



Brit (Brittany) Merrill

Associate

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Brit counsels large and small employers on state and federal compliance and litigation issues.

PRACTICES

Labor and Employment
 Discrimination, Harassment, Retaliation, and Litigation
 HR Counseling, Compliance, and Risk Management
 Employment Litigation and Class Actions
 Immigration

EDUCATION

University of Utah S.J. Quinney College of Law, J.D., 2016
 Westminster College, M.A., 2013
 University of Utah, B.S., 2007

BAR ADMISSIONS

Utah

COURT ADMISSIONS

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

Brit develops close working relationship with clients so she can help them proactively address and resolve issues with the goal of avoiding or minimizing liability and costs. She assists clients with the full range of federal statutory compliance, particularly Title VII, the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA). When disputes cannot be resolved through counseling and negotiation, Brit effectively advocates for clients in state and federal court and before administrative agencies. Clients benefit from Brit's experience in negotiation, communication, and strategic planning skills developed through ten years of working as a community organizer in the non-profit sector.

Before joining Holland & Hart, Brit worked with a large Utah-based law firm where her practice included commercial litigation and immigration law. After graduating from law school, Brit gained experience as a law clerk in the U.S. District Court for the District of Utah.

EXPERIENCE

Discrimination, Harassment, Retaliation and Litigation
HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, and Leaves
- Employment Policies, Handbooks, and Manuals
- Hiring, Discipline, Performance Evaluations, and Terminations
- Investigations
- Wage and Hour, Equal Pay, Compensation, and Benefits

Employment Litigation and Class Actions

Immigration

PUBLICATIONS

"Raising the Bar: America Celebrates 150 Years of Women Lawyers (Utah section)," *National Conference of Women's Bar Associations*, 2019

"Women in the Law: Refreshing our Collective Memory," *Utah Bar Journal*, November/December 2017

SPEAKING ENGAGEMENTS

"Utah and Federal Law Updates," *Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Ethics and Civility," *Panelist, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

PROFESSIONAL AND CIVIC AFFILIATIONS

- Utah State Bar Leadership Academy, Fellow, Class of 2017
- Women Lawyers of Utah
 - Board Member, 2015-present
 - Historian Chair, 2016-present
 - Judicial Nominating Committee, Member, 2017-present
- Salt Lake County Bar Association, Member
- Utah Minority Bar Association, Member
- Young Lawyers Division, Member
- American Bar Association, Member
- Federal Bar Association, Member