

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, an M.A. in American Studies from the University of Iowa, and his J.D. with honors from the University of Michigan Law School. After law school, Mr. Shandalow was a litigator with San Francisco law firms for twelve years before joining the Hewlett-Packard corporate law department in Palo Alto, California. He was also an adjunct instructor at the University of California's Hastings College of the Law. After moving to Colorado in 2005, Mr. Shandalow formed his own firm in Boulder, specializing in employment law and transactional work for start-up companies. He has represented state employees in employment matters before the State Personnel Board since 2010.