



Little V. West

Of Counsel

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Little V. West counsels new and established businesses on development and implementation of best practices to comply with employment and labor laws and regulations.

PRACTICES

Employment and Labor
Wage and Hour
Government Affairs
Discrimination and Harassment
Employment Litigation
Trade Secrets and Non-Competes
Disabilities and Leaves

INDUSTRIES

Healthcare
Mining
Cannabis and Psychedelics
Energy and Resources
Financial Institutions

EDUCATION

University of North Carolina, J.D., 2005
With Honors
North Carolina Law Review, Articles
Editor

North Carolina State University, B.S.,
2002
Aubrey L. Brooks Scholar
John T. Caldwell Fellow
Deborah S. Moore Service Award
Phi Eta Sigma National Honor Society
Pi Sigma Alpha National Honor Society

BAR ADMISSIONS

New Mexico

COURT ADMISSIONS

U.S. Court of Appeals for the Tenth
Circuit
U.S. District Court for the District of New
Mexico

When issues evolve into disputes before administrative agencies or courts, Little effectively guides clients through dispute resolution or litigation, and represents clients as a government affairs advocate, helping clients to achieve their goals from a policy perspective.

Little has experience representing health care providers, particularly with matters involving allegations of drug use, testing, retaliation, mental capacity, and fraud. He also has experience engaging elected and appointed leaders in the executive and legislative arenas in New Mexico representing the energy, financial, cannabis, and film industries.

Little also represents clients as a government affairs advocate, helping clients to achieve their goals from a policy perspective.

Prior to joining Holland & Hart, Little was an associate at a Santa Fe based law firm. Before beginning to practice, he clerked for the Hon. Terrence L. O'Brien of the United States Court of Appeals for the Tenth Circuit and the Hon. Bruce D. Black of the United States District Court for the District of New Mexico.

EXPERIENCE

HR Counseling, Compliance, and Risk Management

Health Law Counseling, Compliance, and Risk Management

Non-Competes, Trade Secrets and Unfair Competition

Discrimination, Harassment, Retaliation

Employment Litigation and Class Actions

- Administrative proceedings (EEOC and state civil rights commissions)
- Appeals from administrative agency and court decisions

Commercial Litigation

- Construction and Design Litigation
- Bankruptcy and Creditors Rights Litigation
- Real Estate Litigation

Government Affairs

CLIENT RESULTS

Commercial Litigation

Represented state agencies and officials in litigation matters.

Represented health care providers and related organization in litigation matters.

HR Counseling, Compliance, and Risk Management

Advised rural electrical operatives on general counseling about employment best practices and general regulatory compliance.

Train human resource professionals on federal and state discrimination laws and Obligations under the Fair Labor Standards Act.

Represented higher education entities as general counsel.

PUBLICATIONS

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

"DEI after SCOTUS University Admissions Decision," *Holland & Hart Client Alert*, July 11, 2023

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

"Prepare for Changes Under New Mexico Senate Bill 152," *Holland & Hart News Update*, 04/27/2021

"COVID-19: New Mexico," *Holland & Hart Coronavirus Resource Site*, 04/03/2020

"CMS Issues Final Rule on Price Transparency by Healthcare Facilities," *Holland & Hart News Update*, 11/25/2019

"Chambers: Colorado Employment Law and Practice Guide," *Chambers Global Practice Guide: USA Regional Employment, Second Edition*, 10/29/19

"Federal and New Mexico Surprise Billing Protections," *Holland & Hart News Update*, 10/16/2019

"Shifting the Risks of Employer's Economic Loss Resulting from Employee Injury: Keyperson Insurance in New Mexico," *DRI Life, Health, and Disability Committee News*, 09/19/2019

"2019 New Mexico Legislative Update: What All Healthcare Providers Should Know," *Holland & Hart News Update*, 06/28/2019

"Commentary: What's up in New Mexico workplace law," *Santa Fe New Mexican*, June 1, 2019

SPEAKING ENGAGEMENTS

"Employment Law Changes All Business Owners Need To Know," *Santa Fe and Northern New Mexico SCORE*, June 13, 2019

RECOGNITION

- The National Black Lawyers Top 100

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association, Member
- New Mexico Bar Association, Member
- Martin Luther King, Jr. New Mexico State Commission, Commissioner
- Santa Fe Amateur Radio Emergency Service, Member
- SCORE Volunteer
- North Carolina Commission on Volunteerism and Community Service, Commissioner, 2000-2006
- Santa Fe Interfaith Homeless Shelter, Board Member and Team Leader, 2009-2011
- Breast Cancer Resource Center, Board Member, 2009-2014
- Boy Scouts of America, Assistant Scoutmaster, 2015