Holland & Hart



PRACTICES

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

EDUCATION

Brigham Young University, J. Reuben Clark Law School, J.D., 2018
Dean's Fellow
Distinguished Clinical Practice Award
Black Law Student Association, Vice President

Boise State University, M.B.A., 2015
Golden Key International Honour Society
College of Business and Economics Fellow
Afro-Black Alliance, Vice President

BAR ADMISSIONS

California
Utah

Adam Bouka

Associate

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

P 801.799.5976

ABouka@hollandhart.com

Adam advises a diverse range of clients—from startups to Fortune 500 companies—on navigating the complexities of state and federal employment laws, with particular expertise in California labor and employment law, one of the most dynamic and challenging regulatory landscapes in the country.

Adam helps employers stay ahead of constantly evolving compliance requirements by developing robust, defensible workplace policies and customized compliance programs. He partners with clients to create comprehensive employee handbooks, implement HR protocols, and deliver training tailored to their workforce and industry. When employment disputes arise, clients trust Adam's strategic counsel to manage risk and defend their interests efficiently and effectively.

Adam represents clients in a range of employment and business litigation matters, including wage and hour claims, wrongful discharge, harassment, discrimination, retaliation, trade secret misappropriation, and unfair competition. His litigation experience also extends to complex business disputes involving restrictive covenants, whistleblower claims, defamation, and other business torts.

Employers rely on Adam not only for litigation defense but also for real-time counsel on sensitive personnel decisions, internal investigations, and preventative risk management. He conducts training for supervisors and employees on critical HR topics to help ensure compliance with EEOC standards and state-specific mandates, particularly those unique to California.

Fluent in French and Spanish, Adam brings a global and inclusive perspective to his work—an asset for clients operating in multilingual or multicultural environments. Prior to joining Holland & Hart, he practiced at a full-service law firm in Southern California, where he advised clients across a broad spectrum of industries on both employment and general business litigation.

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

"California's AI Hiring Rules Are Now in Effect—and New Lawsuits Expand Employer Risk," *Employment Law Update*, February 4, 2026

"California Labor and Employment Law Updates for 2026," *Employment Law Update*, December 2, 2025

"California's New AI Employment Rules and the Workday Lawsuit: What HR Needs to Know," *Employment Law Update*, August 8, 2025

"Fairness Isn't Optional: Lessons from Google's $50M Bias Case and SCOTUS on Title VII," *Employment Law Update*, June 11, 2025

"New AI Hiring Rules and Lawsuits Put Employers on Notice: What HR Needs to Know," *Employment Law Update*, May 22, 2025

"Federal Court Blocks Trump's DEI Restrictions—What It Means for

Employers," *Employment Law Update*, March 3, 2025

"Supreme Court Clarifies Burden of Proof for Employers in FLSA Exemption Cases," *Employment Law Update*, January 28, 2025

"What Employers Need to Know About the New Executive Order Revoking EO 11246 and Targeting DEI Efforts," *Employment Law Update*, January 27, 2025

"Tenth Circuit Weighs in on Reductions in Force: Takeaways for Employers," *Employment Law Update*, January 13, 2025

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

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

BLOG POSTS

"Good News for California Employers with Out-of-State Remote Workers," *The Pulse*, August 17, 2026

"When 'Neutral' AI Metrics Aren't: Lessons from Meta's Layoff Lawsuit," *The Pulse*, August 14, 2026

"California's New AI Workforce Executive Order Signals a Broader Shift in Employment Regulation," *Employers' Lawyers Blog*, May 28, 2026

"RIFs in the Age of AI: Why Data-Driven Decisions Are Increasing Employer Risk," *Employers' Lawyers Blog*, April 23, 2026

"Beat the Heat (Before OSHA Does): What HR and SHEA Need to Know," *Employers' Lawyers Blog*, June 27, 2025

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 4 | California Employment Law Update," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Legal Developments for 2025: Part 3," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Recent Changes to Federal Guidelines and What Employers Need to Know: EEOC's New Sexual Harassment Policy Guidance," *Holland & Hart Webinar*, May 9, 2024

RECOGNITION

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law – Management, 2023, 2025-2027; Litigation - Labor and Employment, 2026, 2027
- The National Black Lawyers, Top 40 Under 40, 2022-2024

PROFESSIONAL AND CIVIC AFFILIATIONS

- Leadership Council on Legal Diversity (LCLD), Fellow, 2017; Pathfinder, Class of 2026