

Snell & Wilmer



Delilah R. Cassidy

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Main Bio

Delilah Cassidy is a strategic and creative advocate who helps clients solve their problems — regardless of the magnitude.

Delilah's practice is concentrated on labor and employment law and appellate law. She represents clients in court, arbitration, and agency proceedings involving discrimination, harassment, and retaliation claims as well as restrictive covenant agreement issues. Delilah is also an award-winning appellate oral advocate and handles complex appeals across the country, including before the Ninth and Tenth Circuit Courts of Appeal. She brings a wealth of experience and perspective as a former Judicial Clerk that enables her to better understand and advise clients on issues for appeal.

Delilah also counsels employers on all aspects of the employer-employee relationship and human resources issues with a focus on providing practical solutions that are compliant with state and federal employment laws. In particular, she has significant experience helping employers plan and execute multi-state reductions in force, and she presents and publishes on best practices with respect to this constantly changing topic. She routinely drafts employment handbooks, policies, and agreements including restrictive covenant, severance, and independent contractor agreements. Prior to joining the firm, Delilah worked in the sports and entertainment industry and earned her Master of Sports Law and Business. She leverages this experience when drafting sports and entertainment agreements and deal documents for clients.

Delilah is dedicated to promoting inclusivity in the legal profession. She was appointed to the American Bar Association's Judicial Intern Opportunity Program ("JIOP") Committee to help provide internship opportunities to students who are members of racial and ethnic groups that are traditionally underrepresented in the profession, students with disabilities, veterans, students who are economically disadvantaged, students who identify themselves as LGBTQ+, and women. Delilah also greatly values pro-bono work and is passionate about giving back to her community.

Education

- Arizona State University, Sandra Day O'Connor College of Law (J.D., *magna cum laude*)
 - Arizona State Law Journal, Editor-in-Chief
 - Outstanding Graduate
 - Order of the Coif
 - Order of Barristers

- Willard H. Pedrick Scholar
- CALI Award for Legal Advocacy
- ABA National Appellate Advocacy Competition (NAAC), Regional Oral Advocate Award
- Spritzer Oral Argument Competition
- Arizona Women Lawyers Association Scholar
- Women Law Students' Association, Member
- Sports Law Business Organization, Director of External Affairs
- Teaching Assistant: Civil Procedure, Property, Bar Exam Prep
- Arizona State University (M.A., Sports Law and Business, *summa cum laude*)
 - Research Assistant, Professor Glenn Wong
- Arizona State University, Barrett, the Honors College (B.A., Sports Journalism, *summa cum laude*)
 - Moeur Award
 - Kappa Tau Alpha Honors Society
- Arizona State University, Barrett, the Honors College (B.A., Sports Business, *summa cum laude*)
 - Outstanding Graduate Finalist
 - Flinn Scholar
 - Sports Business Scholar
 - McCord Scholar
 - Sports Business Association, Executive Board
 - Alpha Kappa Psi

Professional Memberships & Activities

- American Bar Association
 - Judicial Internship Opportunity Program (JIOP), Leadership Committee Appointee
 - National Appellate Advocacy Competition (NAAC), Coach
 - Employment Section, Member
 - Litigation Section, Member

Representative Presentations & Publications

- "Workforce Planning in an Age of Inflation and Possible Recession: Your Furlough and Layoff Playbook," Co-Presenter, 2023 Employment Law Tool Kit (January 25, 2023)
- "[Planning for Workforce Reductions in an Age of Inflation](#)," Co-Author, HR Daily Advisor (November 20, 2023)
- "[FTC Proposes Ground-Breaking Rule Banning Non-Compete Clauses in Employment Contracts Nationwide](#)," Co-Author, Snell & Wilmer Legal Alert (January 6, 2022)
- "[Congress Expands Pregnant and Nursing Worker Protections in the New Year](#)," Co-Author, Snell & Wilmer Legal Alert (January 5, 2023)
- "[2023: The Year Pay Transparency Becomes a Much Bigger Deal](#)," Co-Author, Snell & Wilmer Legal Alert (November 15, 2022)

- "[Everything Employers Need To Know About the EEOC's Updated "Know Your Rights" Poster](#)," Co-Author, Snell & Wilmer Legal Alert (October 26, 2022)
- "[It's All About the Money \(and Pay Equity\): California Will Require Employers to Disclose Salary Ranges in Job Postings](#)," Co-Author, Snell & Wilmer Legal Alert (September 30, 2022)
- "[You Belong With Me: Retaining Authorship and Ownership of Sound Recordings](#)," Author, Arizona State Law Journal (May 2021)

Community Involvement

- Arizona Legal Center, Client Consultant Volunteer (2018-2021)
- Circle K International (2014-2018)

Previous Professional Experience

- Judicial Clerk, Vice Chief Justice Ann A. Scott Timmer, Arizona Supreme Court (2021-2022 term)
- Maricopa County Superior Court, Judicial Extern to the Hon. Christopher T. Whitten (JIOP) (Summer 2019)
- Arizona Coyotes, Legal Intern (Summer 2019)
- Arizona Diamondbacks, Intern (2017-2018)
- Arizona Cardinals, Intern (2016-2017)
- Oakland Athletics, Intern (2014-2018)
- Bally Sports Arizona, Intern (2015)

Bar Admissions

- Arizona
- California

Court Admissions

- United States District Court, Southern District of California
- Supreme Court of Arizona
- United States Court of Appeals, Ninth Circuit
- United States Court of Appeals, Tenth Circuit
- United States District Court, District of Arizona