



Karina Sargsian

Associate

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Karina is an experienced employment law attorney and litigator, representing employers in complex litigation and providing pragmatic counsel on a range of matters.

Karina leverages her experience and business acumen to provide advice and counsel to employers of all sizes on a full spectrum of both contentious and non-contentious employment matters, to protect their interests and ensure compliance. She has extensive experience drafting and evaluating restrictive covenants, drafting and negotiating employment, severance, and general release agreements, and drafting effective personnel policies.

Karina is a dedicated counsel for employers facing employment-related claims, strategically advising and defending employers on a broad array of issues including discrimination, retaliation, and harassment claims, as well as wage and hour violations.

Prior to joining Holland & Hart, Karina worked for several judges at the Federal District Court and State trial court levels. Her clerkships gave her invaluable, behind-the-scenes insight into the judicial decision-making process.

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

PRACTICES

Employment and Labor
Discrimination and Harassment
Employment Litigation
Trade Secrets and Non-Competes
Wage and Hour
Disabilities and Leaves
International Services
Cross-Border Solutions

INDUSTRIES

Healthcare
Technology

EDUCATION

University of Utah College of Law, J.D.,
2013
Dean's List
William H. Leary Scholar
Executive Online Editor, Editorial Board
(2012-2013), *Utah Law Review*
Segal Education Public Interest Award
Recipient

University of Utah, B.S., 2006

BAR ADMISSIONS

Utah

COURT ADMISSIONS

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

- 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

CLIENT RESULTS

Conducted thorough investigations for companies facing formal complaints by employees, covering a spectrum of issues including harassment and discrimination.

Secured victory for one of the nation's largest airline companies against FMLA discrimination and retaliation claims. Achieved favorable outcomes on summary judgment and upheld success on appeal before the Tenth Circuit Court of Appeals.

Successfully defended a direct-selling company, operating in over 20 countries, against a former distributor's claims. Prevailed at summary judgment stage.

Effectively enforced restrictive covenants for clients against former executives and employees, utilizing arbitration or litigation channels.

Advised and guided a company through a wage and hour investigation conducted by the Department of Labor.

Protected the interests of a leading semiconductor company against discrimination and retaliation claims in federal court, resulting in a favorable summary judgment ruling.

Obtained numerous no probable cause rulings from both the Utah Antidiscrimination and Labor Commission and the Equal Employment Opportunity Commission for clients spanning diverse industries such as technology, food services, and manufacturing.

PUBLICATIONS

"Re-Opening Checklist for Employers," *Holland & Hart News Update*,

05/27/2020

"Mitigating Employer Risk as Utah Reopens for Business," *Utah Business*, 05/22/2020

"Considerations for Employers During the "Re-Opening" Phase," *Holland & Hart News Update*, 04/30/2020

"HEALTHCARE: Health Provisions/Medicare & Medicare Extenders/OTC Drugs," *Holland & Hart News Update*, 03/27/2020

"CARES Act Update: How the \$2.2 Trillion Relief Impacts Businesses and Employers," *Holland & Hart News Update*, 03/27/2020

"UNEMPLOYMENT INSURANCE RELIEF: Expanded Benefits/Short Time Compensation," *Holland & Hart News Update*, 03/27/2020

"Employers, Prepare for a Legal Battle: Sometimes Prevention is not Enough to Counter Retaliation Claims," *The Enterprise – Utah's Business Journal*, 12/15/2019

BLOG POSTS

"Remote Work and Mass Layoffs: A Closer Look at the WARN Act," *Employers' Lawyers Blog*, November 14, 2023

SPEAKING ENGAGEMENTS

"Legal Developments," Co-Presenter, *Holland & Hart 2024 Utah Employment Law Seminar*, April 11, 2024

"Tricky Employment Discipline / Termination Approaches: Old Challenges in a New Year," Co-Presenter, *Holland & Hart 2024 Utah Employment Law Seminar*, April 11, 2024

"Utah Employment Law: Hiring, Firing, and Disciplining Employees | Your Guide to Lawfully Hiring and Terminating Employees," *National Business Institute (NBI) Online Seminar*, June 13, 2023

"2023 Employment Law Seminar," *Holland & Hart Utah Employment Law Event*, February 21, 2023

"Navigating the "New Normal": Considerations for Employers During the "Re-opening" Phase of the Covid-19 Pandemic," *Celesq Webinar*, 05/26/2020

"Navigating the Changing Legal (and Illegal) Marijuana Climate," *Utah Rural Independent Hospital Network Human Resources Manager Meeting*, October 2019

"Utah and Federal Law Updates," *Holland & Hart's 2019 Utah Employment Law Seminar, Panelist*, 10/24/2019

RECOGNITION

- *Best Lawyers: Ones to Watch in America®*, Commercial Litigation; Labor and Employment Law – Management, 2021-2024; Health Care Law, 2023, 2024
- Leadership Council on Legal Diversity, Fellows Atlas Award, 2023
- *Utah Business Magazine*, Utah Legal Elite, Up & Coming, 2020; Labor & Employment, 2022

PROFESSIONAL AND CIVIC AFFILIATIONS

- Women Lawyers of Utah, Member
- Utah Minority Bar Association, Member
- Federal Bar Association, Member
- Salt Lake County Bar Association, Member
- Utah Bar Association, Member
Litigation Section
Labor & Employment Section
- Leadership Council on Legal Diversity, Fellow, 2023