



## VANCE O. KNAPP

Partner

Denver

303.218.3656

303.218.3651

### Service Focus

- Corporate Compliance and Governance
- Counseling and Advice
- Emergency Planning and Response
- Employers' Rapid Response Team for DHS Raids
- Litigation and Trials
- Workplace Investigations

### Industry Focus

- Healthcare
- Non-Profit and Tax-Exempt Organizations

## OVERVIEW

With more than 25 years of experience in management-side labor and employment law, Vance O. Knapp represents a range of publicly traded companies, closed corporations and non-profit employers in federal and state court litigation and administrative proceedings throughout the U.S. As a former criminal prosecutor, he has tried over 300 cases, including 30 jury trials. Vance focuses on conducting internal investigations on behalf of publicly traded and private corporations. He has successfully conducted and advised numerous audit committees and boards of directors on highly sensitive investigations of senior corporate leaders. Since joining

Fisher & Phillips in April 2023, Vance has conducted over 16 complex internal investigations throughout the U.S. for private and public employers.

Vance's practice includes advising employers on accommodating employees with disabilities and religious accommodations, recruiting, hiring, terminations, drug testing, and workplace violence issues. Vance collaborates with clients to develop workplace investigation training and compliance programs. Vance also has experience representing employers in wage and hour class and collective actions and FINRA employment arbitrations. Vance also has extensive experience in drafting and reviewing employment agreements for healthcare professionals and senior corporate management in jurisdictions throughout the U.S.

A thought leader in the labor and employment law, Vance has lectured and written extensively on perennial and developing issues.

Prior to joining Fisher Phillips, Vance practiced labor and employment law at three prominent Denver law firms and was a prosecutor in the Denver City Attorney's Office.

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## Credentials

### Education

- University of Colorado School of Law, J.D., 1994
- Colorado State University, B.A., 1991

### Bar Admissions

- Colorado
- Arizona

### Court Admissions

- U.S. District Court for the District of Colorado
- U.S. Court of Appeals for the Tenth Circuit

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## Recognitions

- *The Best Lawyers in America*® (2023-2026)

- American Employment Law Council – Member (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
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## Affiliations

### Professional Activities

- Member, American Bar Association, Labor and Employment Section
- National Bar Association
- American Employment Law Council
- National Employment Law Council
- Arizona Bar Association
- GlobalMindED (Board Member-Elect)
- Colorado Bar Association (Member, Labor and Employment Section; Nomination Committee, 2006-2012)
- Denver Bar Association (Board of Trustees, 2010-2014; Board of Governors, 2008-2010)
- Board Member, Sam Cary Bar Association (2009-2012)
  - Immediate Past President (2010)
  - President (2009)
- Member and Resource Provider, Colorado Society for Human Resource Management
- Board Member, University of Colorado School of Law Alumni Board (2006-2014)

### Community Activities

- GlobalMindED (Board Member)
- University of Colorado Foundation (Trustee)
- The Legal Center for People with Disabilities and the Elderly (Former Board Member)

# INSIGHTS

**Event**

**May 7, 2026**

Covering All Bases: Hot Topics in Labor & Employment Law

**Insights**

**May 15, 2025**

Colorado's Landmark AI Law Still on Track for 2026, But Push to Delay Continues – What Should Employers Do?

**Insights**

**Apr 30, 2025**

Is Colorado Getting Cold Feet About AI Regulation? New Bill Would Loosen Groundbreaking Law Set to Take Effect Next Year

**News**

**Apr 7, 2025**

Denver Partner Provides Tips for Employers Using AI Interviewing Tools

**Publication**

**Apr 1, 2025**

Attorneys Discuss How to Leverage AI Tools in Workplace Investigations

**Insights**

**Mar 27, 2025**

AI Screening Systems Face Fresh Scrutiny: 6 Key Takeaways From Claims Filed Against Hiring Technology Company