



## Nicole Snyder

Partner

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**Nicole guides clients at every stage of the corporate life cycle from initial formation and day-to-day business and contracting matters through complex mergers and acquisitions.**

### PRACTICES

Mergers and Acquisitions  
 Emerging Growth  
 Securities and Capital Markets  
 Venture Capital and Private Equity  
 Trade Secrets and Non-Competes  
 Corporate

### EDUCATION

University of Michigan Law School, J.D.,  
 2001

Associate Editor, *University of Michigan  
 Law Review*

University of San Diego, B.A., 1997  
*magna cum laude*

### BAR ADMISSIONS

Idaho

**Strategic Advisor:** Nicole delivers strategic counsel to small and large businesses and nonprofit corporations, and she serves as outside general counsel to some of Idaho's most successful companies. Nicole has also served as transaction counsel for over 50 mergers and acquisitions, representing both buyers and sellers in small day-to-day acquisitions to transactions valued at over \$100 million.

**Employment Advice in Business Transactions:** Nicole advises clients how to handle complex employment matters that arise in connection with business acquisitions, including layoffs and executive compensation.

Nicole recently completed a three-year term as one of the five members of Holland & Hart's Management Committee, which oversees the management and strategic direction of the entire firm. She currently serves as the firm's Corporate Practice Group Leader.

### EXPERIENCE

#### Corporate Law

Nicole works with clients in a variety of industries, including technology, retail, construction, mining, healthcare, engineering, waste management, agriculture, and education. She assists clients in all phases of corporate law, including:

- Complex mergers and acquisitions
- Debt and equity financing
- Venture capital opportunities
- Investment and financing
- Corporate formation and structure
- Governance and compliance
- Restructuring
- Recapitalization

Nicole has served as transaction counsel for over 50 mergers and acquisitions, representing both buyers and sellers in small day-to-day acquisitions to transactions valued at over \$100 million.

She also provides outside general counsel and contracting advice for companies with national and international operations.

### Employment Law

Nicole counsels businesses on workplace and workforce management matters:

- Drafting and negotiating executive employment agreements, including benefit packages and non-compete agreements
- Severance agreements and employment separation counseling
- Compliance with wage and hour, leaves, and discrimination laws
- Compliance with Federal Worker Adjustment and Retraining Notification Act notices

## CLIENT RESULTS

### Corporate Law

Quality Thermistor, Inc. in its sale to CTS Corp for \$80 million

An Idaho-based wood products company in six strategic acquisitions and divestitures

An environmental waste management services company in an \$87 million acquisition of additional industrial wastewater disposal operations

Varsity Contractors, Inc. shareholders in their sale of national janitorial operations to Kellermeier Bergesons Services

A Utah-based aluminum manufacturing company in its sale for \$92 million

An Idaho-based RV dealership in its sale to a national company

A northwest restaurant franchise business in its sale

A Mexico-based manufacturing company in its sale

A national vitamin-manufacturing company in its sale

A construction component manufacturing company in an international private equity financing

## PUBLICATIONS

"Drafting Commercial Contracts: Eight Important Provisions During a Pandemic," *Holland & Hart News Update*, 07/22/2020

"Ready for Departure," *Today's Veterinary Business*, 06/03/2019

"7 Must-do's Before you Sell," *Today's Veterinary Business*, 04/01/2019

"It's Your Move," *Today's Veterinary Business*, 02/08/2019

"The Devil's in the Details," *Today's Veterinary Business*, 12/03/2018

"Seal the Deal," *Today's Veterinary Business*, 10/01/2018

"Idaho Legislature Repeals 2016 Changes to Non-Compete Law,"  
*Employers' Lawyers Blog*, Co-Author, 04/09/2018

"New Concerns for Employers and HR Departments post-Equifax Cyber Breach," *Holland & Hart News Update*, Co-Author, 09/18/2017

"Non-compete Laws: Idaho," *Practical Law Company*, 06/2012, updated through 2020

"Mini-WARN Acts: Idaho," *Practical Law Company*, 05/2012, updated through 2020

## **SPEAKING ENGAGEMENTS**

"Health Law Webinar - Healthcare Mergers and Acquisitions: Key Legal Issues," 08/23/2018

"Corporate and Private Veterinary Practice: Buy/Sell/Benefits and Pitfalls,"  
*American Veterinary Medical Law Association*, 07/15/2018

"Hot Topics for In-House Counsel," *Presentation to local in-house counsel*, 07/10/2018

"CEO Succession Planning," *Association of Corporate Counsel, Boise Chapter, Moderator*, 01/17/2017

## **RECOGNITION**

- *Idaho Business Review*, Leaders in the Law Award, 2019
- *Idaho Business Review*, Idaho Women of the Year Award, 2015
- *Chambers USA: America's Leading Lawyers for Business*, Corporate/Commercial, 2011-2021
- *Idaho Business Review*, Accomplished Under 40, 2011
- Mountain States Super Lawyers® Rising Stars, Business/Corporate, 2008, 2009, 2011-2015

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Idaho State Bar Business and Corporate Law Section, Member and Past Chairperson and Governing Council, 2002-present
- Idaho Shakespeare Festival Board of Trustees, Member, 2019 - present
- National Association of Corporate Directors, Northwest Chapter/Boise, Advisory Council Member, 2016
- TerraLex Idaho Representative, 2014-2017
- Boise Art Museum, Past Member and Past President of the Board of Trustees

- Idaho State Bar Diversity Section, Founding Member
- Idaho Women Lawyers, Board of Directors, 2007-2009