



## Janet Hugie Smith

Shareholder/Director  
801-323-3356  
jhsmith@rqn.com

### Practice Areas

Employment and Labor Law and Litigation  
Women Lawyers Group

Janet Hugie Smith is a Shareholder and President of Ray Quinney & Nebeker and serves on the Firm's Executive Committee. She specializes in employment and labor law, including federal and state discrimination law, affirmative action, wrongful termination and related claims, covenants not to compete, employment agreements, employee handbooks and policies, and unemployment claims.

Ms. Smith received the 2006 Dorathy Merrill Brothers Award for the Advancement of Women in the Legal Profession from the Utah State Bar in 2008. She is recognized in *Chambers USA* in Labor & Employment Law and is listed in *The Best Lawyers in America*, 1989 to present. She is also a frequent lecturer on employment and discrimination law. Ms. Smith served as State Chair of the American College of Trial Lawyers from 2008-2010, and is the Chair of the Committee for the U.S. District Court Advisory Committee for the Local Rules of Practice, District of Utah.

Ms. Smith maintains an AV Preeminent (5.0) rating with Martindale-Hubbell, which is the highest rating awarded to attorneys for professional competence and ethics. She has also been selected for inclusion in *Mountain States Super Lawyers* in the category of Employment Litigation: Defense. She was again named among the Top 40 Women, a list of women lawyers who received the highest point totals in the 2010 balloting for *Mountain States Super Lawyers*. Ms. Smith has been voted by her peers throughout the state as one of Utah's "Legal Elite" in the category of Labor and Employment Law (as published in *Utah Business Magazine*).

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## Education

### University of Utah, J.D., 1976

- Member, UTAH LAW REVIEW, 1974-76
- Doctoral work in Anthropology

### Stanford University, M.A., African History, 1969

### Utah State University, B.A., American History, 1967

- *magna cum laude*



## **Admitted to Practice**

- Utah State Bar
- Utah Supreme Court
- United States Court of Appeals, Tenth Circuit
- United States Supreme Court
- United States Court of Appeals, Ninth Circuit
- United States District Court, District of Colorado
- United States District Court, Eastern District of Wisconsin

## **Professional Affiliations and Memberships**

- Fellow, American College of Trial Lawyers, 1999 to present, Utah State Chair
- Alumni Association July 2009 Spotlight, Utah State University's e-newsletter Aggie Insights
- Adjunct Professor, S.J. Quinney College of Law, 2002 and 2010