

PRACTICES

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

EDUCATION

Vanderbilt University Law School, J.D., 1996
Order of the Coif
Vanderbilt Journal of Transnational Law, 1994-1996; Editor-in-Chief, 1995-1996
American Jurisprudence Awards
Deans List

Sarah Lawrence College, B.A., 1992
President of freshman and sophomore classes
Pi Sigma Alpha Political Science Honor Society
Representative to the Student Conference on U.S. Affairs (SCUSA) - Latin America Table, 1992

BAR ADMISSIONS

California
Utah

Watch Greg's Introduction Video

California Licensed

Greg Saylin

Partner

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Clients value Greg's practical approach to problem-solving that gives appropriate weight to economic concerns, risks, and business needs.

Greg represents a diverse array of clients, from Fortune 500 companies to start-ups. He draws on more than 20 years of employment and business litigation experience to counsel clients how to avoid or efficiently handle the full spectrum of employment liabilities. Clients particularly appreciate his knack for strategizing how to negotiate dangerous waters, with preventative policies and procedures, as well as counseling about employee circumstances when they arise.

Greg also helps clients to navigate broader business disputes such as restrictive covenants and non-competes, trade secrets, whistleblower liability, intentional interference, unfair business practices, as well as fraud, defamation, and other business torts.

Greg counsels clients how to remain compliant with employment laws and regulations. He provides training for supervisors and non-supervisors on a range of HR-related topics to help employers proactively avoid pitfalls and comply with EEOC and state-specific requirements. His employment law expertise makes him a sought-after speaker for professional and industry organizations as well as media outlets.

Greg began his career as a litigation associate at Latham & Watkins in California. Before joining Holland & Hart, Greg was a shareholder at a large Utah-based firm, where he chaired the Employment Practice Group and was a member of the firm's Board of Directors. While Greg frequently represents clients in states across the nation, he is licensed in both California and Utah.

EXPERIENCE

Employment Litigation and Class Actions

- Administrative proceedings (EEOC, UALD and other state administrative organizations)
- Sexual harassment (including investigations)
- Wrongful Discharge
- Discrimination and Retaliation
- Employment-related Torts
- Disability, Accommodations, and Leaves

- Wrongful Termination/Public Policy Discharge
- Wage and Hour
- Breach of Contract and Covenant of Good Faith and Fair Dealing
- Appeals from Administrative and Court Decisions

Trade Secrets and Non-Compete Agreements

- Non-Compete and Non-Solicitations Agreements
- Anti-raiding
- Trade Secrets
- Misuse of confidential information
- Unfair Competition

HR Counseling, Compliance, and Risk Management

- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Hiring, Discipline, Performance Evaluations, and Terminations
- Severance Agreements
- Investigations
- Pay Practices and Independent Contractors
- Workplace Privacy and Data Security
- Drug & Alcohol Testing
- Training for Employees, Supervisors, Managers, Executives, Board of Directors

Commercial Litigation

- Business Torts and Breach of Contract
- Tortious Interference
- Unfair Business Practices
- Corporate Control and Valuation
- Civil Fraud

PUBLICATIONS

"California Labor and Employment Law Updates for 2025," *Employers' Lawyers Blog*, December 17, 2024

"EEOC Steps Up Enforcement for Pregnant Workers: What Businesses Need to Know About the Pregnant Workers Fairness Act," *Employment Law Update*, October 15, 2024

"NLRB Changes the Game for Confidentiality Provisions in Severance Agreements," *Holland & Hart Client Alert*, February 23, 2023

"Employers Beware - Employees May Claim Commission Even if Sale Secured After Termination," *e-update*, October 2018

"New Year, New Laws: What Employers Should Know Entering 2018," *e-update*, January 5, 2018

"Federal Judge Strikes Down Obama Era Overtime Rule," *e-update*, September 2017

"Post-employment Restrictions Amendment," *e-update*, February 2016

"Utah Businesses Trying to Understand State's New Anti-Discrimination, Religious Rights Law," *Deseret News*, May 9, 2015

"Trying to Understand State's New Anti-Discrimination, Religious Rights Law," *Deseret News*, May 9, 2015

"SOX Whistleblower Coverage," *Practical Law*, April 1, 2014

"Here's Your Guide to Dating in the Workplace," *Fox Business Money Tree*, February 13, 2014

"Business owners find feds' recognition of same-sex marriage confusing," *KSL-TV*, January 10, 2014

"State Guns-at-work Laws and Employee Interviews to Evaluate Supervisors," *Practical Law*, September 1, 2013

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

"New Utah Internet Employment Privacy Act Could Impact Workplace, Hiring," *Deseret News*, May 12, 2013

"Employment Covenants: An Ounce of Prevention Is Worth a Pound of Cure," *Utah Bar Journal, p. 28*, May/June 2013

BLOG POSTS

"Does Your Business Properly Classify Independent Contractors? DOL Publishes Final Rule on Worker Classification," *Employers' Lawyers Blog*, January 16, 2024

SPEAKING ENGAGEMENTS

"2026 Salt Lake City In-House Counsel CLE," Salt Lake City, Utah, May 19-20, 2026

"Panel: Sexual Harassment," Panelist, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Panel: FLSA, Wage and Hour, Misclassification," Moderator, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Panel: Non-Compete Agreements, Non-Solicit, Confidentiality," Presenter,

2026 Holland & Hart Utah Employment Law Seminar, May 6, 2026

"Panel: The "Bermuda Triangle" – Understanding FMLA/ADA/PWFA," Panelist, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Panel: Trade Secrets, Non-Compete / Non-Solicit, Confidentiality ," Moderator, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Employment Law Updates: Termination Practices | Wage & Hour | Independent Contractors," *Holland & Hart 2024 CLE Program for In-House Counsel*, May 21, 2024

"Protecting Your Business from Unfair Competition," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Tricky Employment Discipline / Termination Approaches: Old Challenges in a New Year," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Panel: HR's Role in Preparing for Due Diligence," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: Protecting Company Information: The Ever-Changing World of Non-Competes and Non-Solicits," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: Handling Thorny Employee Terminations," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Employment Law Traps and Tricks," *Utah Bar Corporate Counsel Section*, October 2016

"Training Employees - Sexual Harassment, Discrimination and Retaliation," *2016 Employment Law Seminar*, May 2016

"Employee Wellness Programs," *Labor & Employment Seminar*, February 2015

"Top 10 Reasons Your Employees Sue You," *Employer's Council*, February 2015

"Troublemakers: Negotiating the Minefield of Problem Employees," *Corporate Counsel Symposium*, October 2014

"Employee Discipline and Investigations," *Utah Employment Law Seminar*, May 2014

"Employee Separations," *Community Foundation Seminar*, May 2014

"Utah Employment Law Update," *Utah Employment Law Seminar*, May 2014

"Lawyer advises Utah employers regarding same-sex couples," *Fox 13*

Now, January 2014

"SCOTUS Update - A Big Year for Employment Law," *Labor and Employment Law Fall Conference*, September 2013

"Professionalism and Civility for Corporate Counsel," *Association of Corporate Counsel*, October 2012

RECOGNITION

- *Chambers USA*, Labor & Employment, 2022-2026
- *The Best Lawyers in America*®, Litigation – Labor and Employment, 2020-2027; Employment Law - Management, 2025-2027
- Mountain States Super Lawyers®, Employment & Labor, 2013-2020, 2025, 2026
- *Utah Business Magazine*, Utah Legal Elite, Labor & Employment, 2016-2022; Labor, Employment, Benefits & Compensation, 2025-2026
- Named as a Thomson Reuters Stand-out Lawyer, 2026