



## Leslie Perkins

Associate

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**Leslie proactively counsels employers to minimize liability stemming from potential employment disputes.**

### PRACTICES

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

### EDUCATION

University of Georgia School of Law,  
J.D., 2020  
*cum laude*

*Georgia Law Review*, Notes Editor

University of North Georgia, B.A., 2015  
*summa cum laude*

Phi Kappa Phi National Honor Society  
Pi Sigma Alpha National Political Science  
Honor Society

### BAR ADMISSIONS

Georgia  
Utah

### COURT ADMISSIONS

Court of Appeals for the State of Georgia  
United States District Court for the  
District of Utah  
United States District Court for the  
Northern District of Georgia

Mindful that employment disputes can be deeply personal to the employee and employer, Leslie strives to achieve the most sensible solution for her clients whether it is through executing on recommended changes in employment policies, handling administrative charges, or assisting in employment litigation.

Leslie's employment litigation experience includes representing employers before administrative agencies and in both state and federal courts, and defending employers against claims for WARN Act violations, discrimination (including race, sex, disability, and age discrimination), wrongful termination, wage and hour violations, restrictive covenant disputes, and whistleblower retaliation. Leslie also has experience litigating both wage and hour and WARN Act class actions.

Leslie also regularly counsels clients in all of the above listed areas and drafts employee handbooks, PTO and leave policies, employment agreements, and severance agreements.

During law school in Georgia, Leslie worked for several District Attorneys' Offices and for the Criminal Justice Division of the Georgia Attorney General's office where she worked on death row and felony murder cases. Before moving to Utah, Leslie worked at a national employment and labor firm where she provided employment litigation and counseling services to employers.

### EXPERIENCE

#### Employment Litigation

- Class/Collective Actions
- Discrimination, Harassment, and Retaliation (federal/state/local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge/Whistleblower

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

- Accommodations, Disabilities, Leaves

- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment/Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

### **Unfair Competition**

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection/Enforcement

### **PUBLICATIONS**

"A Tale of Two Rulings: This Week's Conflicting Decisions on the Pregnant Workers Fairness Act," *Employment Law Update*, June 18, 2024

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

### **BLOG POSTS**

"Beyond the Scales: Addressing Weight Bias in the Workplace," *Employers' Lawyers Blog*, February 12, 2024

"Remote Work and Mass Layoffs: A Closer Look at the WARN Act," *Employers' Lawyers Blog*, November 14, 2023

### **SPEAKING ENGAGEMENTS**

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

"Terminations and Disciplinary Actions," *Goldman Sachs 10K Small Business Event*, November 2, 2023

"Employment Discrimination Legal Updates," *Rural 9: Health Law Update*, October 12, 2023

"Terminations and Disciplinary Actions," *Goldman Sachs 10K Small Business Event*, May 23, 2023

"Employee Separation Issues," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Best Practices for Terminations," *Goldman Sachs 10K Small Business Event*, November 1, 2022

"Employment Dispute Litigation Refresher," *Rural 9: Health Law Update*,  
October 13, 2022

**MEMBERSHIPS AND AFFILIATIONS**

- Women Lawyers of Utah
- Georgia Young Lawyers Division
- Utah Young Lawyers Division