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Salt Lake City-based Filevine gets a \$400 million buy-in from investors to expand its position in the legal technology space. (Adobe stock)

## Filevine raises \$400M to scale legal AI capability

**Peri Kinder**  
*The City Journals*

Legal tech is a rapidly growing industry and Filevine’s equity-funded platform just received a big boost, raising \$400 million to expand its AI tools. Over 15 months, and two rounds of funding, Filevine received investments from Insight Partners, Accel and Halo Fund, with participation from previous investors including Meritech, Stepstone, Run Ventures and Album Ventures.

The company will use the funds to attract top talent, deepen its customer base, strengthen its position in the industry and help define the future in the legal technology space.

“Some early versions of legal AI forced lawyers to work in two systems: their systems of record and their AI tools,” said Ryan Anderson, founder and CEO of Filevine. “But that framework isn’t what the market demands. Filevine embeds intelligence into the DNA of daily legal work, with the first true legal operating intelligence system. Every task a legal professional completes should be augmented with intelligence.”

Filevine already has nearly 6,000 customers and 100,000 professionals using the platform, with 20 percent week-over-week growth in one tool and

130 percent year-over-year AI revenue growth. With a strong customer loyalty (96 percent retention), investors see Filevine as a leader, setting the standard in legal tech.

Filevine’s all-in-one software system assists law firms, legal professionals, government agencies and corporate legal teams to streamline daily tasks and create more efficient communication. Instead of using separate tools for emails, texts, calendars, documents and depositions, Filevine’s AI platform allows teams the scale and data they need to create a bigger impact.

Insight Partners Managing Director Rebecca Liu-Doyle said, “Filevine has proven its ability to sustain tremendous growth while simultaneously capturing new opportunities and markets. We at Insight are highly impressed with Ryan and team, and we’re excited to double down with Filevine as they continue scaling into this next chapter.”

Filevine’s law AI augments legal processes, eliminating the grunt work so lawyers and professionals can focus on strategy, relationships and advocacy. Its cloud-based document storage creates security while allowing collaboration. With templates, automated documents, and workflow automation, the platform delivers creation, speed and accuracy.

Headquartered in Salt Lake City, with offices globally, Filevine has spent the

past decade building its legal work platform. Transforming that into its Legal Operating Intelligence Systems has merged traditional case management with the advanced processes demanded by modern legal teams.

The company has received several awards, including the LegalTech Breakthrough Awards, Deloitte Technology Fast 500 and the Business Intelligence AI Excellence Award (2025). Thousands of firms worldwide count on Filevine to deliver measurable results in legal matters.

Filevine is positioned to become a central legal AI platform with investors backing the idea that one system is better than the disconnected apps and software currently being used by many firms.

“Filevine is tackling a problem that others are missing by developing a system of record where AI is seamlessly woven into every function, and scalable for small firms to enterprise operations,” said John Locked, a partner at Accel. “The company’s track record speaks for itself: consistent revenue growth, exceptional client retention and a product that legal teams desperately need. We’re excited to back Filevine as they lead the legal tech space.”

For more information about Filevine’s Legal Operating Intelligence System, visit [filevine.com](http://filevine.com).

# LAW FIRMS

Ranked by Number of Utah Attorneys



	Company Name Address	Phone Web	No. of Utah Attorneys	No. National Attorneys	No. of Utah Partners	No. of Utah Paralegals	No. Utah F/T Employees	No. National Locations	Areas of Specialty	Year Est.	Managing Partner(s)
1	<b>Kirton McConkie</b> 50 E. South Temple, Ste. 400 SLC, UT 84111	801-328-3600 kmclaw.com	159	168	88	21	272	5	Alternative dispute resolution; appellate; bankruptcy; construction, surety, and design professionals; corporate; cybersecurity and data privacy; environmental, natural resources, and energy; family law; First Amendment and religious organizations; immigration; IP; international; labor and employment; litigation; real estate; tax and estate planning	1964	Robert D. Walker President
2	<b>Parsons Behle &amp; Latimer</b> 201 S. Main St., Ste. 1800 SLC, UT 84111	801-532-1234 parsonsbehle.com	147	190	92	8	351	8	Full-service corporate law firm	1882	Shawn C. Ferrin
3	<b>Kirkland &amp; Ellis LLP</b> 95 S. State St. SLC, UT 84111	801-877-8090 kirkland.com	104	3,606	27	1	26	13	Kirkland is a market leader in each of its core practice areas, including private equity, M&A & other complex corporate transactions, investment fund formation & alternative asset management; restructurings, high-stakes commercial & intellectual property litigation; government, regulatory & internal investigations	1909	Travis Lee Nelson P.C., Partner
4	<b>Ray Quinney &amp; Nebeker PC</b> 36 S. State St., Ste. 1400 SLC, UT 84111	801-532-1500 rqn.com	100	100	66	8	164	2	RQN is a full-service law firm with over 40 specialized practice areas. Main Practice Areas include: Banking & finance; bankruptcy & creditor's rights; corporate & business; employment law; environmental law; intellectual property; litigation; real estate; tax, trust & estate planning; white collar & corporate compliance	1940	Arthur B. Berger
5	<b>Dentons Durham Jones Pinegar</b> 111 S. Main St., Ste. 2400 SLC, UT 84111	801-415-3000 dentons.com	96	1200+	58	16	128	44	As a business-focused law firm, we offer a spectrum of legal services in a number of specialized fields. These include complex business & finance law, banking, commercial litigation, intellectual property, bankruptcy, real estate, tax, estate planning, employment, family law, immigration and more	1991	N. Todd Leishman
6	<b>Holland &amp; Hart</b> 222 S. Main St., Ste. 2200 SLC, UT 84101	801-799-5800 hollandandhart.com	84	434	47	5	169	13	Commercial litigation; corporate; environmental and natural resources; intellectual property; labor and employment; real estate finance & development; tax & estate planning	1947	Richard Flint
7	<b>Strong &amp; Hanni Law Firm</b> 102 S. 200 E., Ste. 800 SLC, UT 84111	801-532-7080 strongandhanni.com	82	82	62	25	154	2	Business & litigation	1888	Michael J. Miller Managing Shareholder
8	<b>Parr Brown Gee &amp; Loveless</b> 101 S. 200 E., Ste. 700 SLC, UT 84111	801-532-7840 parrbrown.com	82	82	60	6	103	1	Business & finance, commercial litigation, bankruptcy workouts & creditors' rights, construction law services, employment law, entertainment, international services, natural resources law, real estate law, tax, technology	1975	Dale Hansen
9	<b>Dorsey &amp; Whitney LLP</b> 111 S. Main St., 21st Floor SLC, UT 84111	801-933-7360 dorsey.com	77	567	40	16	128	20	Corporate, emerging companies, M&A, venture capital, securities, private equity, bankruptcy, financial restructuring, litigation, natural resources, environment, intellectual property, food bev & ag, international, white collar defense	1912	Nolan S. Taylor
10	<b>Fabian Vancott</b> 95 S. State St., Ste. 2300 SLC, UT 84111	801-597-8900 fabianvancott.com	63	70	32	2	95	2	Corporate, bankruptcy, education, labor, energy/utilities, environmental, ERISA, government, venture capital, white-collar defense, intellectual property, litigation, product liability, real estate, taxation, estate planning	1874	Kyle C. Jones
11	<b>Snell &amp; Wilmer</b> Gateway Tower West 15 W. South Temple, Ste. 1200 SLC, UT 84101	801-257-1900 swlaw.com	58	450+	24	4	101	16	Bankruptcy; commercial finance; commercial litigation; corporate and securities; environmental, oil, gas and mining; intellectual property; labor and employment; mergers and acquisitions; natural resources; product liability; real estate; tax and estate planning.	1938	Brian D. Cunningham Wade R. Budge
12	<b>Snow Christensen &amp; Martineau)</b> 10 Exchange Place, 11th Floor SLC, UT 84111	801-521-9000 scmlaw.com	50	50	32	12	93	1	SCM is one of the oldest independent, full-service law firms in Utah, and one of the premier trial firms in the Intermountain West. We serve the needs of individuals, businesses, and public entities in the areas of corporate and business planning, commercial disputes, commercial real estate, construction, employment, estate planning, family law, healthcare, insurance, professional liability, taxation, transportation, white collar criminal defense, and more.	1886	D. Jason Hawkins, President

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# PERSONAL INJURY LAW FIRMS

Ranked by Total Amount Recovered for Clients



	Company Name Address	Phone Web	Total Amount Recovered for Clients	Number of Utah Attorneys 2024	Number of Utah F/T Employees	Number of Utah Locations	Areas of Specialty	Year Est.	Managing Partner(s)
1	<b>Siegfried &amp; Jensen</b> 5664 S. Green St. SLC, UT 84123	801-845-9574 siegfriedand jensen.com	\$1.2B	18	70	10	Car accidents, truck accidents, medical malpractice, dog bites, wrongful death	1990	Todd Bradford Luke Peterson
2	<b>Craig Swapp &amp; Associates</b> 175 S Main St., Ste. 500 SLC, UT 84111	866-426-2760 craigswapp.com	\$1B	20	97	21	Product liability, automotive accidents, construction accidents, dog bites, slip & fall, defective product, medical malpractice, wrongful death	2005	Craig Swapp
3	<b>Cutt, Kendall, &amp; Olson Attorneys at Law</b> 215 S. State St., Ste. 900 SLC, UT 84111	801-901-3470 ckolaw.com	\$700M	10	24	1	ATV accidents, car accidents, bicycle accidents, boating accidents, broken bone accidents, burn injuries, brain injuries, medical malpractice, premises liability, product liability, wrongful death	2000	David A. Cutt Jordan P. Kendall Eric S. Olson
4	<b>Lowe Law Group</b> 310 E. 4500 S., Ste. 100 SLC, UT 84107	801-669-8619 lowelawgroup.com	\$550M	7	53	25	Auto accidents, bicycle accidents, catastrophic injuries, dog bites, injuries from DUI, motorcycle accidents, pedestrian accidents, motorist insurance claims, wrongful death	2012	James Jackson
5	<b>The Advocates Injury Attorneys</b> 737 E. Winchester St. SLC, UT 84107	866-376-5359 theadvocates.com	\$500M	18	56	16	Car accidents, bog bite injuries, slip & fall accidents, semi-truck accidents, bicycle accidents, motorcycle accidents, rideshare accidents, scooter accidents, self-driving car accidents, wrongful death, ATV accidents	1993	Matthew Driggs
6	<b>Waddoups Law Personal Injury Attorneys</b> 623 E. Fort Union Blvd., Ste. 108 Midvale, UT 84047	385-442-7148 waddoupslaw.com	\$350M	4	5	1	Car accidents, wrongful death, slip & fall, product liability, dog bites, semi crashes, motorcycle crashes, medical malpractice, rideshare accidents	2021	George T. Waddoups
7	<b>Fielding Law</b> 4179 S. Riverboat Rd. Taylorsville, UT 84123	877-880-4090 fieldinglaw.com	\$141M	6	8	4	Car accidents, truck accidents, motorcycle accidents, head injuries, wrongful death, premises liability, product liability	2015	Mitchell Fielding Michael Fielding
8	<b>Feller &amp; Wendt LLC</b> 4444 S. 700 E., Ste. 106 Millcreek, UT 84107	385-403-8929 fellerwendt.com	\$85.8M	6	51	6	Personal injury, motor vehicle collisions, dog bites, medical malpractice, truck accidents	2009	R. Matthew Feller Thaddeus W. Wendt
9	<b>RamRock Injury Lawyers</b> 5353 S. 960 E., Ste. 200 SLC, UT 84117	866-557-0056 ramrocklaw.com	\$20M	3	6	1	Auto accidents, motorcycle accidents, bicycle accidents, slip & fall accidents	2024	Matt Nolte Alan Beal Ralph Mercer
10	<b>Good Guys Injury Law (Christensen &amp; Hymas)</b> 11693 S. 700 E., Ste. 100 Draper, UT 84020	801-214-0954 christensen hymas.com	*	4	9	3	Bicycle accidents, brain injuries, car accidents, dog bites, motorcycle accidents, pedestrian accidents, spinal cord injuries, truck accidents, wrongful death	2006	Ken L. Christensen D. Russell Hymas
11	<b>Cockayne Law</b> 6671 S. Redwood Rd. West Jordan, UT 84084	801-268-2491 cockaynelaw.com	*	1	11	1	Car accidents, bicycle accidents, truck accidents, motorcycle accidents, slip & fall injuries, semi truck accidents, pedestrian accidents	2017	Chris Cockayne
12	<b>Handy &amp; Handy Attorneys at Law</b> 2150 S. 1300 E., Ste. 300 SLC, UT 84106	385-404-6398 handylawutah.com	*	3	8	1	Car accidents, truck accidents, motorcycle accidents, bicycle accidents, brain injuries, slip & fall accidents, premise liability, pedestrian accidents, wrongful death	2012	Garrett S. Handy Preston L. Handy
13	<b>Pearson Butler</b> 1802 South Jordan Parkway Ste. 200 South Jordan, UT 84095	801-683-5813 pearsonbutler.com	*	28	49	1	Car accidents, traumatic brain injury, workers' compensation, dog bites, slip & fall, truck accidents, wrongful death	2010	Carson Pearson
14	<b>Parker &amp; McConkie</b> 7090 Union Park Ave., Ste. 160 Midvale, UT 84047	801-877-1493 parkerand mconkie.com	*	6	23	7	Vehicle accidents, bicycle accidents, dog bites, wrongful death	1978	Jim McConkie
15	<b>Davis &amp; Sanchez</b> 655 E. 4500 S., Ste. 120 SLC, UT 84107	801-639-9617 davis-sanchez.com	*	6	15	4	Workers' compensation	2010	Halston T. Davis Mark J. Sanchez
16	<b>Robert J. DeBry &amp; Associates</b> 35 W. Broadway, Ste. 300 SLC, UT 84101	801-888-8888 robertdebry.com	*	10	52	3	Car accidents, wrongful death, dog bites, pedestrian accidents, slip & fall, DUI victim, semi-truck accidents, motorcycle accidents	1981	Mike Banks
17	<b>London Harker Injury Law</b> 8800 Harrison St. Sandy, UT 84070	385-425-4536 londonharker.com	*	2	8	3	Car/truck/motorcycle accidents, wrongful death, slip & fall, dog bites, pedestrian accidents, bicycle accidents, boat accidents, brain injuries, Utah residents injured out-of-state, Turo accidents, workers' compensation	2023	Bronson Harker Kurt London
18	<b>LifeLaw Personal Injury</b> 7440 S. Creek Rd., Ste. 401 Sandy, UT 84093	801-754-9921 lifelaw.com	*	2	11	1	Car/motorcycle/bicycle accidents, traumatic brain injury, pedestrian accidents, rideshare accidents, dog bites, semi-truck accidents, wrongful death, slip & fall	2017	David A. Francis Jared Inouye
19	<b>Strong Law Accident &amp; Injury Attorneys</b> 193 Fort Union Blvd. Midvale, UT 84047	385-558-3993 stronglaw attorneys.com	*	4	24	6	Auto accidents, bicycle accidents, catastrophic injuries, dog bites, motorcycle accidents, pedestrian accidents	2016	Jed Strong

\*Did not disclose. Please note that some firms chose not to respond, or failed to respond in time to our inquiries. All rights reserved. Copyright 2025 by Salt Lake Business Journal. The Business Journal strives for accuracy in its list publications. If you see errors or omissions in this list, please contact us at lists@slbusinessjournal.com.

# DAVIS + SANCHEZ

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The following is based on real events. The names have been changed to protect identities.

## Scalped at Work

**M**aria was a machine operator at a cardboard factory. The machine she operated turned flat cardboard blanks into complete boxes; taped and ready to be filled. As an operator, Maria had to load the machine with cardboard blanks, and remove the completed boxes and place them on a pallet. Occasionally there were cardboard jams, but nothing she couldn't handle.

During one shift, Maria's machine jammed. While fixing it, a small lock of hair that had escaped her hair net was grabbed by a gear as it began to spin. The gear devoured her hair and quickly began to consume more, leaving Maria in a tug of war for her life. With the emergency stop button out of reach, Maria began screaming for help while she continued to fight the machine. Before anyone was able to reach her, Maria shut the machine off herself, blinded by her own blood. Amazingly, Maria had managed to free herself from the grinding teeth of the machine, but it had cost her her scalp – skin and all.

***She couldn't believe that someone would describe her situation as nothing more than a cosmetic problem.***

Luckily, Maria received prompt emergency treatment at a local hospital. It was there that doctors told her that her injury was such that she was not able to accept full skin grafts and because the skin of her head was gone, she would never be able to grow hair again.

Workers' compensation handled Maria's case as they should – at first. They paid for the medical bills, and paid two thirds of her wage while she recovered from the accident. However, soon after (too soon, in Maria's opinion), she was told to report back to work. Maria protested; she was still recovering from a



traumatic experience and was unable to wear a hat, let alone a wig, because of the pain they caused rubbing against her tender head. Her workers' compensation adjuster told her that she really should return to work as she was not entitled to any additional benefits. When Maria asked about compensation for the loss of her scalp and for having to go through life as a woman with no hair, the adjuster responded by saying that it wasn't really their problem because she could still physically do all the things she could before. While her disfigured scalp was unfortunate, it was nothing more than a cosmetic problem. Maria was shocked. Her battle with the machine had cost her much more than her scalp, it had cost her self confidence and had taken a serious toll on her mental health. She couldn't believe that someone would describe her situation as nothing more than a cosmetic problem.

Believing more could be done in her workers' compensation case, Maria called Davis & Sanchez for the help and understanding she needed.

While Maria's accident may seem uniquely serious, these incidents happen more than you think given the number of manufacturing and construction workers across Utah. Work accidents can have life long impacts both at home and at work. Davis & Sanchez offers Utah's injured workers serious help in cases big and small. Contact Davis & Sanchez at 801-746-0290 for a free consultation in your workers comp case.



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# Quick-moving, complicated case before Supreme Court

**Brice Wallace**

*Salt Lake Business Journal*

Businesses of all sizes and types face a constant set of challenges, juggling government regulation and taxes, litigation, market forces, supply chain issues, logistics complications, dealing with vendors and suppliers, and labor issues, not to mention sometimes-fleeting customer preferences.

But what if a cluster of those are intertwined? Currently, businesses across the U.S. are awaiting a ruling from the U.S. Supreme Court related to the Trump administration's tariffs. The court is faced with untangling a messy spaghetti bowl of issues, and a ruling expected in early 2026 could take out or add some ingredients that would make the ruling either tasty or unappetizing to those affected companies.

"I think it's the most important subject discussed by the Supreme Court in 100 years," President Trump said in a recent interview aired on "60 Minutes." He also said a ruling against his administration would leave the nation "immeasurably hurt" and "I think our economy will go to hell."

Some legal experts say, however, that such a ruling would have little impact because the administration has several other options that would implement new tariffs almost immediately.

The court recently held oral arguments in a case focused on the International Emergency Economic Powers Act of 1977, which Congress used to grant any

president broad authority to regulate a variety of economic transactions following a declaration of a national security emergency. The plaintiffs contend that IEEPA might authorize some tariffs but not the ones implemented by the Trump administration. The ruling could redefine presidential authority.

"[It's] certainly one of the most exciting weeks in trade in my career. We don't usually get Supreme Court arguments," said Maggie Monday, an associate in the Washington, D.C., office of law firm Cassidy Levy Kent (USA) LLP during an ongoing weekly tariff briefing hosted by World Trade Center Utah.

Monday and colleague Chase Dunn spelled out issues in the case, including whether the president's declaration of a threat under terms of IEEPA is valid for imposing tariffs — the act requires an "unusual or extraordinary threat" but some argue his reasons are either invalid or too broad, and whether Congress meant to give away its taxing power to a president. IEEPA has no mention of "tariffs" or "duties," but only Congress, and not a president, has the authority to raise federal revenue.

Will the court rely on the plain text of the act, or the intent and legislative history when it was created?

It's a relatively whirlwind matter. Tariffs were imposed earlier this year, they were challenged in May in the U.S. Court of International Trade, and the Supreme Court arguments were heard Nov. 5.

"They've been on an incredibly expedited timeline," Monday said. "That is

an incredibly quick timeline for a case that is very complicated and a case that's not in the normal wheelhouse of the Supreme Court."

The ruling, the attorneys said, could be just as messy as the case itself. Monday said the case involves complicated issues and could lead to a complicated ruling. "This quick timeline, I think, is interesting and I think it signals that not all the issues are going to get resolved, regardless of how the Supreme Court rules," Monday said.

Unlike some matters before the majority-conservative Supreme Court, the outcome of this case is difficult to predict. The two attorneys said three justices are likely to find the president exceeded constitutional authority, three are likely to find that Congress gave the president authority to use IEEPA for tariff power, and three are swing votes.

Monday and Dunn listed four possible rulings. The first three would mean the U.S. Border and Customs Protection would possibly issue tariff refunds totaling more than \$90 billion, although the refund process is unclear. Those three outcomes are that the act does not allow tariffs, that it allows tariffs but not the Trump tariffs, and that the act is unconstitutional.

The fourth possibility is a ruling that allows the tariffs and which would allow the CBP to continue to collect IEEPA duties. "It would maintain the status quo in terms of IEEPA duties, but, as you all know, the status quo is changing every day," Monday said.

No matter the ruling, it won't mean

tariffs will instantly go away.

"The Trump administration has signaled that they have other tools in their back pocket ... that they can pretty quickly pivot to," she said. "Other statutes allow tariffs that the administration can pivot to tomorrow, if they need to. I don't think tariffs are going anywhere. I don't think the Trump administration would concede defeat with IEEPA and back off of their bigger policy agenda."

Those options include the president using sections of existing law, but those would be "slower, more piecemeal" than what the administration prefers, Dunn said.

"These statutes give the president the authority to impose tariffs, but there's a lot of procedural hurdles," he said. "You can't just impose tariffs on every country on the planet. Usually these are very narrow-focused on, like, steel and aluminum, or specific products or specific countries."

Congress also could act, but Dunn said that is unlikely. "More likely, the Trump administration is going to look at prior existing statutes to maybe deal with whatever SCOTUS decision that they get," he said.

So, what should an affected business do? The two attorneys suggested stakeholders maintain their documentation for potential tariff refunds, implement mitigation strategies, and/or explore options for advocacy and lobbying.

The full briefing is at <https://www.youtube.com/watch?v=X6OXRAW1tQ>. WTCU also maintains a tariff dashboard at <https://www.wtcutah.com/tariffs>.

## Midvale joins lawsuit against opioid drug manufacturers

**Giovanni Radtke**

*The City Journals*

Midvale's city council speedily joined a settlement against eight pharmaceutical companies on Oct. 7, the night before the participation deadline. The council also signed off on allowing the mayor to join future opioid settlements without requiring city council approval.

The nationwide lawsuit alleged the eight opioid drug manufacturers played a role in worsening the opioid epidemic.

From 2003 to 2022, 4,753 Utahns died from prescription opioids, according to data from the Utah Department of Health and Human Services.

The pharmaceutical firms involved in the settlement are Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun and Zydus, according to the settlement participation forms sent to Midvale. The companies did not admit to any wrongdoing.

The case settled in July, with the pharmaceutical companies agreeing to pay out \$720 million to the nine states that initiated the lawsuit. The agreement gave cities and counties until Oct. 8 to join the settlement, according to a press release from the Utah Attorney General's Office.

Utah is poised to receive \$8.8 million from the court-approved deal if all of the state's cities and counties join the settlement. The settlement money is reserved to fund resources that combat the opioid epidemic, according to a city staff report submitted to the council.

"It's our hope by participating in this

settlement that even though Midvale City itself won't receive any of those funds, those who are providing services for opioid relief, including the state and Salt Lake County, will receive a bigger portion of those funds that they can use to benefit our residents," Midvale's city attorney, Garret Wilcox, said to the council Oct. 7.

The Utah attorney general's press release says that, with the exception of Indivior, the companies are barred from promoting or marketing opioid medications and manufacturing or selling oxycodone that contains over 40 mg per pill. The seven other pharmaceutical corporations must also create a system to monitor and report suspicious orders.

Indivior, on the other hand, can still market and sell medications to treat opioid use disorder. However, the company will not be able to manufacture or sell opioid products for the next 10 years.

The reason for the tight deadline to submit participation forms is that Midvale's city staff was not notified of the settlement by the Utah Attorney General's Office until a few weeks ago, as the office had outdated contact information, according to the city staff report.

"So one of the other requests that we have with this resolution is for the city council to pre-approve the mayor's staff to be able to fill out those participation forms moving forward under certain conditions," Wilcox said.

The resolution, Wilcox said, grants the mayor the authority to sign off on future opioid settlements without council input under three conditions: if the state of Utah



Sign outside Midvale's City Hall. (Giovanni Radtke/The City Journals)

negotiated the settlement, Midvale does not plan to sue directly, and if city staff have reviewed the case and concluded that joining is in Midvale's best interest.

"City staff is not aware of how many additional settlements may still be negotiated, but there have been a number of settlements in which the city has received fairly late notice of the settlement, and the deadline to join," the staff report states.

The previous settlements Midvale joined include the Purdue Pharma bankruptcy case in 2021.

Purdue, the inventor of OxyContin, is often credited with being one of the main contributors to the opioid epidemic, with

three of the company's top executives pleading guilty in 2007 to misbranding the slow-release form of oxycodone as less addictive than other opioids. The executives served no jail time.

Midvale also joined the settlements against Allergan and Teva Pharmaceutical Industries in 2023. That same year, the city agreed to settlements with CVS, Walmart and Walgreens. The pharmacy chains allegedly failed to flag and report suspicious opioid prescriptions.

Kroger faced similar allegations against its pharmacy operations, and Midvale hopped onto the settlement against the grocery store chain in 2024.

# Supreme Court greenlights alternate way to become a Utah lawyer

**John Rogers**

*Salt Lake Business Journal*

It may not be an easier path to a law license, but it does provide a way to skip the dreaded bar exam.

Aspiring lawyers who have graduated from law school now have a way around the traditional bar exam to become licensed attorneys. The Utah Supreme Court has approved Rule 14-703A — dubbed the “Alternate Pathway to Attorney Licensure” — which sets new skills-based standards for becoming practice-eligible. Leaders of the Utah State Bar, who will administer the new program that will start next year, calls it “groundbreaking.”

The Bar Admissions Working Group, established by the Utah Supreme Court, was tasked with exploring alternatives to the traditional bar exam for assessing competence to practice law in Utah.

“In response to growing national and local calls for a licensure model that better reflects real-world skills, reduces economic barriers and supports workforce readiness, the group developed an alternate pathway to admission,” according to the Utah State Bar. The working group consists of 15 members representing a cross-section of Utah’s legal community, including judges, practitioners and academics.

“We are pleased to offer an alternate path for licensure,” said Utah State Bar Executive Director Elizabeth Wright. “We were keenly aware that one size doesn’t fit all, and providing an option equips those who excel outside of a traditional exam with practical skills for a successful career in the legal profession.”

The new license pathway requires 240 hours of supervised legal practice under a licensed attorney, law school coursework for required skills, and successfully passing a written performance exam administered by the Utah State Bar. Applications for the skills-based licensure model open Jan. 1.

The Utah Bar said the new licensure method is backed by growing empirical research indicating that skills-based assessments are more effective at predicting future success in legal practice than standardized tests alone. Jurisdictions exploring similar models have reported that practice-based pathways produce attorneys who are more confident, better prepared and client-focused from Day 1. States like Oregon and Washington have already implemented similar alternatives, and multiple other states are exploring like approaches to licensure.

The bar also said the alternate pathway does not lower licensure standards. Instead, it modifies the way compe-



*Justices of the Utah Supreme Court — (from left) Jill Pohlman, Paige Petersen, Chief Justice Matthew B. Durrant, John A. Pearce and Diana Hagen — pose for a recent portrait. The court has approved a new rule that gives law school graduates a pathway to becoming licensed attorneys without taking the traditional bar exam. The experience-based method goes into effect next year. (Photo courtesy Utah Supreme Court)*

tence is demonstrated, “preserving rigor while enhancing relevance.” The combined hands-on training and coursework exceed many traditional prep timelines, offering deeper engagement with real legal work.

“This is not about making it easier to become a lawyer,” said John A. Pearce, Utah Supreme Court associate chief justice and working group chair. “It’s about making it smarter. This option gives graduates a financially viable way to begin practicing law without months of unpaid studying and the potential of thousands of dollars in prep costs. The Utah Supreme Court is convinced that this path will produce attorneys who are better prepared to immediately practice law.”

The alternate pathway does not replace the Uniform Bar Exam or the forthcoming NextGen Bar Exam, a more holistic real-world exam which Utah will admin-

ister beginning in July 2028. Rather, it offers choices so candidates can pursue the pathway that best aligns with their learning style, financial situation and career goals.

During the public comment period in late 2024, the judiciary received 103 submissions. Many praised the pathway’s emphasis on real-world legal service, which enhances public protection and access to justice.

“As more jurisdictions evaluate licensure reform, Utah is positioned at the forefront of this national conversation,” the Utah Bar said in a statement. “While some states still tie admission by reciprocity to bar exam passage, others accept years of practice in lieu. With this alternate pathway, Utah graduates can start gaining that experience immediately, positioning them for broader opportunities in the years ahead.”

## Utah AG: Court likely to approve Utah-led \$700M settlement vs. Google

Utah Attorney General Derek Brown, the Utah Department of Commerce’s Division of Consumer Protection and a bipartisan group of 52 other attorneys general nationwide have announced a federal court has indicated that it will approve a \$700 million agreement with Google.

The complaint against Google cited its anticompetitive conduct concerning payment processing and app distribution within the Google Play Store.

The case, *Utah et al. v. Google LLC*, was filed in U.S. District Court for the Northern District of California and heard by Judge Jacqueline Scott Corley.

The lawsuit claimed that Google used its power to enter into exclusive agreements that prevented companies from gaining access to key distribution channels. This resulted in higher prices and fewer choices for both developers and consumers. Under the settlement, Google will have to pay consumers and substantially change its payment practices on the Google Play Store. Additionally, Utah is expected to re-

ceive around \$10 million for its sovereign claim and costs.

“Google’s monopoly over the Play Store has hurt everyday Americans and small businesses by jacking up prices and limiting choices,” said Brown. “The bulk of this \$700 million settlement goes directly to consumers who were overcharged for in-app purchases. I’m proud Utah has been a leader on the national stage in holding Google accountable for its conduct.”

Google will pay \$630 million, minus costs and fees, to consumers who made purchases on the Google Play Store between August 2016 and September 2023 and were harmed by Google’s anticompetitive practices. Consumers eligible for recoveries do not have to submit a claim. They will receive automatic payments through PayPal or Venmo, or they can elect to receive a check or ACH transfer. Google will also pay the states an additional \$70 million for their sovereign claims.

“Today marks an important milestone

in restoring trust in the app store marketplace. This settlement addresses the harm caused to consumers by Google’s deceptive practices and paves the way for a more transparent and fairer environment for all users,” said Margaret Busse, executive director of the Utah Department of Commerce.

In July 2021, Utah led a bipartisan coalition of 37 attorneys general in suing Google, alleging that Google unlawfully monopolized the market for Android app distribution and in-app payment processing. Specifically, the states claimed that Google signed anticompetitive contracts to prevent other app stores from being preloaded on Android devices, bought off key app developers who might have launched rival app stores and created technological barriers to deter consumers from directly downloading apps to their devices.

The coalition announced a settlement in principle on Sept. 5, 2023, which has been pending before the court ever since.

Additional details concerning notice and claims will follow the judge’s final approval of the settlement, Brown said.

In addition to restitution to consumers, under the states’ settlement, Google will be required to reform its business practices, including giving all developers the ability to allow users to pay through in-app billing systems other than Google Play billing for at least five years. Google will also be required to allow developers to offer cheaper prices for their apps and in-app products for consumers who use alternative, non-Google billing systems for at least five years.

Other business practice changes that Google will adhere to involve elimination of practices like exclusivity contracts and giving support for other providers of apps for Android devices. Google will be required to submit compliance reports to an independent compliance professional who will ensure that Google is not continuing its anticompetitive conduct for at least five years.

# Jim Lundberg's legal expertise brings him back to Maschoff Brennan

**Peri Kinder**  
*The City Journals*

Since graduating from BYU's law school in 1987, Jim Lundberg has spent decades in the legal field, often at the forefront of intellectual property law. After taking a year-long sabbatical to travel the world with his five daughters, Lundberg has joined the Maschoff Brennan firm. His goal isn't to chase partnership but to reconnect with his love of practicing law while maintaining a healthy balance between his career, personal time and family.

Lundberg hasn't always prioritized mental well-being over profit. Years ago, when he lost his infant son, he buried himself in work, often clocking 80 hours per week to numb the anger and pain. His tailspin took a toll on his life.

"That's how I dealt with the anger and the mental impact of it," he said. "Ultimately, I got to the point where it was going to affect every other relationship I had in my life. I decided I needed to make a change."

Before the tragedy, Lundberg worked as a law clerk for a federal judge and later entered private practice with several firms, in-



Commercial and corporate attorney Jim Lundberg joins the Maschoff Brennan team in an "of counsel" role. (Photo courtesy Maschoff Brennan)

cluding Salt Lake City's Snell & Wilmer. After the death of his son, he realized he needed to take a different path.

Lundberg reached out to a contact at Utah-based WordPerfect Corp., hoping that an in-house role would get him back on track.

"I went to work for them with the Business Software Alliance. Back then, copyright infringement by companies, especially in China, was prominent," he said. "I decided to transition to the corporate practice, or in-house practice, and that was the beginning of my life in the corporate practice role."

It was the start of a long career as an intellectual property attorney, a job that has allowed him to work with several publicly traded companies, including No-

vell. He also operated as associate general counsel for Vivint Solar and vice president/deputy general counsel at Vivint Smart Home, while serving on the Mapleton City Council.

"I realized that in the end, our life and our lifestyle choices are much more important than the financial side of things," he said. "That's part of the reason I stayed with a lot of the in-house roles. They pay well, but the stress level is not nearly as high. I've been blessed to have an amazing career that's been beneficial for me and my lifestyle."

Although he worked with Maschoff Brennan from 2013 to 2014, his new "of counsel" role with the firm lets him pursue his love for intellectual law while granting him time to enjoy his off-work pursuits and spend time with family.

Things have changed since his first foray into intellectual property law with WordPerfect, when software was distributed on floppy disks. His work had him on the cutting edge of software patent law and he developed a reputation in the field, often traveling to foreign countries to help conduct raids with local law enforcement to take down fraudulent software distributors.

Now, with AI disrupting all industries, Lundberg is back on the leading edge of intellectual property law. He admits it's exhilarating to be part of something so exciting and world-changing.

"Being able to enforce and protect those property rights is now becoming much more difficult with the implication of AI and how that's created and how it's distributed," he said. "It's exciting. That's why I got into law. It can be an adrenaline rush to figure out the nuances of different ideas and how to protect a client's interests."

Maschoff Brennan welcomed Lundberg back with open arms. The firm appreciates his wealth of corporate experience and unique perspective, garnered through hard work and firsthand knowledge.

"We have worked closely with Jim for years, both as a partner and client. He has exceptional judgment. We are thrilled to welcome Jim back to the firm," said Sterling Brennan, partner at Maschoff Brennan. "Jim's deep understanding of the legal and business challenges our clients encounter today, honed by his years of firsthand experience at the executive level, makes him an invaluable asset to our litigation team and to our clients."

## Remote workers and the law: critical tips for employers

Employment law for a Utah business can be ... tricky. On one hand, you are trying to find, recruit and retain the best and brightest to help your customers and clients. On the other hand, you are trying to navigate morale and HR issues, reduce costs, and weed out workers who are hurting your business.

But for all that is good and holy, you also want to stay out of court.

For many Utah companies, remote workers cut costs and improve employee morale — a certified win-win. But, misunderstandings of employment laws (or complete ignorance of them) can grind a thriving, growing business to a halt. Some of the most pressing legal issues to consider for employers with remote workers include FMLA eligibility, FLSA and overtime, and freedom of speech.

### FMLA eligibility

The Family and Medical Leave Act (FMLA) grants eligible employees up to 12 weeks of unpaid leave in a 12-month period with a qualifying reason, such as medical issues that may arise for the employee or the employee's family. Remember, FMLA is unpaid leave. The employer doesn't have to grant an additional week of PTO for FMLA compliance, but they do need to ensure the job (or an equivalent) is there for the employee when they return from leave.

Most of the headaches come when determining who is eligible for the leave. Eligible remote employees are those who:

Have worked for the company for a year.

Have worked for a total of 1,250 hours in that year.

Have a "worksites" within 75 miles of 50 other employees' worksites.

Many employers assume that the home office (or Starbucks Wi-Fi) is the "worksites" for that third point.

Wrong.

The Department of Labor has issued clarification, stating that a remote worker's worksite is (1) the location to which the employee reports; or (2) the location from which the employee receives "day-to-day instructions" and assignments.

An example can be useful here: Employee A works remotely from Littleton, Colorado (the perfect name for a Hallmark set-



ting), but routinely checks in with a manager in Salt Lake City who gives Employee A assignments and to whom the employee reports. Employee B works remotely in Hershey, Pennsylvania, and primarily receives assignments from the same SLC manager. For purposes of the FMLA, both employees have a Salt Lake City "worksites."

Therefore, it isn't particularly useful to track the number of employees within 75 miles of the worksites in Colorado and Pennsylvania. Instead, it is crucial to track and count the total number of employees who have a worksite within 75 miles of Salt Lake City; if there are more than 50 employees in a 75-mile radius, FMLA compliance should be an urgent priority.

Again, do not assume that because an employee lives and works in the Seychelles, far from any other employee, they do not have a worksite within 75 miles of other employees; if they report to or receive assignments from a manager within 75 miles of 50 employees, that employee might be FMLA eligible.

### FLSA and overtime

The Fair Labor Standards Act (FLSA) requires employers to pay the federal minimum wage and overtime for non-exempt employees. Astute employers are generally aware of the potential exemptions to the overtime requirement, which include an administrative exemption, executive exemption, and the so-called outside sales exemption, among others.

Exempt employees are not entitled to overtime pay. However, for non-exempt employees, overtime pay (1.5 times the normal pay) must be paid out anytime the employer lets the employee work beyond 40 hours in a week.

This can get tricky for remote employees who might not be as aware of employees' working hours as employees who are in the office five days a week. Accurately

recording hours for non-exempt remote workers, including unscheduled or after-hours work that is "suffered or permitted," is not only a core challenge, but is also a statutory mandate.

Does your company understand when employees are working and for how long they are working? If not, you might be missing critical wage information in addition to being noncompliant with the FLSA. Late-night emails, requiring weekend responses, and other "always on" policies might creep into FLSA noncompliance. State meal/rest break rules still apply remotely.

Another challenge is that remote staff can trigger differing state wage-and-hour, overtime and break rules based on the employee's work location. Having a one-size-fits-all policy can be risky and costly, so state-specific policies and staying up to date on state law updates is crucial (this is where a good attorney comes in).

Liability for FLSA noncompliance is not as simple as just paying the employees their overtime due. Instead, the FLSA permits backpay, attorneys' fees and costs, and liquidated damages (which essentially doubles what the company would have to pay). Some states' wage laws might permit even more recovery by the employee.

### Free speech

Is firing an employee for a hateful, hurtful social media post OK? The First Amendment means that the government can't silence your speech, but as for business owners and employee speech, you might have a bit more flexibility.

Private actors (like Utah businesses) are generally not held to constitutional standards, including First Amendment protections. Business owners with remote employees, however, are not given carte blanche to punish employees for their speech. "Broader" authority over employee speech does not mean "unlimited" authority.

Some states, like New York, have laws that prohibit adverse actions against employees who participate in political speech. Other states, like Nevada and South Carolina, have protections for employee speech that are narrower.

Utah is somewhat of a middle ground of

employee free speech protections. The Utah Antidiscrimination Act prohibits employers from punishing an employee for lawful political speech that takes place outside of work hours and away from the workplace, but there is an exception that allows employers to take action if the off-duty speech directly conflicts with their "essential business-related interests."

This patchwork nature of speech in the workplace makes compliance difficult for remote employers. Many states do not distinguish an employee's rights based on where the employer is located. The employee's location is what matters. An employer who fires an employee because of their speech (even if it is heinous or particularly offensive) might end up paying for a costly court defense despite the lack of constitutional protection of employee speech. Proper training and state-specific policies and procedures are critical.

In sum, remote workers can be an incredible asset to Utah businesses. Remote work arrangements can reduce overhead costs, increase employee morale, and increase the potential talent pool from which to hire.

These remote positions carry with them a lot of legal risk, especially for employers who assume that hiring across the country is the same as easily dodging fundamental employment laws. FMLA compliance, FLSA overtime pay, and state-specific free speech laws are examples of legal issues that don't go away with remote work — they become more complex. Avoiding or neglecting these issues isn't just ignorant or unwise; it is extremely costly, and your business deserves better.

Stay out of court, keep your employees happy, and grow your business by complying with and staying abreast of the legal requirements of your remote workforce.

Parker Airmet is a labor and employment attorney at the Salt Lake City office of Holland & Hart LLP. Airmet regularly helps Utah companies resolve employment disputes and business litigation matters, allowing companies to concentrate on their core business operations. Airmet graduated from the S.J. Quinney College of Law at the University of Utah.