



Karina Sargsian

Associate

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PRACTICES

Employment and Labor
Discrimination and Harassment
Employment Litigation
Trade Secrets and Non-Competes
Wage and Hour
Disabilities and Leaves
International Services
Cross-Border Solutions

INDUSTRIES

Healthcare
Technology

EDUCATION

University of Utah College of Law, J.D.,
2013
Dean's List
William H. Leary Scholar
Executive Online Editor, Editorial Board
(2012-2013), *Utah Law Review*
Segal Education Public Interest Award
Recipient
University of Utah, B.S., 2006

BAR ADMISSIONS

Utah

COURT ADMISSIONS

U.S. Court of Appeals for the Tenth
Circuit
U.S. District Court for the District of Utah

Ms. Sargsian has experience in all aspects of managing complex employment and business litigation in both state and federal courts. She actively engages with her clients and enjoys developing case plans and strategies to achieve her clients' goals.

Ms. Sargsian provides advice and counsel to employers of all sizes on a full spectrum of both contentious and non-contentious employment matters—including drafting and evaluating restrictive covenants, drafting and negotiating employment, severance, and general release agreements, drafting effective personnel policies, and representing and advising employers in other workplace law matters. Additionally, Ms. Sargsian has particular experience in counseling and defending employers facing a broad array of employment-related claims, such as discrimination, retaliation, and harassment claims, as well as wage and hour violations.

Prior to joining Holland & Hart, Ms. Sargsian gained experience working for several judges, both at the Federal District Court level as well as the State trial court level. Her clerkships gave her an invaluable, behind-the-scenes insight into the judicial decision-making process and the legal system generally.

PUBLICATIONS

"Re-Opening Checklist for Employers," *Holland & Hart News Update*, 05/27/2020

"Mitigating Employer Risk as Utah Reopens for Business," *Utah Business*, 05/22/2020

"Considerations for Employers During the "Re-Opening" Phase," *Holland & Hart News Update*, 04/30/2020

"CARES Act Update: How the \$2.2 Trillion Relief Impacts Businesses and Employers," *Holland & Hart News Update*, 03/27/2020

"HEALTHCARE: Health Provisions/Medicare & Medicare Extenders/OTC Drugs," *Holland & Hart News Update*, 03/27/2020

"UNEMPLOYMENT INSURANCE RELIEF: Expanded Benefits/Short Time Compensation," *Holland & Hart News Update*, 03/27/2020

"Employers, Prepare for a Legal Battle: Sometimes Prevention is not Enough to Counter Retaliation Claims," *The Enterprise – Utah's Business*

Journal, 12/15/2019

BLOG POSTS

"Remote Work and Mass Layoffs: A Closer Look at the WARN Act," *Employers' Lawyers Blog*, November 14, 2023

SPEAKING ENGAGEMENTS

"Utah Employment Law: Hiring, Firing, and Disciplining Employees | Your Guide to Lawfully Hiring and Terminating Employees," *National Business Institute (NBI) Online Seminar*, June 13, 2023

"2023 Employment Law Seminar," *Holland & Hart Utah Employment Law Event*, February 21, 2023

"Navigating the 'New Normal': Considerations for Employers During the 'Re-opening' Phase of the Covid-19 Pandemic," *Celesq Webinar*, 05/26/2020

"Navigating the Changing Legal (and Illegal) Marijuana Climate," *Utah Rural Independent Hospital Network Human Resources Manager Meeting*, October 2019

"Utah and Federal Law Updates," *Holland & Hart's 2019 Utah Employment Law Seminar, Panelist*, 10/24/2019

RECOGNITION

- *Utah Business Magazine*, Utah Legal Elite, Up & Coming, 2020; Labor & Employment, 2022
- *Best Lawyers: Ones to Watch in America®*, Commercial Litigation; Labor and Employment Law – Management, 2021-2024; Health Care Law, 2023, 2024
- Leadership Council on Legal Diversity, Fellows Atlas Award, 2023

PROFESSIONAL AND CIVIC AFFILIATIONS

- Women Lawyers of Utah, Member
- Utah Minority Bar Association, Member
- Federal Bar Association, Member
- Salt Lake County Bar Association, Member
- Utah Bar Association, Member
Litigation Section
Labor & Employment Section
- Leadership Council on Legal Diversity, Fellow, 2023