

- Vance O. Knapp



Vance Knapp is a partner in the law firm of Sherman & Howard, specializing in the of employers in recruiting, hiring and termination of employees. He has successfully litigated numerous non-competition and trade secret cases throughout the United States. Vance has represented employers in the following industries: banking, commercial agriculture, the financial services industry, hospitality and restaurants, manufacturing, and retail. He has also counseled employers on addressing and responding to workplace violence issues. Vance has successfully argued cases before the Colorado Supreme Court and the Colorado Court of Appeals.

Vance is a frequent lectures and writes on disciplining and terminating employees and the enforceability of non-compete agreements. He is now counseling many of the firm's clients on how to change and enforce personnel policies related to the use of medical marijuana in the work place.

Vance earned his BS in Political Science from CUS and a JD from the CU School of Law.

He has written many articles on workplace and spoke on issues including "Terminations, Reductions in Force, Mergers and Acquisitions: The Impact Upon Employees From One Organization to Another," and "The Impact of the Patriot Act on Employers,"

You may have already seen Vance's face on 9News last year as he was interviewed on the subject of: "How Your Facebook Status Could Get You in Trouble at Work" or seen him quoted in a February 2010 issue of Newsweek titled "Colorado's Dope Dilemma" and in a Denver Business Journal article titled "Medical Marijuana: A Dilemma for Employers".

Vance has asked us to say that "Sorry, he will NOT be bringing samples to enhance our understanding the issue from the employees' viewpoint."