

FENNEMORE CRAIG

Overview of Qualifications  
Presented to:  
Nevada Affordable Housing  
Assistance Corporation

**FENNEMORE CRAIG**  
ATTORNEYS

## Overview of Fennemore Craig

Fennemore Craig is an innovative law firm leader helping clients meet the challenges of an ever-changing business environment. Fennemore Craig has nearly 200 lawyers with offices in Las Vegas, Reno, Phoenix, Tucson, Nogales and Denver. With a heritage of more than 130 years of service to clients, we pledge to treat every client relationship with integrity and respect. We strive to provide value for each matter we undertake, delivering solutions vital to the growth and prosperity of our clients. We view every client relationship as one for the long term. Our attorneys are excited to support the mission of the Nevada Affordable Housing Assistance Corporation (NAHAC) which helps Nevada homeowners struggling to pay their mortgages due to financial hardships.

During the past 10 years, an explosion in the level of regulation and scrutiny of tax-exempt organizations by the IRS, Congress, state regulators, watchdog groups, and the media requires nonprofit leaders to be more transparent and to adhere to evolving best practices and continually changing laws and regulations. The depth and collective years of experience of the lawyers in Fennemore Craig's Nonprofit and Tax-Exempt Organizations practice have represented many of the nonprofit and tax-exempt organizations that have shaped the nonprofit landscape in the Southwest.

The nonprofit and tax-exempt sector is broad and diverse, and Fennemore Craig's clients reflect this diversity. Fennemore Craig's tax-exempt and nonprofit clients include community and other grant-making foundations; hospitals and healthcare providers; trade associations; nationally and internationally federated organizations; churches and other religious institutions; arts organizations and museums; public, private and charter schools; colleges and universities; supporting organizations; social welfare organizations; organizations involved in lobbying and political activities; veterans organizations; and tribal and governmental entities.

We have a focused niche practice; however, as part of a full-service firm with offices in Las Vegas and Reno and across the Mountain West, we are able to coordinate legal services across the full spectrum of our client's legal needs. In consultation with attorneys from our corporate, mergers and acquisitions, real property, labor and employment, estate planning, intellectual property, employee benefits, tax and other practice groups, we offer a coordinated approach to providing legal services to our nonprofit and tax-exempt clients. We even act as outside general counsel for a number of our clients providing a coordinated, seamless approach to solving their legal issues.

## **Nonprofit and Tax-Exempt Organizations Practice**

Fennemore Craig has represented many of the nonprofit and tax-exempt organizations that have shaped the Southwest for decades. Now more than ever, tax-exempt organizations face a high level of regulation and scrutiny. Escalating oversight from the IRS and Congress, state regulators, watchdog groups, and the media require nonprofit leaders to run a gauntlet of changing law and regulations. At the same time, tax-exempt organizations are expected to be more transparent than ever before and to adhere to evolving best practices.

### **A Dedicated Team**

The lawyers in Fennemore Craig's Nonprofit and Tax-Exempt Organizations law practice are committed to representing nonprofit and tax-exempt clients on a daily basis, not as a side practice.

Our depth and collective years of experience representing nonprofit and tax-exempt organizations is unsurpassed in the Southwest.

### **Recognized Excellence**

Our Nonprofit and Tax-Exempt Organizations practice group includes members of Best Lawyers in America, Southwest Super Lawyers, the American College of Tax Counsel and the American College of Trust and Estate Counsel. The partners in the practice are "AV" rated attorneys by Martindale Hubbell (the highest rating available), which signifies substantial experience and recognition by one's peers for professional accomplishment.

### **General Corporate and Commercial Law**

Fennemore Craig regularly counsels clients on a broad spectrum of general corporate and commercial matters, such as negotiating and drafting agreements, the formation of business entities, board of directors responsibilities, shareholder rights, and employment issues.

### **Corporate Governance**

Fennemore Craig advises clients on a variety of corporate governance issues, including Sarbanes-Oxley compliance, corporate compliance programs, and internal investigations.

### **Contracts and Leasing**

Fennemore Craig regularly drafts, reviews and negotiates all types of contracts. We assess terms of contracts to be aware of potential areas of conflict. Our experience allows us to review your contract knowing the many potential problem areas. We are also familiar with how the courts have interpreted various contract provisions and can advise you of the meaning. Our attorneys can also advise you of clauses that are particularly important for you to have in your contracts.

### **Employment and Labor Relations**

The Labor and Employment Practice advises and represents management in virtually all aspects of the employment relationship. Fennemore Craig's employer clients range from large mining and utility companies to non-profits and service and professional firms.

Fennemore Craig has comprehensive experience in counseling clients on a broad array of employment matters. We counsel employers with regard to personnel policies and procedures, individual employment decisions, drug and alcohol testing policies, ERISA and non-ERISA benefits, and compliance with state and federal statutes and regulations. We also assist clients with drafting legally compliant employment policies and assist with training their supervisory work force on all applicable employment laws and regulations. Our clients are invited to attend periodic employment law seminars, at which we discuss recent developments in the law and emerging client concerns.

We also have broad experience in litigation alleging breach of employment contract, wrongful termination, employment discrimination and related claims. In addition, Fennemore Craig attorneys frequently represent clients before federal and state administrative agencies, including the Nevada Office of the Labor Commissioner, Equal Employment Opportunity Commission, the Department of Economic Security and the National Labor Relations Board.

## Government Procurement Claims and Government Affairs

Fennemore Craig's Government Procurement practice covers client issues that intersect with a host of government agencies and departments at all levels. Our practice includes government procurement, government contract disputes, permitting and regulation enforcement, zoning and land use, tax, and litigation. One of our attorneys served as the Director of the Nevada Department of Business and Industry.

At the federal level, we often represent clients before governmental agencies that include the Environmental Protection Agency, Interstate Commerce Commission, Securities Exchange Commission, Bureau of Indian Affairs, Food and Drug Administration, Department of the Interior, Bureau of Land Management and National Park Service.

## Business Litigation

Fennemore Craig's litigation section offers a wide range of experience in all aspects of dispute resolution and prevention. Our attorneys are proficient in alternative dispute resolution techniques, negotiated settlements, appeals, and traditional trial representation, as well as advice on the prevention of claims and avoidance of litigation. A number of our attorneys also serve as mediators, arbitrators and private judges. Fennemore Craig is available for consultation, strategy, advisement and drafting of responses to subpoenas, court orders, and requests for information from third parties.

### E-Discovery and Data Management

Fennemore Craig assists clients with the pressing demands for preservation, management, disclosure, discovery and production of electronically stored information (ESI) in connection with litigation and dispute resolution. Whether a client needs assistance developing a data management plan, responding to a litigation hold letter or discovery requests, or preparing policies on data preservation and destruction, Fennemore Craig's e-discovery attorneys can guide clients through the process. They are supported by the firm's litigation technology resources team, which includes our Information Systems staff experienced in e-discovery and data management issues associated with litigation as well as outside computer forensics and information management resources. All contribute to the firm's experience in complex litigation involving e-discovery.

# Cost Proposal

## Rate Structure

Fennemore Craig provides competitive rates for all areas of its work. Based upon the proposed team outlined below, the rates will vary between \$250 and \$565 per hour. These rates represent a 10% discount from the firm's normal rates. Once we better understand the needs of NAHAC and depending upon the skill set required and the complexity of the work, we will be in a better position to propose some alternatives to billing on an hourly basis. With organizations similar to NAHAC, we have offered blended rates for different tiers of work to reduce the hourly costs. In addition, the firm welcomes the opportunity to work on a fixed fee basis when it is possible for the client and the firm to realistically assess the amount and complexity of the work involved. We are also willing to provide, and have provided to other clients, a preferred or monthly flat fee to answer routine questions that can be handled over the phone or otherwise without extensive research or other legal work. We look forward to a discussion with the NAHAC about the scope of matters and history of need, so we are better able to work with you to agree upon a cost effective fee structure for these services.

## Billing and Costs

- No cost charge for phone calls.
- 8 cents for photocopies or actual cost, whichever is lower
- 15 cents for color copies or actual cost, whichever is lower
- No charge for incoming faxes
- 25 cents for outgoing faxes
- Delivery/Courier at cost
- Lexis/Westlaw charged at cost. We charge our cost and if we can apply our contractual discount for research inside our contract, we apply that discount accordingly

Team

## Attorney Qualifications

Chris Byrd will be the primary contact person for the Nevada Affordable Housing Assistance Corporation and will be responsible for communicating with the NAHAC to identify its legal issues, needs and requirements. Our firm has identified a number of principal attorneys who are very qualified and able to provide the scope of legal services for the NAHAC in an efficient and cost-effective manner.

<b>Legal Service/Area of Practice</b>	<b>Attorneys</b>
Litigation	Chris Byrd
Non-Profit	Laura Lo Bianco
Administrative Law	Ann Morgan
Contract Law	Chris Byrd Tyre Gray Chris Walther
Employment and Labor	Shannon Pierce

Please find starting on the next page the above attorneys bios.



## Christopher H. Byrd

(702) 692-8002

[cbyrd@fclaw.com](mailto:cbyrd@fclaw.com)

Chris represents a wide variety of businesses and their owners in commercial transactions, litigation, mediation and arbitration. His experience includes the formation of companies, business sales and acquisitions, mergers, financing transactions and security agreements, shareholder agreements, employment contracts, construction contracts for owners and general contractors, real property purchase and sale agreements, leases (retail and industrial), distribution agreements, and lien perfection.

When businesses have been unable to resolve their disputes, Chris has represented clients before a variety of state and federal courts, administrative agencies, and dispute resolution forums such as the American Arbitration Association, JAMS, and the Nevada Arbitration Association.

Chris enjoys collaborating with his clients, most of whom are business owners or entrepreneurs, and finding common sense solutions to their business challenges.

Away from work, Chris is an avid cook, traveler and golfer. He served two years as the chairman of the PGA Tour's Las Vegas Invitational which raised over \$2,000,000 for local charities.

### Education

- § J.D., Notre Dame Law School
- § A.B., magna cum laude, University of Notre Dame

### Practice Areas

- § Business and Finance
- § Business Litigation
- § Commercial Transactions
- § Construction Law
- § Real Estate

## Reported Decisions

- § Harris Associates v. Clark County School Dist., 119 Nev. 638, 81 P.3d 532 (2003)
- § Southwest Gas Corp v. Vargas, 111 Nev. 1064, 901 P.2d 693 (1995)
- § Mason v. Fakhimi, 109 Nev. 1153, 865 P.2d 333 (1993)

## Honors

- § AV<sup>®</sup> Preeminent <sup>™</sup> Peer Review Rated (the highest rating available), by Martindale-Hubbell
- § Best Lawyers in America<sup>®</sup>, Litigation-Construction, 2013-2016
- § Mountain States Super Lawyers<sup>®</sup>, Construction Litigation, 2008-2016
- § "Legal Elite" Nevada Business Magazine, 2016
- § Nevada's Best Lawyers<sup>®</sup>, 2013
- § Top Lawyers, Vegas Inc., 2013

## Professional and Community Activities

- § Member, State Bar of Nevada
- § Member, Clark County Bar Association
- § Member, American Bar Association
- § Member, Construction Forum, American Bar Association
- § Member, Nevada Trial Lawyers Association
- § Member, National Institute of Trial Advocates
- § President, Las Vegas Founders' Foundation
- § Past Chairman, PGA Tour Las Vegas Invitational, 1997-1998
- § Past President, Las Vegas Founders Club, 1999-2000

## Admissions

- § Nevada
- § U.S. District Court, District of Nevada
- § U.S. Court of Appeals, Ninth Circuit



## **Laura A. Lo Bianco**

(602) 916-5345

[llobianco@fclaw.com](mailto:llobianco@fclaw.com)

Laura is chair of the firm's nonprofit and tax-exempt organizations practice group and focuses her practice on corporate law and transactional matters. Her general corporate experience includes business counseling, the formation of organizations, including non-profit, tax-exempt organizations and limited liability companies, corporate governance, and maintenance of requisite organizational records.

Laura also advises various tax-exempt entities, such as private foundations, public charities, schools, support organizations and other entities that are tax-exempt under the Internal Revenue Code. She has experience with mergers and acquisitions, the purchase, sale and lease of real property, and negotiation of contracts.

### **Education**

- § J.D., cum laude, Santa Clara University School of Law
- § B.S., magna cum laude, Arizona State University
- § Staff Editor, Santa Clara Law Review, 1995-1996

### **Practice Areas**

- § Business and Finance
- § Nonprofit and Tax-Exempt Organizations
- § Education
- § Real Estate and Real Estate Litigation
- § Emerging Businesses and Technologies

### **Representative Transactions**

- § Represented acquisition of assets of public charity by another public charity.
- § Represented school in sale of assets to private entity.
- § Represented numerous public charities and private foundations in obtaining tax exemption from the Internal Revenue Service.
- § Represented public charity in merger with another public charity.

- § Represented public charity in divestiture of a portion of activities.
- § Represented buyer in acquisition of multiple entities in the real estate development business, transaction value of \$70 million.
- § Represented borrower in restructuring of debt with multiple lenders.
- § Represented buyer in acquisition of condominium complex.
- § Represented sellers in multi-state high-end restaurant business.
- § Represented buyer in acquisition of business relating to providing electrical products and services to heavy industry.
- § Represented buyer in acquisition of business relating to manufacture of product and provision of services to oil and gas industry.

### Awards and Honors

- § Best Lawyers in America®, Corporate Law and Non-Profit/Charities Law, 2013-2017
- § Best Lawyers in America®, Lawyer of the Year, Non-Profit/Charities Law, 2016
- § Southwest Super Lawyers®, Business/Corporate, 2016
- § AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell

### Articles and Presentations

- § Speaker, "Points From a Grantmaker's Perspective," Fennemore Craig and Northern Trust Seminar Series, May 2016
- § Speaker, "Managing Risk Through Good Governance," Jewish Community Center Executive Conference, February 2016
- § Speaker, "Lobbying and Election Year Representation of Nonprofits," Arizona State Bar, January 2016
- § Speaker, "Compensation, Benefits and Staffing – Focus on Hot Topics and Issues Unique to Nonprofit," FAOG Conference, October 2015
- § Speaker, "Let's Talk About Fundraising – The Legal Side," Fennemore Craig and Northern Trust Seminar Series, October 2015
- § Speaker, "The Nuts and Bolts of Nonprofit Operations: Activities that Jeopardize Tax-Exemption," Fennemore Craig and Northern Trust Seminar Series, January 2015
- § Speaker, "The Nuts and Bolts of Nonprofit Operations: Protection of Information," Fennemore Craig and Northern Trust Seminar Series, October 2014
- § Speaker, "The Nuts and Bolts of Nonprofit Operations: Engaging Your Board," Fennemore Craig and Northern Trust Seminar Series, September 2014
- § Speaker, "What Nonprofit Directors Need to Know: Legal Responsibilities and Best Practices," National Business Institute, August 2013

- § Speaker, "Gift Acceptance Policies: What They Can Do For You, and What They Can't Do For You," Planned Giving Round Table of Arizona, June 2013
- § Speaker, "Nonprofit Directors: Overview of Legal Responsibilities and Best Practices," MyLaw CLE, June 2013
- § Speaker, "Tax Exempt Organizations from Start to Finish," National Business Institute, November 2012
- § Speaker, "Establishing and Maintaining a 501(c)(3)," National Business Institute, June 2012
- § Speaker, "What Directors of Nonprofits Need to Know," National Business Institute, May 2012
- § Instructor, ASU Lodestar Nonprofit Management Institute Class, March 2012
- § Speaker, "Nonprofit Fundraising Law," National Business Institute, February 2012
- § Speaker, "Obtaining and Maintaining Tax Exempt Status," Lorman Education Services, January 2012
- § Author, "Governance Policies and Reporting Oh My!" July 2011
- § Author, "The IRS Announces Organizations that Have Automatically Lost Tax-Exempt Status," June 2011
- § Speaker, "Legal and Ethical Responsibilities," Business On Board, February 2010
- § Speaker, "Operating Private Foundations," National Business Institute, February 2010

### Professional and Community Activities

- § Member, Board of Directors, Valley of the Sun United Way
- § Member, Board of Directors, Desert Botanical Garden Foundation
- § Member, State Bar of Arizona
- § Member, Board of Directors, Fennemore Craig Foundation
- § Former Member of Board of Directors, Phoenix Public Library Foundation
- § Executive Council Member, Business Law Section, State Bar of Arizona, 2006-present; Chair, 2012-2013
- § Former Instructor, ASU Lodestar Center for Philanthropy & Innovation, Nonprofit Management Institute

### Admissions

- § Arizona
- § U.S. District Court, District of Arizona
- § Supreme Court of Arizona
- § U.S. Court of Appeals, Ninth Circuit



## Senator Richard H. Bryan

(702) 791-8249

[rbryan@fclaw.com](mailto:rbryan@fclaw.com)

Former U.S. Senator Richard Bryan focuses his practice on government relations at the federal, state and local levels, particularly in the area of public land use issues.

Senator Bryan began his legal career in 1964 as a Deputy District Attorney in Clark County, Nevada. Two years later, he was named Clark County's first Public Defender. In 1968, Senator Bryan was elected to the Nevada State Assembly and re-elected in 1970, he was elected to the State Senate in 1972 and re-elected in 1976. The former prosecutor won his first statewide election as Nevada's Attorney General where he played a major role in successfully defending Nevada's gaming regulatory structure in the federal courts.

In 1982, Senator Bryan was elected to his first of two terms as the Governor of Nevada. Under his leadership as Governor, economic diversification and the attraction of new businesses to Nevada became a priority. In 1988, he was elected to the first of two terms in the U.S. Senate. Senator Bryan was the only Senate member to simultaneously serve on the following U.S. Senate Committees: Finance; Commerce, Science and Transportation; and Banking, Housing and Urban Affairs.

### Education

- § LL.B, University of California Hastings Law School
- § B.A., University of Nevada, Reno
- § Order of the Coif

### Practice Areas

- § Administrative Law
- § Government Affairs
- § Land Use Planning and Zoning

## Honors

- § "Legal Elite" Nevada Business Magazine, 2015
- § Best Lawyers in America®
- § Mountain States Super Lawyers®
- § AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell
- § Distinguished Nevadan, Presented by the Nevada System of Higher Education, 2011

## Articles and Presentations

- § Speaker, "Looking at the Years 1956-1971," The American Institute of Architects, February 2016

## Professional and Community Activities

- § Trustee, National Judicial College
- § Board of Trustees, Las Vegas Metro Chamber of Commerce
- § Chairman of the Board, Preserve Nevada
- § Member, City of Las Vegas Centennial Committee
- § Board Member, Great Basin National Park Foundation
- § Member, Board of Directors, Mob Museum

## Admissions

- § Nevada
- § District of Columbia
- § U.S. Court of Appeals, Ninth Circuit
- § U.S. Supreme Court

## Military Service

- § United States Army, 1959
- § United States Army Reserve, Judge Advocate General Corp, 1960-1967



**Tyre Gray**  
(702) 791-8230  
tgray@fclaw.com

Tyre's practice is concentrated in the areas of government affairs, business litigation, and alternative dispute resolution. He represents clients in both state and federal courts, before state legislatures, state agencies, and local governments on projects that frequently cross state and jurisdictional lines.

Prior to joining Fennemore Craig, Tyre held executive and managerial positions with internationally recognized hospitality brands where he oversaw day-to-day operations and monitored financial reports and expenditures. He draws upon the diverse skillsets acquired in his past business experience and combines that with his extensive network to effectively advocate on behalf of his clients.

When outside of work, Tyre enjoys traveling and playing music, a passion that grows out of his first job at Sea World, where he was a performer and enthusiastic popcorn and soda vendor.

### Education

- § J.D., cum laude, University of Nevada, Las Vegas, William S. Boyd School of Law
- § B.S., Kaplan University

### Practice Areas

- § Government Relations
- § Business Litigation
- § Litigation

### Honors

- § "Best Up and Coming Attorneys," Nevada Business Magazine, 2016

### Articles and Presentations

- § Presenter, "Regional Priorities for the 2017 Legislative Session: Health Care," Southern Nevada Forum, May 5, 2016

## Professional and Community Activities

- § Ambassador, National Kidney Foundation
- § Volunteer Mediator, Neighborhood Justice Center
- § Member, National Bar Association, Las Vegas Chapter
- § Member, American Bar Association
- § Member, Delta Chi Fraternity Alumni Council
- § Participant, Judicial Intern Opportunity Program
- § State Bar of Nevada Diversity Scholar

## Admissions

- § Arizona
- § Nevada



**Ann Morgan**  
(775) 788-2204  
amorgan@fclaw.com

Ann's practice includes employment law, estate and trust litigation, and general business advice. She serves in a general counsel capacity to private individuals and physicians groups as well as the Reno-Tahoe Airport Authority.

She is a frequent speaker at employment law seminars, most recently on the topics of wage and hour issues and privacy issues. Ann also speaks on the topic of privacy issues involved with Unmanned Aerial Systems(UAS) at aviation seminars.

Ann is fond of goal setting, both personally and professionally. In her work, she looks for opportunities resolve her clients' issues in a manner that makes both business and legal sense to her clients. In her personal life, Ann finds satisfaction in embarking on quests, seeing all of Shakespeare's plays, finding a long-sought treasure in an antiques mall, or pulling off a four-course meal for a dinner party.

### Education

- § J.D., University of the Pacific, McGeorge School of Law
- § B.A., University of Nevada, Reno

### Practice Areas

- § Employment and Labor Relations
- § Aviation, Aerospace and Autonomous Systems
- § Business Litigation
- § Estate Planning and Probate
- § Litigation
- § Privacy and Data Security
- § Real Estate Litigation
- § Wills and Trust Litigation

## Awards and Honors

- § "Legal Elite," Nevada Business Magazine, 2014-2016
- § Best Lawyers in America®, Employment Law-Management, Labor Law-Management, and Litigation-Labor & Employment, 2006-2017
- § Mountain States Super Lawyers®, Employment & Labor, 2007-2015
- § Best Lawyers in America®, Lawyer of the Year, Litigation-Labor & Employment, 2012
- § Mountain States Super Lawyers®, Top 40 Women, 2011
- § Mountain States Super Lawyers®, Top 50 Women, 2012
- § Nevada's Best Lawyers®, 2013
- § Top 50 Women Attorneys in the Mountain States, Salt Lake Magazine, July 2012
- § AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell

## Articles and Presentations

- Speaker, "UAVs and First Responders," NAASIC 1<sup>st</sup> Annual UAS Search and Rescue Symposium, April 2016
- Speaker, "Legal and Regulatory Issues in Nevada's New UAS Sector," NCET, August 19, 2015
- Co-Author, Nevada Chapter, "Business Torts: A Fifty State Guide," 2015 ed. (ISBN 978-1-4548-4468)
- Co-Author, "Attorneys Provide List of 10 Things You Need to Know About ObamaCare's Employer Health Care Mandate," HR Compliance Library, February 4, 2015
- Co-Author, "Employer Healthcare Mandate Means Business in 2015," Northern Nevada Business Weekly, January 5, 2015
- Author, "Monitoring Employees' Computer Use in the Age of Encryption," Nevada Business, January 1, 2015
- Speaker, "Crisis Management and Public Records Issues" ACI-NA Legal Affairs conference on September 6, 2014
- Author, "Healthcare Law May Carry a Sledgehammer," Northern Nevada Business Weekly, May 20, 2013
- Speaker, "NLRB Guidance on Social Media Issues," 2013 ACI-NA Spring Legal Affairs Conference
- Author, "Mandatory Social Media Training Considerations," Inside Tucson Business, March 2013
- Author, "Talking Trash Around Social Media 'Water Cooler' Can Get You Fired," Inside Tucson Business, January, 25, 2013
- Author, "Animals in the Workplace? It's Complicated," Northern Nevada Business Weekly, January 21, 2013

## Professional and Community Activities

- § Member, Board of Governors, Nevada State Bar Association, 2012 – present
- § Board Member, Nevada Women's Fund (NWF), 2008 – 2014
- § Co-Chair Lawyer representative for District of Nevada, 2011 – 2012
- § Member, Women Rainmakers' Interest Group, American Bar Association
- § Member, State Bar of Nevada
- § Member and Past President, Washoe County Bar Association
- § Member, Go Red for Women, American Heart Association, 2012
- § Member, Reno Renegades, Reno Tahoe Open Foundation, 2012
- § Member, Washoe County Judicial Survey Committee, 2012
- § Vice Chair, Nevada State Board of Bar Examiners, 1991 – 2011
- § Chairman, Washoe County Judicial Survey Committee, 1998, 2006
- § Member, First Tuesday Business Group
- § Member, Nevada State Bar Professionalism Committee
- § Member, Northern Nevada Women Lawyers Association
- § Former Vice Chairman, State Bar of Nevada, Continuing Legal Education Committee
- § Moderator, Nevada State Bar Professionalism Summit, 2008
- § Member, Supreme Court Commission on Multijurisdictional Practice, 2001
- § Lawyer Representative, U.S. District Court, District of Nevada
- § Chancellor, Trinity Episcopal Church, Episcopal Diocese of Nevada

## Admissions

- § California
- § Nevada
- § U.S. District Court, District of Nevada
- § U.S. District Court, Northern District of California
- § U.S. District Court, Eastern District of California
- § U.S. Court of Appeals, Ninth Circuit
- § U. S. Supreme Court



## **Shannon S. Pierce**

(775) 788-2260

[spierce@fclaw.com](mailto:spierce@fclaw.com)

Shannon practices primarily in the areas of employment defense and commercial litigation. Licensed in both Nevada and California, she has more than a decade of experience litigating on behalf of management concerning claims of employment discrimination, wrongful termination, leaves of absence, and other traditional employment and commercial litigation.

On the cutting edge of both technology and the changing business culture, Shannon enjoys the creative process of partnering with clients, helping them comply with employment regulations and maintaining positive workplace environments. She helps her clients develop comprehensive strategies for preventing and defending claims filed by employees.

Shannon is also known for representing international technology companies in offensive and defensive litigation concerning employee mobility, predatory workforce raiding and trade secret misappropriation. Her unique knowledge of computer forensics enables her to assist management in quickly identifying and addressing corporate data theft by employees.

### **Education**

- § J.D., Santa Clara University School of Law
- § B.S., California Polytechnic State University
- § Order of the Coif

### **Practice Areas**

- § Aviation, Aerospace and Autonomous Systems
- § Business Litigation
- § Employment and Labor Relations
- § Litigation

## Honors

- § "Legal Elite," Nevada Business Magazine, 2016
- § Witkin Award, Employment Law

## Articles and Presentations

- § Author, "Party Like Your Lawyer, Not Like a Rock Star," Vegas Inc., November 16, 2015
- § Author, "Social Media in Hiring: To Use or Not to Use?" Northern Nevada Business Weekly Law Guide, 2015
- § Author, "Exercise Caution When Using This Networking Tool to Research Current and Prospective Employees," Construction Business Owner, September 2015
- § Author, "Social Media in Hiring: To Use or Not to Use?" Nevada Appeal, June 18, 2015
- § Author, "Hiring Veterans May Become Easier in Nevada," Northern Nevada Business Weekly and Nevada Appeal, March 16, 2015
- § Author, "Drug Testing May Become a Risky Business," Northern Nevada Business Weekly, July 21, 2014
- § Author, "To Protect Trade Secrets, Companies Must Get Smart About Smart Phones," Nevada Lawyer, May 2014
- § Author, "Can't Live Without Social Media? Employers Beware," Northern Nevada Business Weekly, December 2, 2013
- § Author, "Party Like Your Lawyer, Not Like a Rock Star," AZ Business Magazine, December 2, 2013
- § Author, "This Year, Party Like Your Lawyer, Not a Rock Star," Northern Nevada Business Weekly, October 14, 2013
- § Author, "Does Social Media Law Threaten Trade Secrets?" Northern Nevada Business Weekly, September 16, 2013
- § Author, "Annual Review of Developments in Business & Corporate Litigation," Employee Mobility, Restrictive Covenants & Trade Secrets Chapter, American Bar Association, 2010-2012, 2015
- § Author, "Ninth Circuit Order Spares MGA, But Mattel Prevails in Trial Court Battle," Business Torts Journal, 2010

## Professional and Community Activities

- § Member, Executive Committee, Litigation Section, State Bar of Nevada
- § Member, State Bar of Nevada
- § Member, State Bar of California
- § Member, Washoe County Bar Association

## Admissions

§ California

§ Nevada

§ U.S. Court of Appeals, Ninth Circuit



## Christopher Walther

(702) 791-8226

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Chris' practice encompasses a wide variety of corporate, commercial, transactional and real estate legal matters. He counsels clients on corporate organization, governance and restructuring as well as negotiating, drafting, interpreting, complying with, and minimizing risk under a diverse range of business agreements and contracts. He aids commercial lenders and borrowers in negotiating, documenting, modifying and foreclosing on secured loans, and advises sellers, buyers, lessors and lessees in acquiring, financing, operating, leasing and selling commercial real and personal property. He has also developed a broad legal opinion letter practice.

Chris enjoys helping his clients to identify their goals and make important legal decisions. Typically this includes weighing and resolving the various litigation, labor, regulatory, gaming, intellectual property, tax and environmental concerns that businesses often face.

Outside of the office, Chris enjoys spending time with his family. He is also a movie and music enthusiast. Most weekends, you'll find him watching football as he was a member of the 1999 Ivy League Champion Brown Bears and was selected to the 2003 Academic All-Ivy team.

### Education

- § J.D., University of Oregon School of Law
  - Executive/Staff Editor, Oregon Law Review, 2004-2006
- § A.B., Brown University
  - Varsity Football Team (1999 Ivy League Champions), 1999-2002
  - Academic All-Ivy League, 2003
  - Honorable Mention All-Ivy League Tight End, 2002
- § National Football Foundation and College Hall of Fame Scholar Athlete of the Year Scholarship (Portland, Oregon Chapter), 1998

## Practice Areas

- § Business and Finance
- § Emerging Businesses & Technologies
- § Real Estate
- § Real Estate Finance and Lending

## Representative Transactions

- § Assisted a casino-resort owner with all aspects of the lease and subsequent multimillion-dollar sale of the underlying real property to the United States Air Force for national security purposes.
- § Advised a real estate development company on the acquisition and development of real estate projects located throughout the country and financed by a complex arrangement of public and private funds.
- § Counseled a residential apartment developer in obtaining and refinancing numerous loans from institutional lenders (including Freddie Mac loans), which efforts included negotiating loan document terms, performing due diligence, and delivering legal opinion letters.
- § Successfully negotiated with government authorities regarding the placement of a temporary building wrap on a partially constructed hotel and casino project in order to improve the aesthetic experience of pedestrians on the Las Vegas Strip.
- § Restructured a former Las Vegas casino owner's corporate subsidiaries through several mergers, conversions, and dissolutions in order to simplify the client's ownership structure while achieving the client's desired tax benefits.

## Awards and Honors

- § "Best Up and Coming Attorneys," Nevada Business Magazine, 2013, 2015
- § Mountain States Super Lawyers Rising Star®, 2009
- § "Best Up and Coming Attorneys," Nevada Business Magazine, 2013, 2015
- § AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell

## Publications and Presentations

- § Co-Author, "Bishop and Zucker on Nevada Corporations and Limited Liability Companies"
- § Co-Author, "Doing Business in Nevada: A Practical Guide"
- § Speaker, "Corporate Law in 3-D: Duties, Defenses & Dissenters," Association of Corporate Counsel, Nevada Chapter, April 2012

## Admissions

- § Nevada