Holland & Hart



PRACTICES

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

INDUSTRIES

Pet Care
Food, Beverage, and Consumer Products

EDUCATION

The George Washington University Law School, J.D., 2009
Graduated with Honors
J. Reuben Clark Law Society, Vice-President of Professional Development
Alternative Dispute Resolution Skills Board, Member

Brigham Young University, B.A., 2005

BAR ADMISSIONS

Arizona
Utah
Nevada

Tyson Horrocks

Partner

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P 801.799.5923

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P 801.799.5923

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Tyson counsels employers on the full spectrum of issues and challenges they face to efficiently and effectively manage their workforce.

Tyson leverages his litigation experience to counsel employers how to proactively avoid disputes on matters such as restrictive covenants, wrongful termination, sexual harassment and discrimination, and retaliation. He also provides pragmatic compliance counsel, including audits for Fair Labor Standards Act and other state and federal regulations. Tyson assists clients to prepare employment-related documents including employment and separation agreements, drug testing policies, and employee handbooks.

In business litigation matters, Tyson represents commercial clients in business torts, complex disputes, civil fraud, and business valuations.

Before joining Holland & Hart, Tyson was a shareholder at a Utah-based firm, where he chaired the Employment Practice Group.

EXPERIENCE

Employment Litigation

- Administrative proceedings (EEOC and state civil rights commissions)
- Breach of Contract
- ERISA
- Wrongful Discharge
- Discrimination and Retaliation
- Disability, Accommodations, and Leaves
- Wrongful Termination/Public Policy Discharge
- Wage and Hour

HR Counseling, Compliance, and Risk Management

- Employment Policies, Handbooks, and Manuals

- Executive Compensation and Employment Contracts
- Hiring, Discipline, Performance Evaluations, and Terminations
- Severance Agreements
- Investigations
- Pay Practices and Independent Contractors
- Drug & Alcohol Testing
- Training for employees, supervisors, managers, executives, Board of Directors

Commercial Litigation

- Business Torts
- Unfair Business Practices
- Civil Fraud
- Corporate Control and Valuation Issues

PUBLICATIONS

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

"Obligations and Risks When Conducting Layoffs," *Nevada Lawyer Magazine*, July 2022

"The Risks of Pre-employment Social Media Screening," *Society for Human Resource Management*, July 18, 2013

SPEAKING ENGAGEMENTS

"Panel: Immigration Enforcement," Panelist, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Panel: FLSA, Wage and Hour, Misclassification," Panelist, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Panel: Responding to UALD / EEOC Charges – Understanding the Process," Moderator, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Panel: Current State of DEI Programs," Panelist, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Hot Topics in 2024 - Workplace Respect in an Election Year | AI and Employment Law | HR Leaders: Business Partners v. Adversaries," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Tricky Employment Discipline / Termination Approaches: Old Challenges in a New Year," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Panel: Protecting Company Information: The Ever-Changing World of Non-Competes and Non-Solicits," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: HR's Role in Preparing for Due Diligence," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Union Organization and Navigating Union Encounters," *Associated Builders and Contractors of Utah Lunch and Learn*, May 25, 2022

RECOGNITION

- *The Best Lawyers in America*®, Litigation - Labor and Employment, 2025-2027
- *Utah Business Magazine*, Utah Legal Elite, Labor & Employment, 2022
- Mountain States Super Lawyers® Rising Stars, 2013-2023

PROFESSIONAL AND CIVIC AFFILIATIONS

- Athlos Academy of Utah, Board Member, 2016-2017
- Pound the Pavement for Parenthood, Board Member, 2013-2016
- Marine Corps Marathon, Finisher, 2008