



## Dana Dobbins

Associate

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**Dana advises and advocates for businesses on a range of employment and complex civil litigation matters.**

### PRACTICES

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

### EDUCATION

Boston University School of Law, J.D.,  
2018  
*cum laude*  
*Journal of Science and Technology Law*,  
Executive Editor

University of Arizona, B.A., 2014  
*summa cum laude*

### BAR ADMISSIONS

Colorado

### COURT ADMISSIONS

U.S. District Court for the District of  
Colorado  
U.S. Court of Appeals for the Tenth  
Circuit  
Colorado State Courts

Dana is a sought after litigator who defends employers against a wide variety of employment and labor claims in state and federal court, arbitration, and before administrative agencies. She is well versed in discrimination, retaliation, and harassment claims under Title VII, ADA, ADEA, and relevant state laws. Dana also has ample experience with whistleblower, wage theft, and wrongful termination claims. Dana understands that dispositive briefing is crucial to limit or eliminate claims before trial, and prides herself on the many early successes she has secured for her clients.

Dana also provides employers with prompt, cogent preventative advice on a wide range of workplace issues that span the employee life cycle, including leave and accommodations requests. Clients appreciate her ability to deliver accessible legal guidance that is tailored to business needs, striking a balance that empowers employers to operate within the parameters of the law while simultaneously propelling business forward.

Previously, Dana specialized in commercial litigation and she is excited to maintain that part of her practice at Holland & Hart. She enjoys working with businesses across all industries to economically resolve business disputes.

Before joining Holland & Hart, Dana served as a law clerk for US Magistrate Judge N. Reid Neureiter of the US District Court for the District of Colorado and worked as a commercial litigation and employment defense associate at an Am Law 100 firm.

### EXPERIENCE

#### Employment Litigation

- 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
- Employee Classification

### **Unfair Competition**

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

### **Commercial Litigation**

- Breach of Contract
- Business Torts
- Real Estate Disputes

## **PUBLICATIONS**

"Employment: North America, USA Colorado 2024," *Lexology Panoramic*, August 23, 2024

"Water Sources and Compliance with the PUMP Act," *Employers' Lawyers Blog*, November 2, 2023

"Breastfeeding Accommodations in the Workplace," *Employers' Lawyers Blog*, October 31, 2023

## **BLOG POSTS**

"Who's Responsible for Uniform Costs, Employee or Employer?," *Employers' Lawyers Blog*, November 13, 2025

"Colorado Expands FAMLI to Include 12 Weeks of Neonatal Care Leave," *Employers' Lawyers Blog*, November 12, 2025

"Demystifying Qualifications for PWFA," *Employers' Lawyers Blog*, September 25, 2024

"Responding to Employee Requests for Personnel Records," *Employers' Lawyers Blog*, August 20, 2024

"Pay Obligations During Doctor-Recommended Leave of Absence," *Employers' Lawyers Blog*, April 05, 2024

"AI in the Workplace: Crafting Policies for Employees' Use of Generative

AI," *Employers' Lawyers Blog*, April 04, 2024

### **SPEAKING ENGAGEMENTS**

"2025 Colorado Employment Law Update," *Holland & Hart 2025 Employment Law Update*, Denver, CO, April 9, 2025

"Noncompete Update: Changes to Federal and State Laws Impacting Restrictive Covenants," *Colorado Bar Association CLE 2024 Employment Law Conference*, September 25, 2024

"Keeping Up With Colorado and Federal Employment Law Changes, POWR Act Changes to Harassment Law, Paid Sick Leave/FAMLI Leave, and Other Hot Employment Topics," *Holland & Hart In-House Counsel CLE Event*, November 8, 2023

### **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Denver Bar Association Young Lawyers Division, 2020 - present
  - Chair 2023 - present
  - Chair Elect 2022-23
- Denver Bar Association Awards Committee, 2024
- Denver Bar Association Board of Trustees, 2023 - present
- Denver Bar Association Nominating Committee, 2022 – present