



Karina Sargsian

Associate

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Ms. Sargsian has experience in all aspects of managing complex employment and commercial litigation in both state and federal courts. She actively engages with her clients and enjoys developing case plans and strategies to achieve her clients' goals.

Ms. Sargsian provides advice and counsel to employers of all sizes on a full spectrum of both contentious and non-contentious employment matters—including drafting and evaluating restrictive covenants, drafting and negotiating employment, severance, and general release agreements, drafting effective personnel policies, and representing and advising employers in other workplace law matters. Additionally, Ms. Sargsian has particular experience in counseling and defending employers facing a broad array of employment-related claims, such as discrimination, retaliation, and harassment claims, as well as wage and hour violations.

Prior to joining Holland & Hart, Ms. Sargsian gained experience working for several judges, both at the Federal District Court level as well as the State trial court level. Her clerkships gave her an invaluable, behind-the-scenes insight into the judicial decision-making process and the legal system generally.

PUBLICATIONS

"Re-Opening Checklist for Employers," *Holland & Hart News Update*, 05/27/2020

"Mitigating Employer Risk as Utah Reopens for Business," *Utah Business*, Co-Author, 05/22/2020

"Considerations for Employers During the "Re-Opening" Phase," *Holland & Hart News Update*, Co-Author, 04/30/2020

"UNEMPLOYMENT INSURANCE RELIEF: Expanded Benefits/Short Time Compensation," *Holland & Hart News Update*, 03/27/2020

"HEALTHCARE: Health Provisions/Medicare & Medicare Extenders/OTC Drugs," *Holland & Hart News Update*, Co-Author, 03/27/2020

"CARES Act Update: How the \$2.2 Trillion Relief Impacts Businesses and Employers," *Holland & Hart News Update*, Co-Author, 03/27/2020

"Employers, Prepare for a Legal Battle: Sometimes Prevention is not Enough to Counter Retaliation Claims," *The Enterprise - Utah's Business*

PRACTICES

Commercial Litigation
Labor and Employment
Healthcare Law

INDUSTRIES

Healthcare

EDUCATION

University of Utah College of Law, J.D.,
2013

Dean's List

William H. Leary Scholar

Executive Online Editor, Editorial Board
(2012-2013), *Utah Law Review*

Segal Education Public Interest Award
Recipient

University of Utah, B.S., 2006

BAR ADMISSIONS

Utah

Journal, Co-Author, 12/15/2019

SPEAKING ENGAGEMENTS

"Navigating the "New Normal": Considerations for Employers During the "Re-opening" Phase of the Covid-19 Pandemic," *Celesq Webinar*, 05/26/2020

"Navigating the Changing Legal (and Illegal) Marijuana Climate," *Utah Rural Independent Hospital Network Human Resources Manager Meeting*, October 2019

"Utah and Federal Law Updates," *Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

RECOGNITION

- *Utah Business Magazine*, Utah Legal Elite, Up & Coming, 2020
- Best Lawyers: Ones To Watch, Commercial Litigation; Labor and Employment Law - Management, 2021

PROFESSIONAL AND CIVIC AFFILIATIONS

- Women Lawyer of Utah, Member
- Utah Minority Bar Association, Member
- Federal Bar Association, Member
- Salt Lake County Bar Association, Member
- Utah Bar Association, Member
Litigation Section
Labor & Employment Section