



Ryan B. Frazier

Shareholder

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801.328.3600

Practice Areas

Affirmative Action Plans
 Alternative Dispute Resolution
 Complex Commercial Litigation
 Discrimination and Harassment
 Employee Handbooks and Policies
 Employment Audits
 Employment Contracts and Agreements
 Labor and Employment
 Landlord/Tenant Disputes
 Litigation
 Real Estate
 Real Estate Litigation
 Workers' Compensation
 Terminations, Layoffs, and Plant Closures
 Construction, Surety, and Design Professionals

Ryan Frazier is a member of the firm's Labor and Employment and Litigation sections. His practice focuses on civil and commercial lawsuits, with a specific emphasis on representing employers in employment disputes. He has extensive experience representing clients in discrimination, harassment, noncompetition and leave disputes. He has tried cases before judges, juries, arbitrators, and administrative panels, ranging from one-day bench trials to a seven-week jury trial. Regardless of whether he is litigating in state or federal courts or engaging in alternatives to the court system, such as mediation or arbitration, he takes an efficient, results-oriented approach to problem solving.

Drawing upon his education, training, and experience, he regularly advises employers regarding sensitive employment matters, including termination issues, discrimination and harassment allegations, sexual harassment investigations, leave issues, wage and hour issues, and accommodations for persons with disabilities. He routinely drafts and reviews employment contracts, noncompetition and confidentiality restrictive covenants, employee handbooks, separation agreements and policies relating to employment.

He previously served as Chair of the firm's Litigation section and has served as Chair of the Executive Committee of the Litigation Section of the Utah State Bar. Before joining Kirton McConkie in 2005, he was a judicial clerk for Associate Chief Justice Leonard H. Russon, Utah Supreme Court (2001-2002) and worked as an associate at a Salt Lake City law firm specializing in litigation.

Mr. Frazier has been recognized as one of Utah's Legal Elite and one of the Mountain States Super Lawyers for business litigation.

Education

University of Utah S.J. Quinney College of Law, JD, 2000

– *Utah Law Review*

– William H. Leary Scholar

University of Utah, BA, Political Science, 1996

Clerkships

– Judicial Law Clerk to Justice Leonard H. Russon, Utah Supreme Court

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Languages

Spanish

Experience

- Successfully defended the region's biggest integrated healthcare organization against antitrust claims for \$89 million in damages, vindicating the organization's rights to select its providers. The decision was affirmed on appeal.
- Procured judgment dismissing all claims brought against a developer in which the plaintiff was seeking a \$2.7 million deficiency judgment following a non-judicial foreclosure and obtained an award of over \$200,000 in attorney fees for the developer incurred in defending against the claims.
- Obtained court-issued temporary restraining orders and preliminary injunction orders prohibiting and enjoining former employees from competing with clients in cases involving non-compete and non-solicitation agreements.
- Obtained judgment for a credit union against former employee claiming age and disabilities discrimination lawsuit.
- Successfully defended multiple employers against charges of discrimination filed with the EEOC and state agencies.
- Successfully led a trial team proving a lease-option to purchase actually constituted an equitable mortgage. Attorney fees were awarded and the client was able to reclaim the home.
- Has favorably resolved Americans with Disabilities Act (ADA) and Age Discrimination in Employment (ADEA) claims brought against employers as well as issues arising from non-compete agreements.

Admissions & Affiliations

Bar Admissions: Idaho, 2000

United States Court of Appeals for the Ninth Circuit, 2000

United States District Court for the District of Idaho, 2000

United States District Court for the District of Utah, 2001

Utah, 2001

Bar Admissions: Chair, Litigation section, Utah State Bar (2012-2013)

Chair-elect, Litigation section, Utah State Bar (2011- 2012)

Treasurer, Litigation section, Utah State Bar (2009-2011)

Secretary, Litigation section, Utah State Bar (2007-2009)

American Bar Association

Salt Lake County Bar Association

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Honors & Awards

- Utah Legal Elite: Business Litigation (2011, 2006)
- Mountain States Super Lawyers: Rising Star in Business Litigation (2008, 2011-2012)
- Mountain States Super Lawyers: Business Litigation (2013-2016, 2024-2025)