

Vance O. Knapp

Counsel

Denver

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Email



Service Focus

- Corporate Compliance and Governance
- Counseling and Advice
- Litigation and Trials

Industry Focus

- Energy

Overview

With more than 20 years of experience in management-side labor and employment law, Vance O. Knapp represents a range of small to medium-size employers and Fortune 100 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 s focuses on conducting internal investigations on behalf of audit committees for 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.

Vance's practice includes advising employers on ADA matters and accommodating employees with disabilities, recruiting, hiring, drug testing, and workplace violence issues and terminations. He also has experience representing employers in FLSA collective actions, wage and hour matters 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.

He collaborates with clients to develop training and compliance programs on interviewing and hiring, performance management, disability accommodations, discrimination and harassment and workplace violence.

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.

Credentials

Education

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

Bar Admissions

- Colorado
- Arizona

Court Admissions

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

Recognitions

- *The Best Lawyers in America®*, Litigation - Labor and Employment (2023-2024)
- 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

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

04/24/24

Your Annual Checkup: Colorado Healthcare Labor & Employment Conference

Vance O. Knapp

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NEWS

04/17/23

Law360 Profiles Vance Knapp's Arrival in Denver

Vance O. Knapp

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NEWS

04/11/23

Fisher Phillips' Denver Office Welcomes Experienced Litigator, Vance O. Knapp

Vance O. Knapp

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