



Zachery McCraney

Associate

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Zack provides clients with critical support in all types of complex business and employment disputes.

PRACTICES

Employment Litigation
Real Estate Litigation
Business Litigation

EDUCATION

University of Notre Dame Law School,
J.D., 2021
magna cum laude
Dean's Circle Fellow
Faculty Award for Excellence in Legal
Writing
Faculty Award for Excellence in Products
Liability
*Notre Dame Journal of Law, Ethics &
Public Policy*, Senior Managing Editor

Boise State University, B.S., 2011
cum laude
Dean's List

BAR ADMISSIONS

Idaho

Clients appreciate Zack's effective counsel throughout the litigation process. His proficiency in intricate case research and comprehensive eDiscovery, and his insightful contributions to legal strategies highlight his distinct skills in the field. He has represented a broad spectrum of clients, ranging from small businesses to established corporations.

Zack's expertise lies notably in handling complex contract disputes and business tort cases. He regularly applies his skills to construction disputes, where his understanding of real estate law and market dynamics allows him to effectively resolve disputes in these industries. He is also experienced in employment litigation. He uses his strong negotiation and trial advocacy skills to help employers resolve sensitive employment matters before federal and state courts.

Before joining Holland & Hart, Zack was a summer associate with the firm. Prior to law school, he served in the United States Army as an Explosive Ordnance Disposal Technician, where he worked closely with the FBI, ATF, and Secret Service.

EXPERIENCE

Business Litigation

- Breach of Contract
- Breach of Fiduciary Duty
- Business Dissolution
- Shareholder and Corporate Ownership Disputes

Real Estate and Construction Litigation

- Contract Compliance & Disputes
- Contractor Disputes
- Construction Defect Claims
- Indemnity Claims
- Warranty Issues
- Title Ownership Disputes
- Construction Bid Disputes

Employment Litigation

- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

PUBLICATIONS

"McDonnell Douglas in the Crosshairs? What *Hittle v. City of Stockton* May Signal," *The Advocate*, Co-Author, February 2026

"Anti-Discrimination Laws: Idaho State Q&A," *Thomson Reuters*, 2024

"Non-Compete Laws: Idaho State Q&A," *Thomson Reuters*, 2024

"Don't Get Too Adversarial When Compiling Excerpts of Record in the Ninth Circuit," *The Advocate*, February 2023

SPEAKING ENGAGEMENTS

"Hot Topics in Employment Law," *Association of Corporate Counsel Mountain West Chapter, Employment Law Mini-Conference*, September 27, 2023

RECOGNITION

- Idaho State Bar, Denise O'Donnell Day Pro Bono Award, 2024