



## Greg Saylin

Partner

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**Clients value Greg's practical approach to problem-solving that gives appropriate weight to economic concerns, risks, and business needs.**

### PRACTICES

Employment Litigation and Class Actions  
 Commercial Litigation  
 Discrimination, Harassment, Retaliation, and Litigation  
 HR Counseling, Compliance, and Risk Management  
 Labor and Employment  
 Trade Secrets and Non-Competes

### EDUCATION

Vanderbilt University Law School, J.D., 1996

Order of the Coif

*Vanderbilt Journal of Transnational Law*, 1994-1996; Editor-in-Chief, 1995-1996

American Jurisprudence Awards  
 Deans List

Sarah Lawrence College, B.A., 1992

President of freshman and sophomore classes

Pi Sigma Alpha Political Science Honor Society

Representative to the Student Conference on U.S. Affairs (SCUSA) - Latin America Table, 1992

### BAR ADMISSIONS

California  
 Utah

Greg represents a diverse array of clients, from Fortune 500 companies to start-ups. He draws on more than 20 years of employment and commercial litigation experience to counsel clients how to avoid or efficiently handle the full spectrum of employment liabilities. Clients particularly appreciate his knack for strategizing how to negotiate dangerous waters, with preventative policies and procedures, as well as counseling about employee circumstances when they arise.

Greg also helps clients to navigate broader business disputes such as restrictive covenants and non-competes, trade secrets, whistleblower liability, intentional interference, unfair business practices, as well as fraud, defamation, and other business torts.

Greg counsels clients how to remain compliant with employment laws and regulations. He provides training for supervisors and non-supervisors on a range of HR-related topics to help employers proactively avoid pitfalls and comply with EEOC and state-specific requirements. His employment law expertise makes him a sought-after speaker for professional and industry organizations as well as media outlets.

Greg began his career as a litigation associate at Latham & Watkins in California. Before joining Holland & Hart, Greg was a shareholder at a large Utah-based firm, where he chaired the Employment Practice Group and was a member of the firm's Board of Directors. While Greg frequently represents clients in states across the nation, he is licensed in both California and Utah.

### EXPERIENCE

#### Employment Litigation and Class Actions

- Administrative proceedings (EEOC, UALD and other state administrative organizations)
- Sexual harassment (including investigations)
- Wrongful Discharge
- Discrimination and Retaliation
- Employment-related Torts
- Disability, Accommodations, and Leaves

- Wrongful Termination/Public Policy Discharge
- Wage and Hour
- Breach of Contract and Covenant of Good Faith and Fair Dealing
- Appeals from Administrative and Court Decisions

### **Trade Secrets and Non-Compete Agreements**

- Non-Compete and Non-Solicitations Agreements
- Anti-raiding
- Trade Secrets
- Misuse of confidential information
- Unfair Competition

### **HR Counseling, Compliance, and Risk Management**

- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Hiring, Discipline, Performance Evaluations, and Terminations
- Severance Agreements
- Pay Practices and Independent Contractors
- Workplace Privacy and Data Security
- Drug & Alcohol Testing
- Training for Employees, Supervisors, Managers, Executives, Board of Directors

### **Commercial Litigation**

- Business Torts and Breach of Contract
- Tortious Interference
- Unfair Business Practices
- Corporate Control and Valuation
- Civil Fraud

### **PUBLICATIONS**

"Employers, Prepare for a Legal Battle: Sometimes Prevention is not Enough to Counter Retaliation Claims," *The Enterprise - Utah's Business Journal*, Co-Author, 12/15/2019

"Employers Beware - Employees May Claim Commission Even if Sale Secured After Termination," *e-update*, October 2018

"New Year, New Laws: What Employers Should Know Entering 2018," *e-update*, January 2018

"Federal Judge Strikes Down Obama Era Overtime Rule," *e-update*, September 2017

"Post-employment Restrictions Amendment," *e-update*, February 2016

"Utah Businesses Trying to Understand State's New Anti-Discrimination, Religious Rights Law," *Deseret News*, May 9, 2015

"Trying to Understand State's New Anti-Discrimination, Religious Rights Law," *Deseret News*, May 9, 2015

"SOX Whistleblower Coverage," *Practical Law*, April 1, 2014

"Here's Your Guide to Dating in the Workplace," *Fox Business Money Tree*, February 13, 2014

"Business owners find feds' recognition of same-sex marriage confusing," *KSL-TV*, January 10, 2014

"State Guns-at-work Laws and Employee Interviews to Evaluate Supervisors," *Practical Law*, September 1, 2013

"The Risks of Pre-employment Social Media Screening," *Society for Human Resource Management*, Co-Author, July 18, 2013

"New Utah Internet Employment Privacy Act Could Impact Workplace, Hiring," *Deseret News*, May 12, 2013

"Employment Covenants: An Ounce of Prevention Is Worth a Pound of Cure," *Utah Bar Journal*, p. 28, Co-Author, May/June 2013

## **SPEAKING ENGAGEMENTS**

"Guarding Against Retaliation Claims," *Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Protecting Your IP, Trade Secrets, and Goodwill from Departing Employees," *Moderator, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"UALD/EEOC Charges: Best Practices," *Panelist, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Harassment and Discrimination - Avoiding Claims and How to Handle Them When They Arise," *2019 Annual Utah State Bar Paralegal Division CLE*, June 21, 2019

"Employment Law 101," *The University of Utah Business Law Undergraduate Series*, April 15, 2019

"Managing Sexual Harassment Risks in the #metoo Era," *2018 Annual Paralegal Division CLE Seminar*, May 2018

"Employment Covenants - Unfair Competition, Intellectual Property and Executive Compensation," *2018 Employment Law Seminar*, May 2018

"Sexual Harassment Investigations in the #metoo Era," *Breakfast Briefing*, February 2018

"Your Business Is Being Raided," *2017 Employment Law Seminar*, May

2017

"Employment Law Traps and Tricks," *Utah Bar Corporate Counsel Section*, October 2016

"Training Employees - Sexual Harassment, Discrimination and Retaliation," *2016 Employment Law Seminar*, May 2016

"Employee Wellness Programs," *Labor & Employment Seminar*, February 2015

"Top 10 Reasons Your Employees Sue You," *Employer's Council*, February 2015

"Troublemakers: Negotiating the Minefield of Problem Employees," *Corporate Counsel Symposium*, October 2014

"Employee Discipline and Investigations," *Utah Employment Law Seminar*, May 2014

"Utah Employment Law Update," *Utah Employment Law Seminar*, May 2014

"Employee Separations," *Community Foundation Seminar*, May 2014

"[Lawyer advises Utah employers regarding same-sex couples](#)," *Fox 13 Now*, January 2014

"SCOTUS Update - A Big Year for Employment Law," *Labor and Employment Law Fall Conference*, September 2013

"Professionalism and Civility for Corporate Counsel," *Association of Corporate Counsel*, October 2012

## RECOGNITION

- *The Best Lawyers in America*®, Litigation - Labor and Employment, 2020
- Mountain States Super Lawyers®, Employment & Labor, 2013-2019
- *Utah Business Magazine*, Utah Legal Elite, Labor and Employment, 2016-2019