



Tyson Horrocks

Of Counsel

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PRACTICES

HR Counseling, Compliance, and Risk Management
Commercial Litigation
Discrimination, Harassment, Retaliation, and Litigation
Employment Litigation and Class Actions
Labor and Employment

EDUCATION

The George Washington University Law School, J.D., 2009
Graduated with Honors
J. Reuben Clark Law Society, Vice-President of Professional Development
Alternative Dispute Resolution Skills Board, Member
Brigham Young University, B.A., 2005

BAR ADMISSIONS

Utah
Arizona
Nevada

Tyson counsels employers on the full spectrum of issues and challenges they face to efficiently and effectively manage their workforce.

Tyson leverages his litigation experience to counsel employers how to proactively avoid disputes on matters such as restrictive covenants, wrongful termination, sexual harassment and discrimination, and retaliation. He also provides pragmatic compliance counsel, including audits for Fair Labor Standards Act and other state and federal regulations. Tyson assists clients to prepare employment-related documents including employment and separation agreements, drug testing policies, and employee handbooks.

In commercial litigation matters, Tyson represents commercial clients in business torts, complex disputes, civil fraud, and business valuations.

Before joining Holland & Hart, Tyson was a shareholder at a Utah-based firm, where he chaired the Employment Practice Group.

EXPERIENCE

Employment Litigation

- Administrative proceedings (EEOC and state civil rights commissions)
- Breach of Contract
- Wrongful Discharge
- Discrimination and Retaliation
- Disability, Accommodations, and Leaves
- Wrongful Termination/Public Policy Discharge
- Wage and Hour

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
- Drug & Alcohol Testing
- Training for employees, supervisors, managers, executives, Board of Directors

Commercial Litigation

- Business Torts
- Unfair Business Practices
- Civil Fraud
- Corporate Control and Valuation Issues

PUBLICATIONS

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

SPEAKING ENGAGEMENTS

"Workplace Violence/Emergencies," *Moderator, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Wage and Hour Traps," *Panelist, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

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

RECOGNITION

- Mountain States Super Lawyers® Rising Stars, 2013-2019

PROFESSIONAL AND CIVIC AFFILIATIONS

- Athlos Academy of Utah, Board Member, 2016-2017
- Pound the Pavement for Parenthood, Board Member, 2013-2016
- Marine Corps Marathon, Finisher, 2008