



LANCE D. RICH

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SHAREHOLDER

Lance D. Rich, JD, is a shareholder and member of the firm's Adoption and Litigation sections. Lance has represented adoptive parents, birth parents, and adoption agencies in all kinds of adoption cases. Having adopted three children, Lance has a personal as well as a professional perspective on the adoption process. He is an active proponent of adoption and serves on boards of directors for United for Adoption, Utah Foster Care, and the Utah Adoption Council. He is also an active member of the Academy of Adoption and Assisted-Reproduction Attorneys and serves as the chair of the Academy's agency committee. Lance has been a frequent presenter on a variety of adoption topics for conferences and seminars sponsored by organizations such as the Utah State Bar, the Utah Adoption Council, the National Business Institute, the American Academy of Adoption Attorneys, and the International Society of Family Law.

EXPERIENCE

Associate, Wood Jenkins, 2004-2011

Member, American Academy of Adoption Attorneys

Member and Former President, Utah Adoption Council

EDUCATION

Brigham Young University, J. Reuben Clark Law University of Michigan Law School, J.D., 2004

Executive Editor, Michigan Journal of Law Reform

Bergstrom Fellow

University of Utah, B.A., *magna cum laude*, 1995

PUBLICATIONS & PRESENTATIONS

Co-author, "Evidence: 10th Circuit upholds jurys award in pregnancy discrimination case," Utah Employment Law Letter, September 2012.

Co-author, "Hostile work environment: No kidding: 10th Circuit sends case involving racial jokes to trial," Utah Employment Law Letter, August 2012.

Co-author, "Tenth Circuit sticks fork in forklift operators FMLA claims," Utah Employment Law Letter, June 2012.

Co-author, "Discrimination: Living on the edge," Utah Employment Lay Letter, May 2012.

Co-author, "Down for the count: Court rejects cancer victims ADA and FMLA claims," Utah Employment Law Letter, April 2012.

Co-author, "Hostile work environment: Straight from the heart--Nurse files claims over operation incident," Utah Employment Law Letter, March 2012.

"FMLA leave:Holes in youth centers defense earn jury trial on FMLA claims," Utah Employment Law Letter, February 2012.

Co-author, Fenster and Lee, "The Expand-ing Audit and Investigative Powers of the Federal Government," Public Contract Law Journal, Vol. 12, No. 2, January 1982.

ADMISSIONS & AFFILIATIONS

Bar Admissions: Utah

Other Admissions: Utah Supreme Court

United States District Court for the District of Utah, 2004

PRACTICE AREAS

ADOPTION

ADOPTION COURT
PROCEEDINGS

LABOR AND EMPLOYMENT

LITIGATION