

Administrative Law Judge Keith A. Shandalow was born and raised in Brooklyn, New York. He received his B.A., *magna cum laude*, in English from the State University of New York at Buffalo, a Master's degree in American Studies from the University of Iowa, and his J.D. with honors from the University of Michigan Law School. While in graduate school, he taught courses in Rhetoric, Writing, Literature, American Autobiography, The Novel, and the Literature and Culture of the 1960s at the University of Iowa and St. Cloud State University.

After law school, Judge Shandalow was a litigator with San Francisco law firms for twelve years before joining the Hewlett-Packard corporate law department in Palo Alto, California. His practice focused on employment law, litigation, contracts, and commercial law. He was also an adjunct instructor at the University of California's Hastings College of the Law, teaching legal writing and research, and appellate advocacy.

After moving to Colorado in 2005, Judge Shandalow formed his own law firm in Boulder, specializing in employment law, administrative law, and transactional work for start-up companies. He represented state employees in employment matters before the State Personnel Board from 2010 until his appointment as an Administrative Law Judge for the State Personnel Board in June 2015. He is a certified mediator.