



## Little V. West

### Of Counsel

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**Little V. West counsels new and established businesses on development and implementation of best practices to comply with employment and labor laws and regulations.**

When issues evolve into disputes before administrative agencies or courts, Little effectively guides clients through dispute resolution or litigation, and represents clients as a government affairs advocate, helping clients to achieve their goals from a policy perspective.

Little has experience representing health care providers, particularly with matters involving allegations of drug use, testing, retaliation, mental capacity, and fraud. He also has experience engaging elected and appointed leaders in the executive and legislative arenas in New Mexico representing the energy, financial, cannabis, and film industries.

Prior to joining Holland & Hart, Little was an associate at a Santa Fe based law firm. Before beginning to practice, he clerked for the Hon. Terrence L. O'Brien of the United States Court of Appeals for the Tenth Circuit and the Hon. Bruce D. Black of the United States District Court for the District of New Mexico.

### PRACTICES

Employment and Labor  
Wage and Hour  
State Government Affairs  
Discrimination and Harassment  
Employment Litigation  
Trade Secrets and Non-Competes  
Disabilities and Leaves

### INDUSTRIES

Healthcare  
Mining  
Cannabis and Psychedelics  
Energy and Resources  
Financial Institutions

### EDUCATION

University of North Carolina, J.D., 2005  
With Honors  
*North Carolina Law Review*, Articles  
Editor

North Carolina State University, B.S.,  
2002  
Aubrey L. Brooks Scholar  
John T. Caldwell Fellow  
Deborah S. Moore Service Award  
Phi Eta Sigma National Honor Society  
Pi Sigma Alpha National Honor Society

### BAR ADMISSIONS

New Mexico

### COURT ADMISSIONS

U.S. District Court for the District of  
Colorado  
U.S. District Court for the District of New  
Mexico  
U.S. Court of Appeals for the Tenth  
Circuit

### EXPERIENCE

**HR Counseling, Compliance, and Risk Management**

**Health Law Counseling, Compliance, and Risk Management**

**Non-Competes, Trade Secrets and Unfair Competition**

**Discrimination, Harassment, Retaliation**

**Employment Litigation and Class Actions**

- Administrative proceedings (EEOC and state civil rights commissions)
- Appeals from administrative agency and court decisions

**Commercial Litigation**

- Construction and Design Litigation
- Bankruptcy and Creditors Rights Litigation
- Real Estate Litigation

**Government Affairs**

## **CLIENT RESULTS**

### **Commercial Litigation**

Represented state agencies and officials in litigation matters.

Represented health care providers and related organization in litigation matters.

### **HR Counseling, Compliance, and Risk Management**

Advised rural electrical operatives on general counseling about employment best practices and general regulatory compliance.

Train human resource professionals on federal and state discrimination laws and Obligations under the Fair Labor Standards Act.

Represented higher education entities as general counsel.

## **PUBLICATIONS**

"Employment: North America, USA New Mexico 2024," *Lexology Panoramic*, August 23, 2024

"FTC Bans Noncompetes," *Employment Law Update*, April 23, 2024

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

"DEI after SCOTUS University Admissions Decision," *Holland & Hart Client Alert*, July 11, 2023

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

"Prepare for Changes Under New Mexico Senate Bill 152," *Holland & Hart News Update*, 04/27/2021

## **BLOG POSTS**

"Algorithmic Accountability: The Next Frontier in Employment Law?," *Employers' Lawyers Blog*, August 22, 2024

"FTC Bans Noncompetes," *Employers' Lawyers Blog*, April 24, 2024

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- American Bar Association, Member
- New Mexico Bar Association, Member
- Martin Luther King, Jr. New Mexico State Commission, Chairman
- The National Black Lawyers Top 100, 2017-present
- Santa Fe Amateur Radio Emergency Service, Member
- SCORE Volunteer
- North Carolina Commission on Volunteerism and Community

Service, Commissioner, 2000-2006

- Santa Fe Interfaith Homeless Shelter, Board Member and Team Leader, 2009-2011
- Breast Cancer Resource Center, Board Member, 2009-2014
- Boy Scouts of America, Assistant Scoutmaster, 2015