Holland & Hart



PRACTICES

Employment and Labor
Employment Litigation
Trade Secrets and Non-Competes
Wage and Hour

EDUCATION

University of Southern California Gould School of Law, J.D., 2020

Indiana University, M.A., 2009

Valparaiso University, B.A., 2004

BAR ADMISSIONS

California
Colorado

Steven Eheart

Associate

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As a former HR director, Steven draws from his industry experience to provide pragmatic counsel to clients to avoid or navigate employment law disputes.

Steven advises and defends clients in a wide range of employment law matters. He partners closely with key client/company stakeholders to prevent issues from arising between management and staff. When disputes escalate, Steven guides clients through the resolution process through clear, actionable/practical communication.

Steven supports clients in defense against claims of discrimination, discipline and terminations, accommodations, and charges before the EEOC and California agencies. He brings particular experience navigating the intricacies of California's unique PAGA statute.

Before stepping into his role as an attorney, Steven started his professional career working with nonprofit organizations of various sizes. Prior to joining Holland & Hart, Steven worked at a boutique employment law firm in San Diego.

EXPERIENCE

Employment Litigation

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

HR Counseling, Compliance, and Risk Management

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

- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

Unfair Competition

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

Wage and Hour Compliance

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

PUBLICATIONS

"The FTC's Noncompete Ban Is Dead—For Now," *Employment Law Update*, August 21, 2024

BLOG POSTS

"Do We Owe Overtime for More Than 14 Hours' Work In One Day?," *Employers' Lawyers Blog*, November 06, 2026

"Work Absences for Fertility Treatments: Does FMLA Cover Them?," *Employers' Lawyers Blog*, October 24, 2024

"In Colorado, Holiday Incentive Pay Must Be Included When Calculating the Regular Rate of Pay," *Employers' Lawyers Blog*, October 22, 2024

"The FTC's Noncompete Ban Is Dead—For Now," *Employers' Lawyers Blog*, August 21, 2024

SPEAKING ENGAGEMENTS

"Managing Difficult Employees," Co-Presenter, *Holland & Hart 2025 Employment Law Update*, April 9, 2025

"FAMLI, FMLA, ADA, and Other Leaves," Co-Presenter, *Holland & Hart 2025 Employment Law Update*, April 9, 2025

"Mile High SHRM Legal Forum: Navigating the Future of Workforce Legislation | Overtime Exemption Refresher," *2025 Mile High SHRM Legal Forum*, March 20, 2025

"Nightmare on HR Street," *Mile High SHRM Quarterly Education Night*, October 23, 2024

"Recent Changes to Federal Guidelines and What Employers Need to Know: DOL's Changes to the Exempt Salary Requirements," *Holland & Hart Webinar*, May 9, 2024