Holland & Hart

PRACTICES

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

INDUSTRIES

Healthcare
Energy and Resources
Food, Beverage, and Consumer Products

EDUCATION

University of Utah S.J. Quinney College of Law, J.D., 2016

Westminster College, M.A., 2013

University of Utah, B.S., 2007

BAR ADMISSIONS

Utah

COURT ADMISSIONS

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

Brit Merrill

Partner

222 South Main Street, Suite 2200, Salt Lake City, UT 84101

P 801.799.5865

BJMerrill@hollandhart.com

Brit Merrill develops close working relationships with clients to proactively address and resolve issues with the goal of avoiding or minimizing liability and costs.

Brit provides strategic legal counsel and risk management advice to clients on a wide variety of employment matters, including compensation, performance management, separations, leaves of absence, discrimination, harassment, diversity and inclusion, workplace privacy, wage and hour compliance, restrictive covenants, reasonable accommodations, and employee classification.

Brit drafts and reviews employment, separation, severance, confidentiality, and settlement agreements; conducts and advises clients on workplace investigations of allegations of employee misconduct; prepares and updates employee handbooks and related policies, procedures, and guidelines; and monitors and assesses the impact of employment law developments and enforcement trends at the federal, state, and local levels.

When disputes cannot be resolved through counseling and negotiation, Brit effectively advocates for clients in state and federal court and before administrative agencies. Clients benefit from Brit's experience in negotiation, communication, and strategic planning skills developed through ten years of working as a community organizer in the non-profit sector.

Before joining Holland & Hart, Brit worked with a large Utah-based law firm where her practice included commercial litigation, employment law, and immigration law. After graduating from law school, Brit gained experience as a law clerk in the U.S. District Court for the District of Utah. Brit was selected by her peers for inclusion in *Utah Business Magazine*'s Utah Legal Elite (2020-2022).

EXPERIENCE

Discrimination, Harassment, Retaliation and Litigation

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, and Leaves
- Employment Policies, Handbooks, and Manuals
- Hiring, Discipline, Performance Evaluations, and Terminations
- Investigations

- Wage and Hour, Equal Pay, Compensation, and Benefits

Employment Litigation and Class Actions

Immigration

PUBLICATIONS

"DEI and Discrimination: What Employers Should Know," *Employment Law Update*, March 21, 2025

"Federal Court Strikes Down DOL's 2024 Overtime Rule," *Employment Law Update*, November 19, 2024

"Employer Beware: Adhere to FCRA When Using Background Dossiers," *Employment Law Update*, October 28, 2024

"Employment: North America, USA Utah 2024," *Lexology Panoramic*, August 23, 2024

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

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

"Employment: North America, USA - Utah," *Lexology GTDT - Employment: North America*, October 11, 2022

"The Disappearing Future of Non-Compete Agreements," *Employers' Lawyers Blog, ERE Recruiting Intelligence, and Holland & Hart News Update*, November 10, 2021

SPEAKING ENGAGEMENTS

"Panel: Non-Compete Agreements, Non-Solicit, Confidentiality," Panelist, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Breakout Session: How to Become an Effective HR Executive," Moderator, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Lead with Confidence: 7 Employment Law Principles Every Manager Should Master," *Utah Manufacturers Association - Women in Manufacturing Lunch*, March 24, 2026

"Maneuvering Wage & Hour and Independent Contractor Compliance ," *Holland & Hart 2025 CLE Program for In-House Counsel*, May 20, 2025

"Panel: Responding to UALD / EEOC Charges – Understanding the Process," Panelist, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Panel: Current State of DEI Programs," Panelist, *Holland & Hart 2025*

Employment Law Seminar, April 23, 2025

"Legal Developments for 2025: Part 4," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Unpacking Complex Workforce Realities," Co-Presenter, *Utah Nonprofits Association* , March 13, 2025

"Legal Developments in 2024," *Holland & Hart 2024 Utah Employment Law Seminar*, April 11, 2024

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

"Employee Classification," October 12, 2023

"Multi-State Employer Issues," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Utah's Problem with Women's Equality in the Workplace & Solutions," *2022 Utah Business Economic Outlook, Panelist*, 11/17/2022

"When Former Employees Come Back from the Grave: Terminations, Severances, and Other Post-Employment Issues," *Utah State Bar – Labor and Employment Section Annual Meeting, Panelist*, November 7, 2022

RECOGNITION

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management; Litigation - Labor and Employment, 2022-2027
- *Utah Business Magazine*, 40 Under 40, 2023
- *Utah Business Magazine*, Utah Legal Elite, Up & Coming, 2020-2021; Labor & Employment, 2022
- Mountain States Super Lawyers® Rising Stars, Employment & Labor, 2023-2026

PROFESSIONAL AND CIVIC AFFILIATIONS

- LCLD, Fellow, Class of 2026
- Utah State Bar Leadership Academy, Fellow, Class of 2017
- Women Lawyers of Utah
    - President, 2023-present
    - President-Elect, 2022-2023
    - Board Member, 2015-present
    - Historian Chair, 2016-present
    - Judicial Nominating Committee, Member, 2017-present
- Salt Lake County Bar Association, Member
- Utah Minority Bar Association, Member
- Young Lawyers Division, Member

- American Bar Association, Member
- Federal Bar Association, Member