



## Dora Lane

Partner

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### PRACTICES

Employment and Labor  
Wage and Hour  
Disabilities and Leaves  
Employment Litigation  
Discrimination and Harassment  
Trade Secrets and Non-Competes  
Environmental Health and Safety

### INDUSTRIES

Mining

### EDUCATION

Thomas Jefferson School of Law, J.D.,  
2003

Valedictorian, May 2003 Graduating  
Class

*Thomas Jefferson Law Review*,  
Executive Editor

California State University, Fresno, B.S.,  
1999

Valedictorian, President's Medal recipient  
One of Fresno State's Top 25 Athletes of  
the Century

Ranked No. 4 in NCAA Division 1 singles  
tennis

### BAR ADMISSIONS

California  
Nevada

California Licensed  
Employment Attorneys

**Businesses of all sizes throughout the Mountain West count on Dora Lane to guide them through the myriad of employment and labor issues to keep their operations running smoothly.**

Dora works closely with her clients, talking through day-to-day employment issues, to ensure that best practices are in place and legitimate business reasons motivate employment decisions. She counsels and trains employers to hire, manage, and, when necessary, fire employees in compliance with federal and state employment laws.

When, despite best efforts, issues evolve into disputes, clients benefit from Dora's sophisticated experience litigating employment disputes and her track record resolving cases through aggressive discovery and pretrial motions.

With the exposure and liability that can result from non-compliant or simply ineffective processes, Dora works with her clients to audit employment record keeping processes to identify and fix problems before an outside agency or lawsuit intervenes. Dora also helps clients handle difficult employment situations in a manner intended to maximize the likelihood of success in litigation, if one ensues.

Before joining Holland & Hart, Dora clerked for Justice Mark Gibbons of the Nevada Supreme Court.

### EXPERIENCE

**Accommodations, Disabilities, Leaves**

**Discrimination, Harassment, Retaliation, and Litigation**

**Employment Litigation and Class Actions**

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

- Best Employment Practices
- Employment Policies, Handbooks, and Manuals
- Hiring, Discipline, Performance Evaluations, and Terminations

- Non-Competes, Trade Secrets, and Unfair Competition
- Investigations
- Reductions in Force and Severance Agreements

## **Wage and Hour, Equal Pay, Compensation, and Benefits**

### **CLIENT RESULTS**

Represented an employer in two concurrent litigations brought by a terminated employee and the employee's supervisor who was also terminated shortly thereafter (allegedly as a result of the supervisor's inappropriate conduct against the employee). Secured summary judgment for the employer in both cases.

Obtained summary judgment for the employer in a case where plaintiffs alleged that the supervisor who terminated their employment expressed his hatred for plaintiff's race 3 hours before they were terminated.

Secured numerous dismissals with prejudice on behalf of employers at the motion to dismiss and/or motion for summary judgment stage, including dismissals of wage and hour collective and class actions.

Successfully pursued and defended multiple non-compete/non-solicitation/confidentiality matters.

### **PUBLICATIONS**

"Employment: North America, USA Nevada 2023," *Lexology Getting the Deal Through*, September 29, 2023

"What Did the Nevada Legislature Change for Employers this Session?," *Holland & Hart Client Alert*, July 5, 2023

"Ballot Question 2's Passing Negates Nevada's Two-Tier Minimum Wage," *Employers' Lawyers Blog*, 11/28/2022

"Should Employers Pay Employees for Time Spent Waiting for Computers To 'Boot Up' Before Employees Even Clock In?," 10/31/2022

"Employment: North America, USA - Nevada," *Lexology GTDT - Employment: North America*, 10/11/2022

"Could Recreational Marijuana Use Jeopardize a Nevada Employee's Job?," 09/15/2022

"Obligations and Risks When Conducting Layoffs," *Nevada Lawyer Magazine*, July 2022

"California Employers in Limbo Again on Mandatory Arbitration," *Holland & Hart News Update*, 09/23/2021

"Nevada Legislative Update 2021," 06/25/2021

"COVID-19: Pay Practices," *Holland & Hart Coronavirus Resource Site*,

03/16/2020

"COVID-19: Anti-Discrimination," *Holland & Hart Coronavirus Resource Site*, 03/15/2020

"Employment: North America: USA (Nevada)," *Lexology GTDT*, March 2020

"Summary of California Employment Law Changes for 2020," *Employers' Lawyers Blog*, January 14, 2020

"2019 Nevada Employment Legislation Updates," *Employers' Lawyers Blog*, July 1, 2019

"Employers Pay Attention: New Marijuana-Related Bill Passes Nevada Legislature," *Employers' Lawyers Blog*, 06/14/2019

### **SPEAKING ENGAGEMENTS**

"Supreme Court Updates, et. al.," *Northern Nevada Human Resources Association June Breakfast Meeting*, June 21, 2023

"Employment Law Webinar Series - Part 2: The Frightening State of California Employment Law," *Holland & Hart Employment Law Webinar Series*, 10/27/2020

"Forces from the Front Line: A Conversation about COVID-19 (Part 2)," *Northern Nevada Business Weekly*, April 30, 2020

"A Cloud of Uncertainty Hangs Over Northern Nevada's Business Landscape Amid the Spread of COVID-19," *Northern Nevada Business Weekly*, March 26, 2020

"COVID-19 HR Support Group Webinar," *Northern Nevada Human Resources Association*, March 25, 2020

"Forces from the Front Line: A Conversation about COVID-19 (Part 1)," *The Human Resource Connection*, March 23, 2020

"Up In Smoke: Marijuana in Nevada Workplaces - Big Changes in 2020!," *Northern Nevada Human Resources Association*, November 2019

"Marijuana and Employment Law Updates," *Nevada Contractors Association*, November 2019

"Marijuana and the Workplace," *LP Insurance Services Training*, October 2019

"Marijuana and the Workplace," *Pray & Company Training*, October 2019

"Employment Law Matters: Nevada Employment Law Updates from the 2019 Legislative Session," *NCET Expo*, September 20, 2019

"Marijuana and the Workplace: Legal/Practical Updates," July 24, 2019

## RECOGNITION

- *The Best Lawyers in America*® Litigation - Labor and Employment, 2020-2024
- *The Best Lawyers in America*® Lawyer of the Year, Litigation - Labor and Employment - Reno, 2021
- *Chambers USA*, Labor & Employment, 2023
- Mountain States Super Lawyers® Rising Stars, Employment & Labor, 2009, 2011-2016
- *Nevada Business Magazine*, Nevada Legal Elite/Top Rank Attorneys, 2010, 2012, 2014, 2017-2022
- *Benchmark Labor & Employment*, Labor and Employment Star West, 2019-2024
- *Northern Nevada Business Weekly*, "Women in Business," 2007

## PROFESSIONAL AND CIVIC AFFILIATIONS

- Nevada Bar Association, Member
- California Bar Association, Member
- Washoe County Bar Association, Member
- Clerk for Justice Mark Gibbons of the Nevada Supreme Court