



Austin Sork

Associate

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Austin counsels employers on workplace compliance and disputes, bringing litigation experience to help them anticipate risk before it escalates.

Austin works with employers on the everyday decisions that shape a healthy workplace. He counsels companies on workplace policies, employee handbooks, and sensitive personnel matters, helping them build practical, defensible practices that reduce the risk of disputes.

When issues cannot be resolved internally, Austin brings meaningful litigation experience to the table. He has handled employment matters through every phase of litigation, from case evaluation and discovery through depositions, motion practice, and mediation, including individual, class, and collective actions under federal and California law.

Admitted in both Utah and California, Austin offers particular value to employers operating in California—one of the most complex and fast-changing employment law environments in the country. Because he has litigated these issues from the employee's side, he understands how employment claims are built, valued, and pursued, and he draws on that perspective to help employers manage risk and resolve matters efficiently.

Before joining Holland & Hart, Austin represented employees at a plaintiffs'-side employment litigation firm in Salt Lake City.

EXPERIENCE

Employment Litigation

- Class and collective actions
- Discrimination, harassment, and retaliation (federal, state, and local law)
- Wage and hour claims (FLSA and California law)
- Wrongful discharge and whistleblower claims
- Employment-related torts
- Administrative proceedings (EEOC, California Civil Rights Division, Utah Labor Commission)
- Depositions, written discovery, and motion practice
- Mediation and settlement negotiation

HR Counseling, Compliance, and Risk Management

PRACTICES

Employment and Labor
Employment Litigation

EDUCATION

University of Utah S.J. Quinney College
of Law, J.D., 2024

Brigham Young University, B.A., 2021

BAR ADMISSIONS

California
Utah

- Employment policies, handbooks, and manuals
- Hiring, discipline, performance evaluations, and terminations
- Employee misconduct and internal personnel matters
- California-specific compliance counseling
- Preventative risk management

PROFESSIONAL AND CIVIC AFFILIATIONS

- Pro Bono Street Law Initiative, Volunteer, 2024–present
- Court Appointed Special Advocate for Children (CASA), Volunteer, 2019–2024