



Laurie Rogers

Associate

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Laurie represents local and national clients in all matters of employment law, defending employers in the courtroom, before administrative agencies, and in the ADR process. She also counsels and trains employers on HR issues from hiring to termination. Laurie has experience helping professional employer organizations (PEOs) and staffing companies navigate the complexities of the employment services world.

With more than 15 years of experience as a business owner, manager, and consultant, Laurie brings strong business acumen to her practice, as well as real-world insight that can help employers quickly and effectively resolve workplace issues, ensuring their employment decisions are motivated by legitimate business decisions. Laurie's expertise includes HR counseling and federal and state legal compliance, including matters related to wage and hour laws, benefits, Title VII, ADA, ADEA, FLSA, FMLA, and their state-law counterparts.

Before joining Holland & Hart, Laurie was an Associate Attorney at Hirst Applegate, LLP, where she worked extensively in the areas of employment law, civil litigation, transportation law, and insurance defense. Prior to law school, Laurie co-founded and operated a highly successful Colorado Front Range startup, providing the company with the leadership, vision, and management necessary to effectively grow and maintain its financial strength.

CLIENT RESULTS

Obtained summary judgment for an employer in a wrongful termination in violation of public policy case

Obtained dismissal of "Serious" OSHA citations for national client

Facilitated settlement of discrimination and wrongful termination cases for various local and national employers, often with no compensation to Complainant

PUBLICATIONS

"[Paycheck Protection Program: Eligibility and Affiliation Rules](#) ," *Holland & Hart News Update*, Co-Author, 04/09/2020

"[RELIEF FOR SMALL BUSINESSES: Paycheck Protection/Economic Injury Disaster](#)," *Holland & Hart News Update*, Co-Author, 03/27/2020

PRACTICES

Wage and Hour
HR Counseling, Compliance, and Risk Management
Accommodations, Disabilities, Leaves
Employment Litigation and Class Actions
Discrimination, Harassment, Retaliation, and Litigation
Labor and Employment

EDUCATION

University of Wyoming College of Law,
J.D. , 2015
With Honors

University of California at Santa Barbara,
B.A., 1990

BAR ADMISSIONS

Wyoming

COURT ADMISSIONS

USDC District of Wyoming
USDC District of Colorado
Federal Court of Appeals for the Tenth Circuit

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

"New Overtime Rule Raises Annual Salary Threshold to \$35,568," *Holland & Hart News Update*, 09/25/2019

"Wyoming Chapter of the Wolters Kluwer Product Liability Desk Reference- A Fifty-State Compendium," Co-Author, 2017 & 2018 editions

SPEAKING ENGAGEMENTS

"COVID-19 Legal Issues for Employers," *Wyoming Business Council Webinar*, April 21, 2020

"The Gender Pay Gap in Wyoming," *Laramie County SHRM*, November 2019

"How Can I Help You?" Managing Employee Health Conditions from Hiring through Termination," *Wyoming Hospital Association Annual Meeting & Convention*, Laramie, WY, September 5, 2018

"How to Handle Family, Friends, and Non-Profits Asking for Free Services (Learn How to Say No and When to Say Yes)," *Women's Entrepreneurial Roundtable of Cheyenne*, 2018

PROFESSIONAL AND CIVIC AFFILIATIONS

- Wyoming State Bar Association, Member
- Defense Lawyers Association of Wyoming, Member
- Laramie County Bar Association, Member
- Leadership Cheyenne, Graduate, 2019
- University of Wyoming Summer Trial Institute, Instructor, 2018
- High Noon Toastmaster Club, President, 2018
- Cheyenne Central High School Mock Trial, Co-Coach, 2016-2017
- Larimer County Women Give, Founding Member, 2006-2019
- Larimer County Court Appointed Special Advocate (CASA), Volunteer, 2011-2015
- Poudre High School, Assistant Cross Country Coach, 2007-2011
- Canyon Concert Ballet, Board Director, 2006-2011