



Dora Lane

Partner

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PRACTICES

Labor and Employment
 Employment Litigation and Class Actions
 Wage and Hour
 Accommodations, Disabilities, Leaves
 Discrimination, Harassment, Retaliation,
 and Litigation
 HR Counseling, Compliance, and Risk
 Management
 Class Actions
 Workplace Safety and Emergency
 Response

EDUCATION

Thomas Jefferson School of Law, J.D.,
 2003

Valedictorian, May 2003 Graduating
 Class

Thomas Jefferson Law Review,
 Executive Editor

California State University, Fresno, B.S.,
 1999

Valedictorian, President's Medal recipient
 One of Fresno State's Top 25 Athletes of
 the Century

Ranked No. 4 in NCAA Division 1 singles
 tennis

BAR ADMISSIONS

California
 Nevada

Businesses of all sizes throughout the Mountain West count on Dora Lane to guide them through the myriad of labor and employment issues to keep their operations running smoothly.

Dora works closely with her clients, talking through day-to-day employment issues, to ensure that best practices are in place and legitimate business reasons motivate employment decisions. She counsels and trains employers to hire, manage, and, when necessary, fire employees in compliance with federal and state employment laws.

When, despite best efforts, issues evolve into disputes, clients benefit from Dora's sophisticated experience litigating employment disputes and her track record resolving cases through aggressive discovery and pretrial motions.

With the exposure and liability that can result from non-compliant or simply ineffective processes, Dora works with her clients to audit employment record keeping processes to identify and fix problems before an outside agency or lawsuit intervenes. Dora also helps clients handle difficult employment situations in a manner intended to maximize the likelihood of success in litigation, if one ensues.

Before joining Holland & Hart, Dora clerked for Justice Mark Gibbons of the Nevada Supreme Court.

EXPERIENCE

Accommodations, Disabilities, Leaves

Discrimination, Harassment, Retaliation, and Litigation

Employment Litigation and Class Actions

HR Counseling, Compliance, and Risk Management

- Best Employment Practices
- Employment Policies, Handbooks, and Manuals
- Hiring, Discipline, Performance Evaluations, and Terminations
- Non-Competes, Trade Secrets, and Unfair Competition

- Investigations
- Reductions in Force and Severance Agreements

Wage and Hour, Equal Pay, Compensation, and Benefits

CLIENT RESULTS

Represented an employer in two concurrent litigations brought by a terminated employee and the employee's supervisor who was also terminated shortly thereafter (allegedly as a result of the supervisor's inappropriate conduct against the employee). Secured summary judgment for the employer in both cases.

Obtained summary judgment for the employer in a case where plaintiffs alleged that the supervisor who terminated their employment expressed his hatred for plaintiff's race 3 hours before they were terminated.

Secured numerous dismissals with prejudice on behalf of employers at the motion to dismiss and/or motion for summary judgment stage, including dismissals of wage and hour collective and class actions.

Successfully pursued and defended multiple non-compete/non-solicitation/confidentiality matters.

PUBLICATIONS

"2019 Nevada Employment Legislation Updates," *Employers' Lawyers Blog*, July 1, 2019

"Employers Pay Attention: New Marijuana-Related Bill Passes Nevada Legislature," *Employers' Lawyers Blog*, 06/14/2019

"Arbitration Agreements Waiving Class Actions Do Not Violate the NLRA, Rules Supreme Court," *Holland & Hart News Update*, Co-Author, 05/21/2018

"Salary History Cannot Justify Unequal Pay Between Men and Women, According to Ninth Circuit," *Holland & Hart News Update*, 04/11/2018

"High Court Mulls Arbitration Agreements," *Northern Nevada Business Weekly*, October 23, 2017

"Employers face uncertainty as HR regulations change course," *Northern Nevada Business Weekly*, September 18, 2017

"Best practices to comply with new Nevada employment laws," *Northern Nevada Business Weekly*, August 21, 2017

"Six New Laws Nevada Employers Need To Know," *Holland & Hart News Update*, 07/25/2017

"New Nevada Employment Laws – Part 1: Pregnancy Accommodations and Nursing Mothers," *Employers' Lawyers Blog*, July 5, 2017

"Nevada Non-Compete Agreements Under Attack in Legislature," *Holland*

& Hart News Update, 2/23/2017

"Does legal marijuana send your workplace policies up in smoke?," *Northern Nevada Business Weekly*, Co-Author, December 27, 2016

"Working Through The Haze: What Legal Marijuana Means For Nevada Employers," *Holland & Hart News Update*, Co-Author, 12/14/2016

"Tip-Pooling Policies Can Land Nevada Casinos in Court," *Nevada Gaming Lawyer*, September 2016

"Employers Who Prevail In A Title VII Case May Seek Attorneys' Fees Even Without A Ruling On The Merits," *Holland & Hart News Update*, 5/20/2016

"FCRA Lawsuit Sent Back To Ninth Circuit For Further Analysis on Standing to Sue," *Holland & Hart News Update*, 05/16/2016

"Nevada Q&A," *Lexology Navigator - NV*, February 2016

"Law Meets Psychology," *NCET*, January 2016

"You've Received a Discrimination Charge: Don't Throw It in the Trash!," *SES Sterling Education Services, Inc., SES Legal Education Blog*, 12/21/2015

SPEAKING ENGAGEMENTS

"Up In Smoke: Marijuana in Nevada Workplaces - Big Changes in 2020!," *Northern Nevada Human Resources Association*, November 2019

"Marijuana and Employment Law Updates," *Nevada Contractors Association*, November 2019

"Marijuana and the Workplace," *LP Insurance Services Training*, October 2019

"Marijuana and the Workplace," *Pray & Company Training*, October 2019

"Employment Law Matters: Nevada Employment Law Updates from the 2019 Legislative Session," *NCET Expo*, September 20, 2019

"Marijuana and the Workplace: Legal/Practical Updates," July 24, 2019

"Legal Update," *2018 Nevada State SHRM Council Conference*, November 2, 2018

"Aspects of Drug Use in the Workplace," *LP Insurance*, August 22, 2018

"Dazed and Confused: Marijuana Issues in the Workplace," *Nevada Economic Development Conference*, August 21, 2018

"Emerging Drug Trends," *Western Nevada College*, August 20, 2018

"Marijuana in the Workplace," *The Alternative Board*, August 14, 2018

"Aspects of Drug Use in the Workplace," *LP Insurance Services, Inc.*, May 15, 2018

"Legal Aspects & Liability Issues for Employers," *University of Nevada, Reno*, March 2018

"ADA Fundamentals: Do the Right Thing, The Right Way," *Nevada Association of Employers*, November 14, 2017

"What's Hot in Employment Law," *NCET Tech Café*, August 16, 2017

"Marijuana in the Workplace," *Holland & Hart's Law on Tap - a professional networking series*, June 15, 2017

"Conducting Internal Investigations," *NPELRA Annual Workshop*, September 15, 2016

"FLSA New Regulations and FMLA," *Pool Pact*, September 24, 2015 and September 29, 2016

"Employment Discrimination Law-Retaliation Claims, Whistleblower Claims, Disability Discrimination and Ethics for Labor Law," *National Business Institute*, August 3, 2015

"Employment Law Beyond the Basics- Termination Best Practices," *Sterling Education*, July 15, 2015

"The NLRB's Takeover of Title VII," *National DRI Employment and Labor Seminar*, Arizona, May 8, 2015

"Legal Aspects & Liabilities," *University of Nevada, Reno*, March 19-20, 2015

RECOGNITION

- *The Best Lawyers in America*© Litigation - Labor and Employment, 2020
- Mountain States Super Lawyers® Rising Stars, Employment & Labor, 2009, 2011-2016
- *Nevada Business Magazine*, Nevada Legal Elite, 2010, 2012, 2014, 2017-2019
- *Northern Nevada Business Weekly*, "Women in Business," 2007

PROFESSIONAL AND CIVIC AFFILIATIONS

- Nevada Bar Association, Member
- California Bar Association, Member
- Washoe County Bar Association, Member
- Clerked for Justice Mark Gibbons of the Nevada Supreme Court