Holland & Hart



PRACTICES

Employment and Labor
Business Litigation
International Services
Cross-Border Transactions
Government

EDUCATION

University of Toledo College of Law, J.D., 2017
magna cum laude
Order of the Barrister
Order of the Coif

University of Toledo, B.S. Criminal Justice, 2011
cum laude

BAR ADMISSIONS

Utah
Ohio

COURT ADMISSIONS

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

Patrick Charest

Associate

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Patrick defends employers against claims of harassment, retaliation, wrongful termination, discrimination, and wage and hour violations.

Patrick also maintains a commercial litigation practice, representing businesses in high-stakes disputes across a range of industries. He focuses on resolving complex business conflicts such as breach of contract, shareholder and partnership disputes, business torts, and commercial fraud. He regularly handles cases involving the protection of intellectual property, including trade secret litigation and disputes over non-compete and non-solicitation agreements.

In addition to his commercial litigation practice, Patrick frequently represents national banks and institutional lenders in creditor rights matters. His work involves enforcing secured and unsecured business loans, handling post-judgment execution, and implementing related remedies. Patrick's deep understanding of financial regulations and lending practices enables him to provide strategic counsel tailored to the specific needs of financial institutions, ensuring their interests are protected at every stage of the legal process.

Fluent in Spanish, Patrick represents a diverse array of clients. He is admitted to practice in USDC Utah, the Southern District of Ohio, and the Tenth Circuit Court of Appeals.

Before joining Holland & Hart, Patrick was an attorney at a large Los Angeles-based national firm specializing in general liability, commercial litigation, and employment law. He also brings over a decade of law enforcement experience, which he leverages to offer zealous and meticulous representation to his clients.

EXPERIENCE

Commercial Litigation

- Business Torts

Employment Litigation

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

HR Counseling, Compliance, and Risk Management

- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations

Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 2 | EEOC," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"New Era of Immigration Rules, Rights, and Resources," *National Association of Hispanic Real Estate Professionals® Event*, August 8, 2025

"Legal Developments for 2025: Part 1," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Knowing Your Rights with the Police," *Latinos in Action ALAS 4 Corner's Academy*, April 12, 2025

RECOGNITION

- *Best Lawyers: Ones to Watch® in America*, Commercial Litigation, 2026, 2027

PROFESSIONAL AND CIVIC AFFILIATIONS

- Utah State Bar, Labor & Employment Section, Secretary, 2024 - present
- Ohio Association of Justice
- Utah Association of Justice