litigation Section, Secretary, 2005-2008
- Young Lawyers Division, Committee Co-Chair: Public Education, 2004-2005

- Young Lawyers Division, Committee Chair: Bar Conventions, 2003-2004
- Executive Committee Litigation Section, Member, 2003 to present

MANNING  
CURTIS  
BRADSHAW &  
BEDNAR LLC

ATTORNEYS

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www.mc2b.com  
Steven C. Bednar  
sbednar@mc2b.com

**Steven C. Bednar** is one of the founding partners of Manning Curtis Bradshaw & Bednar LLC where he practices employment law, representing several major state, regional and national employers. Mr. Bednar has been recognized in the area of employment law for the past several years in "Utah's Legal Elite" in *Utah Business Magazine*, as one of America's Leading Lawyers for Business in Chambers USA's *The Client's Guide*, as one of the *The Best Lawyers in America* in the area of employment law, in *Super Lawyers* in area of employment law, and he has been recognized as "Employment Lawyer of the Year" by the Labor and Employment Section of the Utah Bar. Mr. Bednar has extensive federal, state and administrative trial experience in virtually every area of employment-related litigation and provides practical consulting and training to employers in all areas of employment-related regulation. Mr. Bednar has served as outside employment counsel to Utah's largest private employer, Intermountain Healthcare, since 1994 and provides employment-related representation in litigation and counseling to numerous other visible businesses, including, EnergySolutions, SelectHealth, Sinclair Oil Company, Grand America & Little America Hotels, Sun Valley Resort, Smith's Food & Drug Centers, Inc., Stein Eriksen Lodge, Zermatt Resort, Franklin Covey Co., R.C. Willey Home Furnishings, Inc., Loomis Fargo, Co., Basic Research, and Cookietree Bakeries.

Mr. Bednar graduated magna cum laude from the J. Reuben Clark Law School at Brigham Young University where he served on the Editorial Board of the B.Y.U. Law Review and is a member of the Order of the Coif. After graduation, he served as a judicial clerk to the Honorable Pierce Lively, United States Court of Appeals for the Sixth Circuit. He is an experienced speaker on topics such as wrongful termination, employee privacy, workplace violence, employment-related torts, employee handbooks, wage and hour law, non-competition and confidentiality agreements, employment arbitration and the ADA. Mr. Bednar has several publications on employment-related topics and has authored a 200-page employer's manual entitled *EMPLOYMENT LAW DESK REFERENCE MANUAL: SUMMARY OF FEDERAL AND STATE REGULATION* (7<sup>th</sup> ed. 2011), which includes chapters summarizing federal employment statutes, the Utah Labor Code, wrongful termination law, and employee privacy law.

***Practice Emphasis:***

- Employment law litigation and counseling
- ERISA litigation
- Commercial litigation
- Medical malpractice

***Education and Accomplishments:***

- J.D., J Reuben Clark Law School, Brigham Young University, *magna cum laude* 1990
- B.A., Brigham Young University, 1987

***—Licensed:***

- United States Supreme Court
- Tenth Circuit Court of Appeals
- Ninth Circuit Court of Appeals
- Sixth Circuit Court of Appeals

- Second Circuit Court of Appeals
- Utah
- Idaho

***Professional Affiliations, Activities and Service:***

- Salt Lake County Bar Association
- Davis County Bar Association
- Listed in *Best Lawyers in America, Mountain States Super Lawyers* and *Utah's Legal Elite* - Labor and Employment Law
- Former Faculty Member, University of Phoenix
- Best Oralist: First-Year Moot Court Competition 1988
- Lead Articles Editor for the Brigham Young University *Law Review*, 1990
- Order of the Coif, 1990
- Judicial Clerk to Hon. Pierce Lively, United States Court of Appeals for the Sixth Circuit, 1990-1991

***Seminars:***

- Logan Department of Workforce Services - Logan Utah, March 17, 2005
  - \* 10 Most Common Mistakes of Supervisors and Managers in Dealing With Employees
- Department of Workforce Services - Salt Lake City, Utah, March 9, 2005
  - \* 10 Most Common Mistakes of Supervisors and Managers in Dealing With Employees
- National Business Institute - Salt Lake City, Utah, October 20, 2004
  - \* Legal Issues in Employee Privacy
  - \* Legal Issues and Liability Standards in Sexual Harassment
  - \* Employment Law Dilemmas: What To Do When the Law Forbids Compliance
  - \* Ethical Considerations
- Lorman Services, Inc. - Salt Lake City, Utah, September 8, 2004
  - \* Sexual Harassment: Legal Issues and Liability Standards
- Sterling Education Services, Inc. - Salt Lake City, Utah, August 5, 2004
  - \* Managing Leaves, Absenteeism, and Substance Abuse Issues under Current ADA, FMLA, Workers' Compensation, and Other Laws and Regulations
- Department of Workforce Services - Salt Lake City, Utah, March 17, 2004
  - \* Cases You'll Win and Cases You'll Lose and What Makes the Difference
  - \* Sexual Harassment: Legal Issues and Liability Standards
- American Council of Engineering Companies - Salt Lake City, Utah, March 10, 2004
  - \* Cases You'll Win and Cases You'll Lose and What Makes the Difference
- The Employer's Council - Legal Breakfast Briefing, Salt Lake City, Utah, January 6, 2004
  - \* Who is "Disabled" Under the ADA
- National Business Institute - Advanced Issues in Utah Employment Law, Salt Lake City, Utah, December 8, 2003
  - \* Legal Issues In Employee Privacy
  - \* Employment law Dilemmas: What To Do When The Law Forbids Compliance
  - \* Ethical Considerations
- University of Utah School of Alcoholism Seminar - Legal Summary on Disability Discrimination, Protected Classes and Unlawful Harassment, Salt Lake City, Utah, June 18, 2003
- Society of Human Resources Managers, Salt Lake City Chapter - Annual Labor & Employment Law

Conference, Salt Lake City, Utah May 13, 2003.

- \* Employment Law Dilemmas: What to do When the Law Forbids Compliance

—National Business Institute - Fundamental Issues In Human Resource Law, Salt Lake City, Utah, December 10, 2002

- \* Current Employment Laws You Need to Know About
- \* Protecting Against Wrongful Termination
- \* Employee Handbooks & The Law

—The Salt Lake Employer Committee Seminar - Employer Documentation - Employer Record Keeping Requirements, Salt Lake City, Utah, August 21, 2002

- \* Specific Statutory Requirements
- \* Documentation in Litigation: Reviews, Discipline and Decisions
- \* Record Keeping Requirements: What to Keep and How Long

—University of Utah School of Alcoholism Seminar - Fitness for Duty: Navigating the Legal Maze, Salt Lake City, Utah, June 19, 2002

—National Business Institute - Fundamental Issues In Human Resource Law, Salt Lake City, Utah, November 28, 2001

- \* Current Employment Laws You Need to Know About
- \* Protecting Against Wrongful Termination
- \* Guide to Employee Handbooks and Manuals

—University of Utah School of Alcoholism Seminar - Employee Litigation: Factors Affecting Outcome/Fitness for Duty Evaluations, Salt Lake City, Utah, June 19, 2001

—Lorman Education Services - Family and Medical Leave Act in Utah (May 30, 2001)

- \* Does the FMLA Apply and Basics You Need to Know if it Does
- \* Proper Procedures During an Employee's Leave
- \* Post-Leave Requirements and Penalties for Non-Compliance

—Manning Curtis Bradshaw & Bednar LLC - Employment Law Seminar, Salt Lake City, Utah, February 21, 2001

- \* Department of Labor Audits
- \* Employment Litigation Overview and Trends
- \* Performance Evaluations and Discipline

—National Business Institute - Fundamental Issues In Human Resource Law, Salt Lake City, Utah, November 29, 2000

- \* Current Employment Laws You Need to Know About
- \* Protecting Against Wrongful Termination
- \* Guide to Employee Handbooks and Manuals

—Intermountain Health Care Employment Litigation Seminar - Cases You'll Win and Cases You'll Lose and What Makes the Difference, Salt Lake City, Utah, October 13, 2000

—University of Utah School of Alcoholism Seminar - ADA Fitness for Duty Evaluations: Who, When, How?, Salt Lake City, Utah, June 22, 2000

—Utah Chamber of Commerce Labor Task Force - USDOL Enforcement and Appeals Procedures, Salt Lake City, Utah, June 8, 2000

—Lorman Education Services - Family and Medical Leave Act in Utah (February 10, 2000)

- \* Does the FMLA Apply and Basics You Need to Know if it Does
- \* Post-Leave Requirements and Penalties for Non-Compliance

—National Business Institute - Basic Wage and Hour Law in Utah, Salt Lake City, Utah, February 8, 2000

- \* Overview of State and Federal Wage and Hour Laws
- \* Work Time or Hours Worked

- \* Exempt vs. Non-Exempt Employees
  - \* Ethical Considerations
- Council On Education Management - Managing Invisible Disabilities Under the ADA, Salt Lake City, Utah, November 29, 1999
- National Business Institute - Counseling the Small Business Client in Utah (September 30, 1999)
- \* Overview of Current Labor Issues and What You Must Know to Comply
  - \* Ethical Considerations
- IHC WorkMed Seminar - Evaluating Work Capacity and Risk Under the ADA - (Avoiding Pitfalls and Liability), Salt Lake City, Utah, August 10, 1999
- Utah Bar CLE - Expert Witnesses in Employment Cases, Salt Lake City, Utah, May 25, 1999
- Council on Education in Management - Personnel Law Update (May 5, 1999)
- \* EEOC Retaliation Guidelines
- 1999 IHC Health Services to Business Annual Conference - HIV Testing: Legal and Regulatory Issues, Salt Lake City, Utah, April 23, 1999
- Utah Bar CLE - Exempt vs. Non-Exempt Employees, Salt Lake City, Utah, March 25, 1999
- Council on Education in Management - The Basics of Employment Law (December 14, 1999)
- \* Managing Employee Compensation, Payroll and Overtime Without Violating Expansive State and Federal Laws
  - \* Understanding the Family and Medical Leave Act
- Annual Corporate Counsel CLE - Employment At-Will Update, Salt Lake City, Utah November 5, 1998
- National Business Institute - Fundamental Issues in Utah Human Resources Law, Salt Lake City, Utah October 6, 1998
- \* Current Labor Laws You Need to Know About
  - \* Protecting Against Wrongful Termination
  - \* A Guide to Employee Handbooks and Manuals
- National Business Institute - Employee Handbooks in Utah, Salt Lake City, Utah, April 8, 1998
- \* Employee Handbooks and the Law
  - \* Why Your Company Should Have an Employee Handbook: Learning the Pros and Cons
  - \* Special Policies and Provisions
- National Business Institute - Basic Wage and Hour Law in Utah, Salt Lake City, Utah , January 6, 1998.
- \* Overview of State and Federal Wage and Hour Laws
  - \* Worktime or Hours Worked
  - \* Exempt vs. Non-Exempt Employees
  - \* Ethical Considerations
- CLE International - Double Bind Dilemmas: How to Satisfy Common Law Obligations Without Violating Statutory Restrictions, Salt Lake City, Utah, June 26, 1997.
- National Business Institute - Employment Law Update for Small Businesses, Salt Lake City, Utah, May 1997.
- Utah State University Partners in Business - Human Resources Seminar -- Diagnosing and Responding to Workplace Violence, Logan, Utah, May 1997.
- A.E. Roberts Co. - 1997 Utah Human Resources and Employee Benefits Update -- Diagnosing and Responding to Workplace Violence, Salt Lake City, Utah, March 19, 1997.

- Holme Roberts & Owen Employment Law Update - Denver, Colorado, February 25, 1997.
  - \* Double Bind Dilemmas: How to Satisfy Common Law Obligations Without Violating Statutory Restrictions
  - \* Workplace Violence: Will It Happen and Will It Be Your Fault?
  
- University of Phoenix - Human Resources Faculty Training Program, Salt Lake City, Utah, January 20, 1997.
  - \* The At-Will Presumption in Utah
  - \* Employee Privacy: How to Determine When Their Business Becomes Your Business
  
- National Business Institute - Legal Issues in Workplace Violence in Utah, Salt Lake City, Utah, November 14, 1996.
  - \* Employee Privacy
  - \* Elements of an Effective Workplace Violence Policy
  - \* Diagnosing and Responding to Workplace Violence
  
- Utah Association of Certified Public Accountants - Employer Obligations Under the Americans With Disabilities Act, Salt Lake City, Utah, October 3, 1996.
  
- Intermountain Association of Health Care Recruiters - Negligent Employment Torts -- How to Avoid Liability for Employee Violence & Misconduct, Salt Lake City, Utah August 8, 1996.
  
- National Business Institute - Employment Law Update for Small Businesses, Salt Lake City, Utah, May 30, 1996.
  
- Society of Human Resources Managers, Salt Lake City Chapter - Sixth Annual Labor & Employment Law Conference, Salt Lake City, Utah May 14, 1996.
  - \* Double Bind Dilemmas: What to do When Statutory Restriction Conflicts With Common Law Obligations
  - \* Mandatory Employment Arbitration: Now That You Can Lock the Door to the Courthouse, Should You?
  - \* How to Communicate With an Angry Employee (Videotape Demonstrations).
  
- University of Phoenix - Human Resources Faculty Training Program, Salt Lake City, Utah, April 20, 1996.
  - \* Employee Privacy: How to Decide When Their Business Becomes Your Business
  - \* The Art of Avoiding Wrongful Termination Suits and Liability
  
- HRO 1996 Annual Labor & Employment Conference - Denver, Colorado, February 23, 1996.
  - \* Communicating Employee Discipline: Delivering the Bad News and Responding to Anger
  - \* Workplace Violence: Will it Happen and Will it be Your Fault
  
- University of Phoenix - Navigating the Quagmire of Employment Regulation, Faculty Quarterly Training Presentation, Salt Lake City, Utah, January 27, 1996
  
- National Business Institute - Defending Wrongful Termination Claims, Salt Lake City, Utah, November 17, 1995.
  - \* The Employment At-Will Rule: Maintaining the Presumption
  - \* Employment-Related Torts: Evidentiary Standards & Burdens
  
- HRO 1995 Employment Law Conference - Employers Fight Back: Reducing the Risk and Cost of Employee Claims and Litigation, Salt Lake City, Utah, October 13, 1995.
  - \* Locking the Door to the Courthouse: Mandatory Arbitration of Employment Disputes
  - \* Communicating Employee Discipline Without Breeding Contempt --Minimizing the Risk of Litigation in Terminations
  - \* Strategies for Avoiding Wrongful Termination Claims
  
- Society of Human Resource Managers Crossroads Conference - Defusing Workplace Violence, Salt Lake City,

Utah, September 15, 1995.

- National Business Institute - Labor and Employment Law Seminar, Salt Lake City, Utah, August 8, 1995.
  - \* How to Avoid Wrongful Termination Liability
  - \* What You Need to Know About Employee Manuals & Handbooks
- HRO 1994 Employment & Labor Law Seminar - Troubleshooting: Avoiding Workplace Violence and the Most Common Traps of Employer Liability, Salt Lake City, Utah, October 7, 1994.
  - \* The Changing Complexion of Wrongful Termination Law
  - \* Diagnosing Danger in the Workplace
- HRO 1995 Annual Labor & Employment Conference - Avoiding Workplace Violence, Denver, Colorado, February 9, 1994.

### ***Publications:***

#### **Books and Manuals**

- S.C. Bednar, EMPLOYMENT LAW DESK REFERENCE MANUAL: SUMMARY OF FEDERAL AND STATE REGULATION (6<sup>th</sup> ed. 2007) (200-page manual with chapters summarizing Federal Employment Statutes, the Utah Labor Code, Wrongful Termination law, and Employee Privacy law).
- R.L. Bednar, S.C. Bednar, M. Lambert & D. Waite, PSYCHOTHERAPY WITH HIGH-RISK CLIENTS: LEGAL AND PROFESSIONAL STANDARDS, (Brooks/Cole Pub. Co., 1991).

#### **Law Review & Law Journal Publications**

- S.C. Bednar, Employment Law Dilemmas: What To Do When the Law Forbids Compliance, B.Y.U. J. Pub.L. (January 1998).
- S.C. Bednar, The Psychotherapist's Calamity: Tarasoff in Adolescence, 1989 B.Y.U. L. Rev. 261.

#### **Chapters/Articles for Seminars (Including Updates and Revisions)**

- S.C. Bednar, Legal Issues in Employee Privacy, National Business Institute (2004)
- S.C. Bednar, Legal Issues and Liability Standards, National Business Institute (2004)
- S.C. Bednar, Employment Law Dilemmas: What to do When the Law Forbids Compliance, National Business Institute (2004)
- S.C. Bednar, Ethical Considerations, National Business Institute (2004)
- S.C. Bednar, Sexual Harassment: Legal Issues and Liability Standards, Lorman Services, Inc. (2004)
- S.C. Bednar, Managing Leaves, Absenteeism, and Substance Abuse Issues Under Current ADA, FMLA, Workers' Compensation, and Other Law and Regulations, Sterling Education Services (2004).
- S.C. Bednar, Legal Issues in Employee Privacy, National Business Institute (2003).
- S.C. Bednar, Employment Law Dilemmas: What To Do When The Law Forbids Compliance, National Business Institute (2003)
- S.C. Bednar, Ethical Considerations, National Business Institute (2003).

- S.C. Bednar, Employment Law Dilemmas: What To Do When The Law Forbids Compliance, Society of Human Resources Managers (2003).
- S.C. Bednar, Current Employment Laws You Need to Know About, National Business Institute (2002).
- S.C. Bednar, Protecting Against Wrongful Termination, National Business Institute (2002).
- S.C. Bednar, Employee Handbooks and the Laws, National Business Institute (2002).
- S.C. Bednar, Employer Documentation - Employee Record Keeping The Salt Lake Employer Committee Seminar (2002).
- S.C. Bednar, Fitness for Duty: Navigating the Legal Maze, University of Utah School of Alcoholism (2002).
- S.C. Bednar, Current Employment Laws You Need to Know About, National Business Institute (2001).
- S.C. Bednar, Protecting Against Wrongful Termination, National Business Institute (2001).
- S.C. Bednar, Guide to Employee Handbooks and Manuals, National Business Institute (2001).
- S.C. Bednar, Current Employment Laws You Need to Know About, National Business Institute (2000).
- S.C. Bednar, Protecting Against Wrongful Termination, National Business Institute (2000).
- S.C. Bednar, Guide to Employee Handbooks and Manuals, National Business Institute (2000).
- S.C. Bednar, Exempt vs. Non-Exempt Employees, National Business Institute (2000).
- S.C. Bednar, Work Time or Hours Worked, National Business Institute (2000).
- S.C. Bednar, Overview of State and Federal Wage and Hour Laws, National Business Institute (2000).
- S.C. Bednar, Managing Invisible Disabilities Under the ADA, Council on Education Management (1999).
- S.C. Bednar, Avoiding Common Exempt/Non-Exempt Classification Mistakes That Will Leave You Exposed to Back Pay and Overtime Liability Council on Education Management (1999).
- S. C. Bednar, Recruiting and Retaining Skilled Employees, Council on Education in Management (1998).
- S.C. Bednar, A Guide to Employee Handbooks and Manuals, National Business Institute (1998).
- S.C. Bednar, Protecting Against Wrongful Termination, National Business Institute (1998).
- S.C. Bednar, Current Labor Laws You Need to Know About, National Business Institute (1998).
- S.C. Bednar, Special Policies and Provisions, National Business Institute (1998).
- S.C. Bednar, Why Your Company Should Have an Employee Handbook: Learning the Pros and Cons, National Business Institute (1998).
- S.C. Bednar, Employee Handbooks and the Law, National Business Institute (1998).
- S.C. Bednar, Ethical Considerations, National Business Institute (1998).
- S.C. Bednar, Exempt vs. Non-Exempt Employees, National Business Institute (1998).
- S.C. Bednar, Worktime or Hours Worked, National Business Institute (1998).
- S.C. Bednar, Overview of State and Federal Wage and Hour Laws, National Business Institute (1998).

- S.C. Bednar, Diagnosing and Responding to Workplace Violence, A.E. Roberts Co. (1997).
- S.C. Bednar, Double Bind Dilemmas, CLE International (1997).
- S.C. Bednar, Double Bind Dilemmas, Holme Roberts & Owen Employment Law Seminar (1997).
- S.C. Bednar, Violence in the Workplace, Holme Roberts & Owen Employment Law Seminar (1997).
- S.C. Bednar and C. Anderson, FLSA: Worktime and Hours Worked, National Business Institute (1997).
- S.C. Bednar and C. Anderson, FLSA: Exempt vs. Non-Exempt Employees, National Business Institute (1997).
- S.C. Bednar & Cody Field, Elements of an Effective Workplace Violence Policy, National Business Institute (1996).
- S.C. Bednar, Diagnosing & Responding to Workplace Violence, National Business Institute (1996).
- S.C. Bednar, Employee Privacy, National Business Institute (1996).
- S.C. Bednar, Employment Law Update: Overview of Current Labor Issues and What You Must Know to Comply, National Business Institute (1996).
- S.C. Bednar, The Employment At-Will Doctrine, National Business Institute (1995).
- S.C. Bednar, Employment-Related Torts, National Business Institute (1995).
- S.C. Bednar, Preventing Lawsuits for Wrongful Termination, National Business Institute (1995).
- S.C. Bednar & N. White, What You Need to Know About Employee Manuals and Handbooks, National Business Institute (1995).
- D. Rudd & S.C. Bednar, Americans With Disabilities Act: Employment Practices Impact, Horizons (Mountain West Venture Group, December 1992).

**JoAnn E. Bott** graduated from the University of Utah College of Nursing in 1974. Thereafter, she received a master's degree in Parent/Child or pediatric nursing in 1978. She worked as a Pediatric Clinical specialist and Clinical Director of Nursing from 1978-1985. She also has experience in women's health, labor and delivery, NICU, ICU, medical/surgical and emergency room nursing. JoAnn graduated from the J. Reuben Clark Law School, Brigham Young University in 1988. She began working at Richards, Brandt, Miller & Nelson in 1986 and became a partner in 1994. In 1997, she started the law firm of Burbidge, Carnahan, Ostler & White. In 2002 she helped establish the medical malpractice section at Durham Jones & Pinegar. JoAnn has been a member of MCBB since March 2007. As part of her legal career she has been associated with various Bar organizations including Utah State Bar, Salt Lake City Bar Association and Weber County Bar Association. She was a member of the Health Care Law Committee of the Utah State Bar, American Inns of Court and President of the Intermountain Chapter of the American Nurse Attorneys' Association. JoAnn is experienced in Alternative Dispute Resolution and has been an AAA arbitrator.

***Practice Emphasis:***

- Medical Malpractice
- Health Care Law
- Insurance Defense
- Personal Injury
- General Litigation

***Education and Accomplishments:***

- J.D., J. Reuben Clark Law School at Brigham Young University, 1988
- M.S. Nursing, University of Utah College of Nursing, 1978
- B.S. Nursing, University of Utah College of Nursing, 1974

***Licensed:***

- Utah since 1988
- Registered Nurse, Utah since 1974

***Professional Affiliations, Activities and Service:***

- Utah Society of Healthcare Risk Management
- Health Care Law Committee, Utah State Bar
- President, Intermountain Chapter of the American Nurse Attorneys' Association
- AAA Arbitrator since 1993
- American Inns of Court
- Utah Bar Association
- Salt Lake Bar Association
- Weber County Bar Association
- Defense Research Institute
- American Association of Nurse Attorneys, Inc (Past President, Intermountain Chapter)



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Alan C. Bradshaw  
abradshaw@mc2b.com

**Alan C. Bradshaw** is a partner with the firm of Manning Curtis Bradshaw & Bednar LLC. His practice emphasis is general litigation, including insurance coverage disputes. Mr. Bradshaw has experience in a wide variety of insurance disputes involving first and third party insurance.

Mr. Bradshaw served as a judicial clerk to the Honorable J. Thomas Greene, United States District Court for the District of Utah. He is the author of *Antitrust Policy and Olympic Athletes: The United States Ski Team Goes for the Gold*, Utah Law Review.

***Practice Emphasis:***

- Insurance coverage
- General litigation

***Education and Accomplishments:***

- J.D., University of Utah School of Law, 1986
- B.S., University of Utah, 1983

***Licensed:***

- Utah since 1986
- U.S. District Court, District of Utah since 1986
- Tenth Circuit Court of Appeals

***Professional Affiliations, Activities and Awards:***

- AV Rated Martindale-Hubbell
- 2011 Utah Business Magazine "Utah Legal Elite" in specialty of Insurance Law
- August 2009 Corporate Counsel Magazine "Best Lawyers" in specialties of Insurance Law and Commercial Litigation
- 2009 Mountain States "Super Lawyers" in specialty of Insurance Coverage
- 2009 Utah Business Magazine "Utah Legal Elite" in specialty of Insurance Law
- Umpire for Insurance Appraisal Proceedings
- Utah Law Review*, member, 1984-1985
- Utah Bar Association

***Seminars:***

- Utah State Bar Convention - Sun Valley, Idaho 2010
  - \* Insurance Coverage Issues
  
- National Business Institute - Salt Lake City, Utah 2010
  - \* Insurance Law 2010

- National Business Institute - Salt Lake City, Utah 2004
  - \* Bad Faith Litigation in Utah
  
- National Business Institute - Salt Lake City, Utah 2003
  - \* Emerging Issues in Utah Insurance Coverage
  
- National Business Institute - Salt Lake City, Utah 2002
  - \* Emerging Issues in Utah Insurance Coverage Law
  
- National Business Institute - Salt Lake City, Utah 2001
  - \* Insurance Coverage Law in Utah
  
- Utah State Bar Annual Convention - Coronado, California 1995
  - \* Getting the Most Out of Comprehensive General Liability Insurance

***Representative Insurance Clients:***

- Intermountain Healthcare
- United States Sports Specialty Association
- Basic Research, LLC
- Novell
- Sinclair Oil Corporation
- Quebecor World (USA), Inc.
- Icon Health & Fitness
- Komatsu
- UV Industries, Inc. Liquidating Trust (Sharon Steel)
- Olsen & Peterson Consulting Engineers

**David Castleberry** is a member of the law firm of Manning Curtis Bradshaw & Bednar LLC where his practice is focused on business and commercial litigation and employment litigation. Mr. Castleberry has been identified as one of Utah's Legal Elite by *Utah Business* in the field of Civil Litigation.

Mr. Castleberry represents clients in complex business and commercial disputes, including real estate and construction matters, class action claims, and various matters related to receivership actions. In addition to his commercial practice, Mr. Castleberry represents clients in federal and state court and before administrative agencies on issues dealing with state and federal employment statutes. Mr. Castleberry's employment practice includes advising clients with respect to employment policies, and negotiating employment agreements with key employees. Mr. Castleberry also represents hospitals and their employees in medical malpractice actions.

***Practice Emphasis:***

- Business and Commercial Litigation
- Labor and Employment Law

***Education:***

- J.D., *cum laude*, J. Reuben Clark Law School, Brigham Young University, 2004
- B.A., Brigham Young University, 2000

***Licensed:***

- Utah since 2007
- Nevada since 2004
- U.S. District Court of Utah
- U.S. District Court of Nevada
- Ninth Circuit Court of Appeals
- Tenth Circuit Court of Appeals

***Professional Affiliations, Activities and Service:***

- Alumni Board, J. Reuben Clark Law School, 2007-present
- Editor, Utah Bar Journal, 2007-present
- Member, Executive Committee, Litigation Section of Utah State Bar, 2007-present
- Secretary, Executive Committee, Litigation Section of Utah State Bar, 2011-present

***Publications and Presentations:***

- Author, Ewing v. Department of Transportation: When the Savings Statute Provides No Safety, Utah Bar Journal, May/June 2011
- Presenter, The ADA Amendment Act of 2008: New Definitions and Challenges, National Business Institute, December 7, 2009
- Author, The Power of the Courts to Unmask the Anonymity of Those Online, Communique, June/July 2006.

- Author, *Beginning a Relationship with the Break Up in Mind: Drafting Valid Arbitration Clauses in an Employment Agreement*, Nevada Lawyer, November 2005.
- Co-Author, *Hurdling Procedural Issues in Land Use Litigation*, Communique, June/July 2005.

***Community:***

- Youth soccer coach



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LeGrand R. Curtis Jr.  
lcurtis@mc2b.com

**LeGrand R. Curtis, Jr.** is a member of the firm of Manning Curtis Bradshaw & Bednar LLC. His practice emphasizes commercial litigation and commercial transactions. He has extensive experience in federal and state courts in general commercial, employment, real estate and construction litigation, including class action litigation. He has also advised clients with respect to real estate matters, construction law, constitutional law and contract matters. He has practiced at both the trial and appellate levels in federal and state courts in various states. He has also represented clients in arbitration and mediation proceedings. He teaches Civil Trial Practice as an Adjunct Law Professor at the J. Reuben Clark Law School at Brigham Young University, and has lectured on litigation topics at various professional seminars and conferences.

***Practice Emphasis:***

—Litigation and Commercial Transactions

***Education and Accomplishments:***

—J.D., University of Michigan School of Law, *cum laude*, 1978

—B.A., Brigham Young University, *summa cum laude*, 1975

***Licensed:***

—Utah since 1978

—Tenth Circuit Court of Appeals

—Court of Federal Claims

—Supreme Court of the United States

***Professional Affiliations, Activities and Service:***

—Adjunct Law Professor, J. Reuben Clark Law School, Brigham Young U., 2008-present.

—2011 Utah Business Magazine "Utah Legal Elite" in the area of Civil Litigation

—Chair, Litigation Section, Utah State Bar Association, 2004-2005

—Member, Executive Committee, Litigation Section, Utah State Bar Association, 2002-2008

—Senior Judge, Writing and Advocacy Program, University of Michigan Law School, 1977-78

—Economics Faculty Award, Brigham Young University, 1975

—Salt Lake County, Utah Bar Association

***Language:***—Italian, fluent

**Chad R. Derum** is a member of the firm of Manning Curtis Bradshaw & Bednar LLC. His practice emphasis is commercial litigation and employment-related matters. Mr. Derum has represented clients in complex commercial disputes, trademark and brand-protection matters, major tort claims and insurance disputes, among other matters. In addition to his commercial litigation practice, Mr. Derum also represents and advises clients on compliance with state and federal employment statutes, including Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Family Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA) and the Employee Retirement Income Security Act (ERISA), among others. Mr. Derum also has an active pro bono practice principally representing non-profit organizations in trial and appellate litigation.

***Practice Emphasis:***

- Complex Commercial Litigation
- Labor and Employment Litigation and Consultation

***Education and Accomplishments:***

- J.D., S.J. Quinney College of Law at the University of Utah, 2002
- B.A., Loyola Marymount University, *cum laude*, 1995
- Articles Editor, Utah Law Review
- William H. Leary Scholar, S.J. Quinney College of Law at the University of Utah
- National Moot Court Team
- Stephen Pierre Traynor Legal Writing Prize

***Clerkship:***

- Law Clerk to Chief Justice Christine M. Durham, Utah Supreme Court

***Licensed:***

- United States Supreme Court
- Tenth Circuit Court of Appeals
- United States District Court for the District of Utah
- Utah since 2002.

***Publications:***

- Chad Derum & Karen Engle, The Rise of the Personal Animosity Presumption in Title VII and the Return to "No Cause" Employment, 81 Texas L. Rev. 1177 (2003)
- Chad R. Derum, Practicing to Practice: Scholastic Debate as Law-Related Education, Utah Bar Journal March/April 2007

***Professional Affiliations, Activities and Service:***

- Selected as one of Utah's Legal Elite in the field of Business Litigation by Utah Business Magazine
- Selected as a "Rising Star" by Mountain States Super Lawyers
- Chair, Utah State Bar Constitutional Law Section
- Executive Committee of the Young Lawyers Division of the Utah State Bar
- American Inns of Court, David K. Watkiss - Sutherland II Inn of Court, Member

***Community Activities:*** In addition to his professional affiliations, Mr. Derum is also a board member of Brolly Arts, a Utah-based non-profit organization that promotes interdisciplinary arts projects. As a member of the Executive Committee of the Utah State Bar's Young Lawyers Division, Mr. Derum organized annual sponsorship for the Young Lawyers Debate Tournament for high school students and has worked to promote tutoring programs for Utah elementary school students. Mr. Derum is also a 2:35 marathon runner and has finished the Wasatch Front 100 Mile Endurance Run, barely.



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Aaron C. Garrett  
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**Aaron C. Garrett** is an associate with Manning Curtis Bradshaw & Bednar LLC who joined in October of 2009.

***Practice Emphasis:***

- Complex Commercial Litigation
- Labor & Employment Litigation
- Nonprofit Formation & Governance

***Education and Accomplishments:***

- J.D., College of William & Mary, 2009
- Editor-in-Chief, William and Mary Law Review
- B.A. University of Southern California, *cum laude*, 2003

***Clerkship:***

- Judicial Extern, Honorable Ted Stewart, United States District Court for the District of Utah, 2008

***Pro Bono:***

- Counsel in important First Amendment trial that established the right of visual artists to sell their original artwork on public property. *Shaun L. Christensen v. Park City Municipal Corporation*, United States District Court, District of Utah, Case No. 2:06-CV-202.

***Licensed:***

- Utah since 2009
- United States District Court for the District of Utah

***Professional Affiliations, Activities and Service:***

- Utah Bar Association
- Federal Bar Association
- Salt Lake County Bar Association

***Publications:***

- NEW THEORIES OF GUILT ON APPEAL IN VIRGINIA CRIMINAL CASES, 50 Wm. & Mary L. Rev. 2119 (2009).



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**Christopher Glauser** is an associate with Manning Curtis Bradshaw & Bednar LLC. Before joining the firm Mr. Glauser attended law school and worked as a law clerk in Washington, D.C.

***Practice Emphasis:***

- Commercial Litigation
- Employment and Labor Law
- Medical Malpractice Defense

***Education and Accomplishments:***

- J.D., The George Washington University Law School, 2008
  - Internship with the Alexandria Office of the Public Defender, Alexandria Virginia
  - Internship with the Honorable Judith Bartnoff, Associate Judge, Superior Court of the District of Columbia
- B.A., University of Utah, 2005

***Licensed:***

- Utah since 2008
- United States District Court for the District of Utah

***Professional Affiliations, Activities and Service:***

- Utah Bar Association
  - Business Law Section
  - Young Lawyers Section
- Special Olympics Volunteer
- Youth Lacrosse Coach.

***Languages:***

- Spanish



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James E. Ji  
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**James E. Ji** is an associate of the firm of Manning Curtis Bradshaw & Bednar LLC. His practice areas are commercial litigation and employment litigation. Prior to joining the firm, Jim was an associate in the general litigation department of Skadden Arps Slate Meagher & Flom LLP.

***Practice Emphasis:***

- Commercial Litigation
- Employment Law Litigation

***Education and Accomplishments:***

- J.D., The University of Chicago Law School, 2006
- Articles Editor, The University of Chicago Law Review
- B.A., University of Utah, *magna cum laude*, 2002

***Licensed:***

- Utah since 2009
- New York since 2007
- United States District Court for Utah
- United States District Court for the Southern District of New York
- United States District Court for the Eastern District of New York

**Brent V. Manning** is one of the founding members of Manning Curtis Bradshaw & Bednar LLC. He is active in the community and the bar, and has served in many significant positions in both. He is included among *The Best Lawyers in America* for commercial litigation and *Mountain States Super Lawyers* and *Utah's Legal Elite*. Among his recent cases are representation of: Lorillard Tobacco Company and R. J. Reynolds Tobacco Company (defense of the Attorney General's medicaid reimbursement and smoker class action suits); Intermountain Power Agency (defense of contract claims); BMB Munai (defense of tortious interference and related claims); Basic Research and affiliates (trademark infringement claims, contract disputes and consumer class action defense); Arch Coal, Inc. (contract disputes); Loram Maintenance of Way, Inc. (contract disputes); CALPLY, Inc. (antitrust defense); Simmons Media (antitrust defense); Sinclair Oil Corporation (insurance coverage, contract and tort claims); Melaleuca, Inc. (contract claims); Trustees of the American Towers Homeowners Association (defense of derivative claims). He was class counsel in an important Social Security disability case.

***Practice Emphasis:***

— Complex Commercial Litigation

***Education and Accomplishments:***

— J.D., Harvard University School of Law, 1975  
— B.A., Idaho State University, 1972

***Licensed:***

— Colorado since 1975 (inactive 2011)  
— Utah since 1981  
— Idaho since 2004

***Professional Affiliations, Activities and Service:***

— Utah, Colorado, Idaho Bar Associations  
— Listed in *Best Lawyers' 2012 Salt Lake City Litigation - Antitrust Lawyer of the Year*  
— Listed in *Best Lawyers in America, Mountain States Super Lawyers* and *Utah's Legal Elite - Commercial Litigation*  
— Federal Bar Association 2011 Pro Bono Law Firm/Lawyer of the Year  
— Judicial Nominating Commission (Second Judicial District), 1998 - 2002  
— "AND JUSTICE FOR ALL" Campaign, 1998 - present; Chairman 2001 - 2004  
— Judge Pro Tempore, Third Judicial District, State of Utah, 1995 - 2007  
— Judge Pro Tempore, Second Judicial District, State of Utah, 2002 - 2007  
— Court Appointed Panel of Mediators and Arbitrators, U.S. District Court, District of Utah, 1993 - present  
— Master of the Bench, American Inns of Court, 1989 - present; President 1997 - 1998

- Utah State Bar Disciplinary Panel, 1991 - 1994
- Continuing Legal Education Committee, Utah State Bar, Chairman, 1990
- Courts and Judges Committee, Utah State Bar, 1993 - 2007, Chairman 1996 - 1999
- Executive Committee, Litigation Section, Utah State Bar, 1999 - 2002
- Deans Advisory Council, Idaho State University, 2002 - 2008
- Judicial Outreach Committee, 2000 - 2003

***Community Activities:***

Mr. Manning served for three years as chairman for the "AND JUSTICE FOR ALL" Campaign, a joint fund-raising effort for the major civil legal aid providers in Utah. He served on the Board of the Utah Tibet Foundation, the Board of the Bountiful/Davis Art Center and on the Dean's Advisory Board at Idaho State University. Mr. Manning is an active mountaineer who, among many other mountains has climbed the highest mountain on all seven continents. He has undertaken significant pro bono representation, including representing community groups, the Utah State Bar and indigents.

**Kathleen W. Toth** is a member of the law firm of Manning Curtis Bradshaw & Bednar with a practice and expertise in employment law and litigation. Ms. Toth advises clients regarding federal and state employment laws, and she represents several major state and national employers. Ms. Toth has been recognized by The Best Lawyers in America for Labor and Employment Law, and has been elected to Utah's Legal Elite for employment law by Utah Business Magazine. Ms. Toth has developed an expertise and has litigation experience in areas involving employment contracts, non-compete agreements and severance agreements. She has advised clients and litigated issues involving all Title VII protected classes, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Family Medical Leave Act, as well as employee privacy issues and employment-related state law tort claims.

In addition, Ms. Toth has participated in numerous mediations, successfully representing both the employee and the employer. She is committed to expanding her extensive employment counseling and litigation experience to help others resolve their disputes successfully and is a mediator at Utah ADR Services.

Ms. Toth graduated as a Leary Scholar from the University of Utah S.J. Quinney College of Law where she served as a member of the Utah Law Review. After graduation, Ms. Toth completed a federal clerkship with the Honorable Ewing Werlein in the United States District Court for the Southern District of Texas. Prior to joining the firm, Ms. Toth was an associate specializing in employment law with the Houston office of Littler Mendelson. Ms. Toth has authored several articles advising both employees and employers alike on issues ranging from hiring policies to wrongful discharge. She is also a well-known speaker and experienced trainer on employment issues, such as Title VII sexual harassment, proper interview, discipline and termination procedures, as well as drafting employee handbooks, employment contracts, non-competition and severance agreements and the FMLA, ADA and ADEA.

***Practice Emphasis:***

- Employment counseling and litigation
- Negotiation, review and drafting of severance agreements, employment contracts and non-compete agreements
- Mediator with Utah ADR Services

***Education and Accomplishments:***

- B.A., *cum laude*, University of Utah, 1991
- J.D., University of Utah College of Law, 1994
  - Utah Law Review, 1993-1994
  - William H. Leary Scholar

—Judicial Law Clerk for the Honorable Ewing J. Werlein, United States District Court for the Southern District of Texas, 1996-1997

***Licensed:***

—Texas since 1995

—United States District Court for the Southern District of Texas  
—Fifth Circuit Court of Appeals

—Utah since 1999

—United States District Court for the District of Utah  
—Tenth Circuit Court of Appeals

***Professional Affiliations, Activities and Service:***

—American Bar Association

—Section of Labor and Employment Law

—Federal Bar Association

—Utah Bar Association

—Labor and Employment Section of Utah State Bar

—Texas Bar Association

—Listed in *Best Lawyers in America* and *Utah's Legal Elite* - Labor and Employment Law

—Society of Human Resource Managers (Salt Lake City, Utah Chapter)

—Pro Bono College of the State Bar of Texas

***Seminars:***

—Avoiding Employment Litigation and Liability: Practical Solutions, February 21, 2001, Salt Lake City, Utah

—Employment Discrimination Update in Utah, August 29, 2000, Salt Lake City, Utah

—Personnel Law Update 2000: Avoiding the Most Common and Surprising Legal Pitfalls in Your Reference Checking Practices, May 1, 2000, Salt Lake City, Utah

—Progressive Discipline, Coaching & Termination Law 2000, February 22, 2000, Salt Lake City, Utah

—Family and Medical Leave Act in Utah, February 10, 2000, Salt Lake City, Utah

—EEOC Hiring Compliance, January 27, 2000, Salt Lake City, Utah

—Employee Handbooks in Utah: Drafting and Enforcing Sound Procedures and Policies, June 4, 1999, Salt Lake City, Utah

—Annual Texas Employer Seminar and Employment Law Update, September 1998, Houston, Texas

—Annual Texas Employer Seminar and Employment Law Update, September 1997, Houston, Texas

***Publications:***

—*Retaliation: Disciplining the Employee Who Holds You Hostage*, Annual Personnel Update (February 2001)

—*Employment Discrimination Update in Utah*, National Business Institute (August 2000)

—*The Five Most Common Mistakes Made by Employers and How to Avoid Them*, Personnel Law Update (June 2000)

—*Family Medical Leave Act in Utah*, Lorman Education Services (February 2000)

—*Employee Handbooks in Utah*, National Business Institute (June 1999)

—*Current Supreme Court Term Promises to Offer Long-Awaited Guidance on Sexual Harassment*, Texas Lawyer (June 22, 1998)

—*Wrongful Discharge Law in Texas*, Texas Employer (January 1998)

***Community Activities:***

—Founder and President, University of Utah Alumni Association, Houston, Texas Chapter, 1996-1998.

—Board of Directors, South Texas Adoption Resources, 1996-1999.

—Executive Board Member for the Utah Young Lawyers Division of the Utah State Bar, 1999-2000.

—Bar Examiner Committee for the Utah State Bar, 2003.

—Board of Trustees, The McGillis School, 2009-present.

**Candice Anderson Vogel** is a member of the firm of Manning Curtis Bradshaw & Bednar LLC with a practice in employment law and employment litigation. She advises clients in all areas of employment law, including employer representation in areas involving the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Family Medical Leave Act, Title VII discrimination based on sex, race, religion, pregnancy and national origin, state law wrongful termination and employment-related state law tort claims. She also counsels employers in all areas of federal and state employment regulation.

Prior to joining the firm, Ms. Vogel served as a judicial clerk to the Honorable J. Thomas Greene, United States District Court for the District of Utah.

***Practice Emphasis:***

- Employment Litigation
- Employer Counseling
- Commercial Litigation

***Education and Accomplishments:***

- J.D., University of Pittsburgh School of Law, cum laude, 1996
- B.A., Pennsylvania State University, 1993

***Clerkship:***

- Judicial Clerk to the Honorable J. Thomas Greene, United States District Court for the District of Utah 1996-1997

***Licensed:***

- Utah since 1996
- United States District Court, District of Utah
- United States Court of Appeals for the Tenth Circuit
- United States Court of Appeals for the Ninth Circuit
- United States District Court, Western District of Michigan

***Professional Affiliations, Activities and Service:***

- Utah Bar Association
  - Co-Chair, Pro Bono Committee, 2009-2010
  - President, Young Lawyers Division, 2004-2005
  - Young Lawyers Division, "and justice for all" Committee Chair, 2002-2003
  - Recipient of Young Lawyer of the Year Award, 2002
  - Young Lawyers Division, Community Service Committee Chair, 2001-2002

- Labor and Employment Section of Utah Bar
- Women Lawyers of Utah

—American Bar Association

-Section of Labor and Employment Law

—American Inns of Court, Member, 1997-present

—Utah Business Magazine *Utah's Legal Elite* - Labor and Employment Law, 2010 and 2011

***Publications:***

—C. Anderson, Family and Medical Leave Act in Utah, Lorman Education Services (2000).

—C. Anderson, Counseling the Small Business Client in Utah, National Business Institute (1999).

—S.C. Bednar and C. Anderson, FLSA: Worktime and Hours Worked, National Business Institute (1997).

—S.C. Bednar and C. Anderson, FLSA: Exempt vs. Non-Exempt Employees, National Business Institute (1997).