



Victoria R. Luman

Associate

Victoria's practice involves complex commercial litigation, entertainment and media law, employment law, and business immigration. Victoria has considerable experience with Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the Fair Labor Standards Act and works with a variety of large and small employers in developing effective employment policies, procedures, and handbooks. Victoria has also developed an expertise specific to media and entertainment law and handles a variety of issues for her clients throughout the television, film, music, and publishing industries. Victoria enjoys helping her clients in the entertainment industry find creative solutions to intersecting issues involving both entertainment and employment law.

As a member of Parr Brown's Entertainment Law practice, Victoria has represented numerous entertainers and artists on a wide variety of deals and projects throughout the entertainment industry—from major-label recording contracts to film and television deals—while working with directors, producers, musicians, publishers, screenwriters, authors, sports teams, and many others. Victoria enjoys working with creatives to help them navigate complex legal matters so that they can achieve their ultimate goal of sharing their art with the community.

With Parr Brown's Employment group, Victoria counsels clients on a variety of employment law issues and particularly enjoys working with small startup companies and entrepreneurs. She has considerable experience in the area of employment contracts, including executive employment agreements, non-compete and non-solicitation agreements, separation and severance agreements, and independent contractor issues. Victoria also has particular expertise in business immigration law and assists clients in preparing a variety of nonimmigrant and immigrant visas, including H-1B, H-2A, H-2B, and L-1 visas and green card applications.

Outside of her legal practice, Victoria devotes her time volunteering with local organizations geared towards promoting inclusive education and access to mental health services for all children. Prior to attending law school, Victoria earned a B.S. in Psychology, *cum laude*, and a B.S. in Human Development & Family Studies with an emphasis in Early Childhood Education, *cum laude*, from the University of Utah in 2013. Victoria completed a summer internship at The Children's Center, where

CONTACT INFORMATION

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PRACTICE AREAS

Commercial Litigation Services

Employment Law

Employment Litigation

Entertainment Law

EDUCATION

2016, J.D., University of Utah, High Honors, CALI Awards, Outstanding Achievement

2013, B.S., Psychology, *cum laude*, B.S. Human Development & Family Studies, *cum laude*, University of Utah

BAR ADMISSIONS

2016, Utah

PROFESSIONAL ACTIVITIES

Articles Editor, Utah Bar Journal

Young Executives Board Member;
Classroom Volunteer, Junior
Achievement of Utah

Development Committee Member, The
Children's Center

Diversity & Inclusion Committee
Member, KEUR 90.1

Pet Adoption Center Volunteer, Best
Friends Animal Society

KUER Audience & Donor Development
Committee

CLERKSHIPS

Honorable J. Frederic Voros, Jr., Utah
Court of Appeals

Honorable John A. Pearce, Utah Supreme
Court

she witnessed first-hand the multitude of families in need of affordable mental health services for their children. Upon graduating law school, Victoria returned to The Children's Center as a member of their Development Committee, where she strives to raise awareness and funding for the vital services The Children's Center provides to children in need. Victoria is also a member of the Young Executives Board of Junior Achievement of Utah and regularly volunteers in classrooms providing supplemental curricular instruction to elementary school students about the economy, entrepreneurship, and financial literacy.

Before joining Parr Brown, Victoria served as a judicial clerk for The Honorable J. Frederic Voros, Jr. of the Utah Court of Appeals and a judicial clerk for The Honorable John A. Pearce of the Utah Supreme Court.

In her free time, Victoria enjoys spending time fly fishing, hiking, biking, camping, surfing, and backcountry skiing with her husband and their Labrador retrievers, Gru and Lucy, who have been featured in a variety of outdoor industry advertisements and films. Despite their "professional" accolades, Gru and Lucy are still working to pay off debts incurred for eating shoes, coats, sleeping bags, television remotes, and house plants. But Victoria remains a proud dog mom, eager to tell anyone and everyone about them, and loves volunteering at Best Friends Animal Society as a dog walker.

Publications and Speaking Engagements:

Incomplete Integration: Water, Drought, and Electricity Planning in the West

31 J. ENVTL. L. & LITIG. 167 (2016) (with Lincoln L. Davies)

The Role of Natural Gas in the Clean Power Plan

49 J. MARSHALL L. REV. 325 (2015) (with Lincoln L. Davies)

Diverting the Flow: Breaking the School-to-Prison Pipeline for Children With Disabilities in Utah

2 UTAH J. CRIM. L. 105 (2015)