Holland & Hart



PRACTICES

Business Litigation
Employment and Labor

EDUCATION

J. Reuben Clark Law School, Brigham Young University, J.D., 2020
Moot Court
Law Review Board, Lead Note & Comment Editor

Utah State University, B.S., 2017

BAR ADMISSIONS

Utah

Ashley Waddoups

Associate

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

P 801.799.5858

abwaddoups@hollandhart.com

Ashley guides business owners and employers through every phase of the litigation process.

Ashley’s experience spans diverse industries, where she advises clients on legal compliance and efficiently resolves disputes that escalate to litigation. Ashley is skilled in trial preparation, where she drafts pleadings and motions that safeguard her clients' interests. She also adeptly investigates and responds to discrimination charges filed by OSHA, the EEOC, the UALD, and other administrative agencies.

Ashley's empathetic approach makes her a trusted advisor for companies navigating these challenging situations. She is known for her attentiveness and responsiveness, excelling at guiding clients through emotionally charged processes, often making complex legal situations feel manageable and approachable for those she represents.

Before joining Holland & Hart as an associate, Ashley worked at an AmLaw 100 firm. While in law school, Ashley worked as a law clerk in the Litigation Division of the Utah Attorney General’s Office.

EXPERIENCE

Business Litigation

- Responding to or issuing demand letters
- Responding to or issuing subpoenas
- Drafting pleadings
- Conducting written and deposition discovery
- Working with expert witnesses
- Drafting dispositive motions
- Arguing hearings
- Preparing witnesses to testify
- Trial Preparation
- Assisting with appeals
- Negotiating settlements

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

"How Unclear Company Policies Support Worker Bias Claims," *Law360*, Co-Author, July 28, 2022

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 1 | Lessons from Recent Verdicts," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Legal Developments for 2025: The Pregnant Workers Fairness Act," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Aggie Legal Network Panel," Panelist, *Utah State University*, April 11,

2025

PROFESSIONAL AND CIVIC AFFILIATIONS

- Utah State Board of Trustees, Member, 2017