



## Brit Merrill

Associate

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**Brit Merrill develops close working relationships with clients to proactively address and resolve issues with the goal of avoiding or minimizing liability and costs.**

### PRACTICES

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

### INDUSTRIES

Healthcare  
Energy and Resources  
Food, Beverage, and Consumer  
Products

### 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 provides strategic legal counsel and risk management advice to clients on a wide variety of employment matters, including compensation, performance management, separations, leaves of absence, discrimination, harassment, diversity and inclusion, workplace privacy, wage and hour compliance, restrictive covenants, reasonable accommodations, and employee classification.

Brit drafts and reviews employment, separation, severance, confidentiality, and settlement agreements; conducts and advises clients on workplace investigations of allegations of employee misconduct; prepares and updates employee handbooks and related policies, procedures, and guidelines; and monitors and assesses the impact of employment law developments and enforcement trends at the federal, state, and local levels.

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, employment law, 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. Brit was selected by her peers for inclusion in *Utah Business Magazine's* Utah Legal Elite (2020-2022).

### 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

"Federal Court Strikes Down DOL's 2024 Overtime Rule," *Employment Law Update*, November 19, 2024

"Employer Beware: Adhere to FCRA When Using Background Dossiers," *Employment Law Update*, October 28, 2024

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

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

"NLRB Changes the Game for Confidentiality Provisions in Severance Agreements," *Holland & Hart Client Alert*, February 23, 2023

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

"The Disappearing Future of Non-Compete Agreements," *Employers' Lawyers Blog, ERE Recruiting Intelligence, and Holland & Hart News Update*, November 10, 2021

"What Contractors Need to Know about E.O. 13950, Combating Race and Sex Stereotyping," *Holland & Hart News Update*, October 22, 2020

"Communicating with Employees About a Positive COVID-19 Case in the Workplace," *Holland & Hart Legal Insights*, July 22, 2020

"Utah Legislation Shields Employers and Businesses from COVID-19 Civil Lawsuits," *Holland & Hart News Update*, May 14, 2020

"Healthcare Employers and the Families First Coronavirus Response Act," *Holland & Hart News Update*, March 20, 2020

"Families First Coronavirus Response Act Expands FMLA Coverage and Requires Emergency Paid Sick Leave," *Holland & Hart News Update*, March 19, 2020

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

## SPEAKING ENGAGEMENTS

"Legal Developments in 2024," *Holland & Hart 2024 Utah Employment Law Seminar*, April 11, 2024

"Protecting Your Business from Unfair Competition," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Employee Classification," October 12, 2023

"Multi-State Employer Issues," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Utah's Problem with Women's Equality in the Workplace & Solutions," *2022 Utah Business Economic Outlook, Panelist*, 11/17/2022

"When Former Employees Come Back from the Grave: Terminations, Severances, and Other Post-Employment Issues," *Utah State Bar – Labor and Employment Section Annual Meeting, Panelist*, 11/07/2022

"How Do We (Re)build Careers for Working Parents in Utah Post-pandemic?," *Utah Business Magazine Webinar, Panelist*, 03/24/2021

"COVID Vaccine: How Employers Can Prepare," *Association of Corporate Counsel Mountain West Chapter Webinar, Co-Presenter*, 02/03/2021

## **RECOGNITION**

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management; Litigation - Labor and Employment, 2022-2025
- *Utah Business Magazine*, 40 Under 40, 2023
- *Utah Business Magazine*, Utah Legal Elite, Up & Coming, 2020-2021; Labor & Employment, 2022
- Mountain States Super Lawyers® Rising Stars, Employment & Labor, 2023, 2024

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Utah State Bar Leadership Academy, Fellow, Class of 2017
- Women Lawyers of Utah
  - President, 2023-present
  - President-Elect, 2022-2023
  - 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