



## PRACTICES

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

## EDUCATION

Brigham Young University, J. Reuben  
Clark Law School, J.D., 2018  
Dean's Fellow  
Distinguished Clinical Practice Award  
Black Law Student Association, Vice  
President

Boise State University, M.B.A., 2015  
Golden Key International Honour Society  
College of Business and Economics  
Fellow  
Afro-Black Alliance, Vice President

## BAR ADMISSIONS

Practice in Utah temporarily authorized  
pending admission under Rule 14-809.  
California

# Adam Bouka

Associate

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**Adam advises companies on compliance issues related to state and federal employment laws and helps protect their business interests when litigation is unavoidable.**

To help ensure employers comply with ever-changing employment regulations, Adam works with clients to develop strong, defensible employment processes and supporting materials, including comprehensive employee handbooks. He represents clients facing a broad spectrum of claims and disputes, including wage and hour, wrongful discharge, harassment, and trade secrets, among others.

Adam is fluent in French and Spanish. Before joining Holland & Hart, Adam worked at a full-service law firm in Southern California.

Practice in Utah authorized from September 5, 2024, to March 5, 2026, under Rule 14-809 of the Rules Governing the Utah State Bar. Supervised by Gregory M. Saylin, a member of the Utah State Bar. Adam is admitted to practice in California.

## 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

- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

### **Unfair Competition**

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

### **Wage and Hour Compliance**

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

## **PUBLICATIONS**

"Federal Court Blocks Trump's DEI Restrictions—What It Means for Employers," *Employment Law Update*, March 3, 2025

"Supreme Court Clarifies Burden of Proof for Employers in FLSA Exemption Cases," *Employment Law Update*, January 28, 2025

"What Employers Need to Know About the New Executive Order Revoking EO 11246 and Targeting DEI Efforts," *Employment Law Update*, January 27, 2025

"Tenth Circuit Weighs in on Reductions in Force: Takeaways for Employers," *Employment Law Update*, January 13, 2025

"California Labor and Employment Law Updates for 2025," *Employers' Lawyers Blog*, December 17, 2024

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

## **SPEAKING ENGAGEMENTS**

"Recent Changes to Federal Guidelines and What Employers Need to Know: EEOC's New Sexual Harassment Policy Guidance," *Holland & Hart Webinar*, May 9, 2024

## **RECOGNITION**

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law – Management, 2023
- The National Black Lawyers, Top 40 Under 40, 2022-2024
- Leadership Council on Legal Diversity, Fellow, 2017