



## Joshua Kohler

Associate

555 17th Street, Suite 3200, Denver, CO 80202

P 303.295.8419

[JDKohler@hollandhart.com](mailto:JDKohler@hollandhart.com)

**Joshua provides public and private entities a proactive approach to address their labor and employment law needs.**

### PRACTICES

Labor and Employment

### EDUCATION

University of Colorado School of Law,  
J.D., 2017

*Colorado Technology Law Journal*, Note  
Editor

Metropolitan State University of Denver,  
B.A., 2014

### BAR ADMISSIONS

Colorado

### COURT ADMISSIONS

U.S. Court of Appeals for the Tenth  
Circuit

U.S. District Court for the District of  
Colorado

Joshua's advocacy for his clients is enhanced by his investment in understanding employers' business and culture. Joshua has experience in workplace counseling helping companies stay compliant with the latest employment law regulations. He also advises public and private entities in employment and commercial litigation matters in state and federal court.

Prior to joining Holland & Hart, Joshua worked as an associate for a national, full-service law firm. Joshua served as a law clerk for Judge A. Bruce Jones of the Denver District Court. During law school, he also held externships for then-Colorado Supreme Court Justice Allison H. Eid and for Judge Michael T. Mason of the U.S. District Court for the Northern District of Illinois.

### EXPERIENCE

#### Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

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

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Pay Practices and Independent Contractors
- Policy Violations

#### Unfair Competition

- Noncompete and Restrictive Covenant Agreements

- Trade Secret Protection / Enforcement

### **Wage and Hour Compliance**

- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

### **PUBLICATIONS**

"COVID-19 Vaccine Mandates for Denver Employees, Contractors,"  
*Employers' Lawyers Blog*, 10/26/2021

"COVID-19 Vaccine Mandates for City and County of Denver Employees  
and Contractors," *Colorado Construction and Design Magazine*, Fall 2021

### **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Denver Kids Inc., Mentor