



## Nicole Snyder

Chief Operating Officer

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**As Chief Operating Officer, Nicole is responsible for the leadership and strategic oversight of the firm's operational and administrative functions.**

### EDUCATION

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

*University of Michigan Law Review,*  
Associate Editor

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

### BAR ADMISSIONS

Idaho

Nicole manages the business side of the firm's operations. She oversees a team of talented leaders who drive the firm's financial, enterprise risk, and operational functions. She directs resources and investments to ensure the firm has the right infrastructure to meet current and future needs to be a "best-in-class" business.

Supporting the Managing Partner, Nicole helps to implement the firm's strategic plan. She works closely with Practice Group Leaders and Administrative Partners to address operational issues consistent with the firm's overall strategy. She also serves as an advisor to the firm's Management Committee.

A collaborative, pragmatic leader, Nicole prioritizes cross-functional teamwork to drive efficiencies that allow attorneys and business professionals to deliver excellent client service.

Nicole previously served as the firm's Chief Financial and Administrative Officer. Before moving into business roles, Nicole practiced corporate law for 20 years and was admitted to the firm's partnership in 2010. She held several leadership roles, including Corporate Practice Group Leader (2020-2021), serving as an elected member of the Management Committee (2015-2017), and Boise Administrative Partner (2013-2014).