



## Dora Lane

Partner

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### PRACTICES

Employment and Labor  
Wage and Hour  
Disabilities and Leaves  
Employment Litigation  
Discrimination and Harassment  
Trade Secrets and Non-Competes  
Environmental Health and Safety

### INDUSTRIES

Mining

### 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

California Licensed  
Employment Attorneys

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

Dora works closely with her clients to understand their business and offer employment advice that is both practical and legally sound. She counsels and trains employers to hire, manage, and, when necessary, fire employees in compliance with federal and state employment laws. Dora believes that employment litigation is won before it begins and takes a proactive approach to identify and fix problems before an outside agency or lawsuit intervenes.

When, despite best efforts, issues evolve into disputes, clients benefit from Dora's sophisticated experience assessing, resolving, and litigating employment disputes all the way through trial, if necessary.

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/PAGA 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.

Helped clients navigate reductions in force/layoffs of hundreds of employees and related WARN and CalWARN issues without resulting legal challenges.

Counseled companies moving from California to Nevada on the unique aspects of Nevada law and how to establish Nevada-compliant employment practices.

Upon entering the case shortly before trial, secured a complete defense verdict on a non-compete and non-solicitation dispute after the court had issued two separate injunctive orders and an order to show cause against the client, as well as advised that attorney's fees against the client would be awarded if the matter proceeded to trial.

## PUBLICATIONS

"Employment: North America, USA Nevada 2023," *Lexology Getting the Deal Through*, September 29, 2023

"What Did the Nevada Legislature Change for Employers this Session?," *Holland & Hart Client Alert*, July 5, 2023

"Ballot Question 2's Passing Negates Nevada's Two-Tier Minimum Wage," *Employers' Lawyers Blog*, 11/28/2022

"Should Employers Pay Employees for Time Spent Waiting for Computers To 'Boot Up' Before Employees Even Clock In?," October 31, 2022

"Employment: North America, USA - Nevada," *Lexology GTDT - Employment: North America*, October 11, 2022

"Could Recreational Marijuana Use Jeopardize a Nevada Employee's Job?," September 15, 2022

"Obligations and Risks When Conducting Layoffs," *Nevada Lawyer*

*Magazine, July 2022*

"California Employers in Limbo Again on Mandatory Arbitration," *Holland & Hart News Update*, September 23, 2021

"Nevada Legislative Update 2021," June 25, 2021

"COVID-19: Pay Practices," *Holland & Hart Coronavirus Resource Site*, March 16, 2020

"COVID-19: Anti-Discrimination," *Holland & Hart Coronavirus Resource Site*, March 15, 2020

"Employment: North America: USA (Nevada)," *Lexology GTDT*, March 6, 2020

"Summary of California Employment Law Changes for 2020," *Employers' Lawyers Blog*, January 14, 2020

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

## **SPEAKING ENGAGEMENTS**

"Recent Changes to Federal Guidelines and What Employers Need to Know: Pregnancy Accommodation Requirements Under New EEOC Regulations," *Holland & Hart Webinar*, May 9, 2024

"Supreme Court Updates, et. al.," *Northern Nevada Human Resources Association June Breakfast Meeting*, June 21, 2023

"Employment Law Webinar Series - Part 2: The Frightening State of California Employment Law," *Holland & Hart Employment Law Webinar Series*, 10/27/2020

"Forces from the Front Line: A Conversation about COVID-19 (Part 2)," *Northern Nevada Business Weekly*, April 30, 2020

"A Cloud of Uncertainty Hangs Over Northern Nevada's Business Landscape Amid the Spread of COVID-19," *Northern Nevada Business Weekly*, March 26, 2020

"COVID-19 HR Support Group Webinar," *Northern Nevada Human Resources Association*, March 25, 2020

"Forces from the Front Line: A Conversation about COVID-19 (Part 1)," *The Human Resource Connection*, March 23, 2020

"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

## RECOGNITION

- *The Best Lawyers in America*® Litigation - Labor and Employment, 2020-2024
- *The Best Lawyers in America*® Lawyer of the Year, Litigation - Labor and Employment - Reno, 2021
- *Chambers USA*, Labor & Employment, 2023, 2024
- Mountain States Super Lawyers® Rising Stars, Employment & Labor, 2009, 2011-2016
- *Nevada Business Magazine*, Nevada Legal Elite/Top Rank Attorneys, 2010, 2012, 2014, 2017-2022, 2024
- *Benchmark Labor & Employment*, Labor and Employment Star West, 2019-2024
- *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