Holland & Hart



Mike Harmond

Associate

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Mike helps clients resolve and avoid business disputes with a special focus on insurance coverage, employment, and data privacy.

Mike represents policyholders exclusively in a variety of insurance coverage matters, helping them recover compensation from insurance companies and navigate risk management issues. He also counsels employers on compliance with an ever-changing regulatory landscape and defends them in court or administrative proceedings when disputes cannot be avoided. Companies facing claims over their online marketing and data collection practices also turn to Mike for effective representation, including for claims under the California Invasion of Privacy Act, Americans With Disabilities Act, and similar statutes. Along with these areas of focus, Mike regularly handles a broad range of commercial disputes, and has substantive experience in all phases of litigation.

Prior to joining Holland & Hart, Mike served as a law clerk for Chief Justice Matthew B. Durrant of the Utah Supreme Court.

EXPERIENCE

Policyholder Insurance Coverage

- Commercial general liability
- Commercial property
- Director’s and officer’s liability
- Errors and omissions liability
- Law enforcement liability
- Cyber / data security liability
- Employment practices liability
- Construction and builder’s risk
- Excess/umbrella insurance
- Insurance bad faith litigation

Employment Litigation and Counseling

- Discrimination, harassment, and retaliation (federal / state / local law)
- Noncompete and restrictive covenant agreements / enforcement
- Trade secret protection / enforcement

PRACTICES

Business Litigation
Policyholder Insurance Coverage
Employment and Labor

EDUCATION

University of Utah S.J. Quinney College of Law, J.D., 2019
Utah Law Review, Executive Managing Editor
Distinguished Pro Bono Law Student

Gonzaga University, B.A., 2012
cum laude

BAR ADMISSIONS

Utah

COURT ADMISSIONS

U.S. District Court for the District of Colorado
U.S. District Court for the District of New Mexico
U.S. Court of Appeals for the Tenth Circuit
U.S. District Court for the District of Utah
U.S. District Court for the Eastern District of Wisconsin

- Employee benefits / ERISA litigation
- Breach of contract
- Employment-related torts
- Defamation
- Wrongful discharge
- Employment policies, handbooks, and manuals
- Employment / severance agreements

Business Litigation

- Trials and arbitrations
- Breach of contract
- Breach of fiduciary duty
- Fraud and negligence
- Shareholder and corporate ownership disputes
- Trade secrets and non-compete litigation
- False advertising
- Intellectual property disputes
- Defamation and libel litigation
- Real estate disputes
- Products liability

CLIENT RESULTS

Employment

In multiple cases, obtained outright dismissal of discrimination claims on behalf of regional healthcare system.

Obtained Tenth Circuit ruling affirming dismissal of discrimination claims on behalf of regional hotel chain.

Favorably resolved numerous ADA website-accommodation matters on behalf of consumer products manufacturers and retailers.

Policyholder Insurance Coverage

Helped prominent healthcare system obtain full D&O indemnity coverage for high-profile anti-trust dispute.

On behalf of Idaho municipality, assisted in obtaining partial summary judgment requiring CGL carrier to defend high-stakes law-enforcement liability matter.

Guided natural products manufacturer through complex D&O claim, resulting in seven-figure defense coverage for federal regulatory action.

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 3 | Workplace Investigations," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"FTC Crackdown on AI-Generated Content," *2025 Nutritional Law Symposium*, September 12, 2025

"FTC Crackdown on AI-Generated Content," *20th Annual ACC Mountain West Nutrition Law Symposium*, September 12, 2025

"Navigating Insurance Law & Litigation," *Holland & Hart 2025 CLE Program for In-House Counsel*, May 21, 2025

"Understanding and Navigating the California Invasion of Privacy Act," Co-Presenter, *Association of Corporate Counsel, Nevada Chapter*, May 15, 2025

"Legal Developments for 2025: Part 3," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

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

"NLRB and Unionization Efforts," *Rural 9: Health Law Update*, October 12, 2023

"Arbitration Agreements," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

MEMBERSHIPS AND AFFILIATIONS

- Young Lawyers Division of the Utah State Bar, Executive Committee, 2020-2023

RECOGNITION

- Mountain States Super Lawyers® Rising Stars, Business Litigation, 2023-2026