



## 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

222 South Main Street, Suite 2200, Salt Lake City, UT 84101

P 801.799.5923

9555 Hillwood Drive, 2nd Floor, Las Vegas, NV 89134

P 801.799.5923

3110 N Central Avenue, Suite D-160, Phoenix, AZ 85012

[TCHorrocks@hollandhart.com](mailto:TCHorrocks@hollandhart.com)

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

"New OSHA and CMS COVID-19 Vaccination & Testing Mandates," *Holland & Hart News Update*, November 4, 2021

"Vaccine Mandates Q&A," *Holland & Hart News Update*, September 10, 2021

"Should I Say Something? A Plan Administrator's Duty to Provide Individualized Benefits Communications," *The Brief: American Bar Association*, 05/24/2021

"Employment Agreements After Utah Supreme Court's Vander Veur Decision," *Utah Business*, November 4, 2020

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

### SPEAKING ENGAGEMENTS

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

"Panel: Responding to UALD / EEOC Charges – Understanding the

Process," Moderator, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

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

"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

"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

"I Should Have Said WHAT?: An Employer's Potential Liability for Failing to Tell Employees About 'Hidden' Employee Benefit Issues," *2021 Employment Law Conference, Colorado Bar Association*, 10/01/2021

"Workplace 2021: Legal Compliance and Best Practices Post-COVID," *National Association of Corporate Directors Webinar*, Co-presenter, April 21, 2021

"Returning to the Office Safely | COVID-19 and the Workplace: Where Are We Now and Where Are We Going?," *Holland & Hart Webinar*, 11/10/2020

## **RECOGNITION**

- *The Best Lawyers in America*®, Litigation - Labor and Employment, 2025
- *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