



Kalin Godwin

Associate

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Kalin brings in-house and litigation experience to help businesses navigate complex employment and commercial disputes with practical, business-minded solutions.

Kalin focuses on labor and employment counseling and litigation, helping employers navigate workplace matters — from employment contracts and confidentiality agreements to compliance and dispute resolution. Drawing on his in-house experience, Kalin takes a pragmatic, business-minded approach, prioritizing litigation prevention and practical solutions while serving as a strong advocate when disputes arise.

Kalin also handles commercial litigation matters, including breach of contract and complex contract disputes, bringing both transactional and litigation experience to his clients.

Before joining Holland & Hart, Kalin served as in-house counsel in the SaaS industry where he advised on employment matters, commercial contracts, and data privacy, and previously practiced commercial litigation at Strong & Hanni in Salt Lake City.

PRACTICES

Employment and Labor
Business Litigation

EDUCATION

S.J. Quinney College of Law, University of Utah, J.D., 2024

Utah Valley University, B.S., 2020

BAR ADMISSIONS

Utah

EXPERIENCE

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

SPEAKING ENGAGEMENTS

"Legal Developments for 2026: Part 2 | Family and Medical Leave Act (FMLA)," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026