



## Thomas P. Holt

Of Counsel

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## Focus Areas

Litigation and Trials  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
Wage and Hour  
Workplace Safety and Health (OSHA & MSHA)

## Overview

Tom Holt is an experienced trial lawyer. Tom defends employers against claims by employees at every stage of litigation, from pre-suit-negotiations through trial and appeal. Tom also represents employers in government agency investigations and administrative proceedings related to discrimination allegations, employment taxes, and workplace safety. In addition to defending employers in litigation, Tom also helps businesses protect their trade secrets from misappropriation, and to enforce their rights under noncompetition agreements, confidentiality agreements, and other employee contracts.

Tom also regularly advises businesses on a broad spectrum of employment matters ranging from government audits to employment contracts.

Before joining Littler, Tom worked at a boutique employment law firm in Seattle, where he also had a busy litigation and advising practice. Prior to that, he served as a law clerk to Hon. Stephen J. Dwyer of the Washington State Court of Appeals.

In law school, Tom was the editor-in-chief of the *Pacific Rim Law & Policy Journal* and served as a legal extern to Hon. Ricardo S. Martinez of the U.S. District Court for the Western District of Washington. Prior to law school, he worked in Washington, D.C., on issues related to federal environmental legislation.

## Professional and Community Affiliations

- Chair and Trustee, Labor & Employment Section, King County Bar Association
- Member, Planning Committee, Pacific Coast Labor & Employment Law Conference
- Member, William L. Dwyer American Inn of Court
- Member, Washington Defense Trial Lawyers

## Education

J.D., University of Washington School of Law, 2007, *With Honors*

B.S., University of Utah, 2003, *summa cum laude*

## Bar Admissions

Washington

## Courts

Washington State Supreme Court

U.S. Court of Appeals, 9th Circuit

US District Court: Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. Bankruptcy Court, Western District of Washington

## Publications & Press

### **Washington State Enacts Comprehensive Noncompete Reform**

*Littler ASAP*

May 9, 2019

### **Washington Legislature Passes the Washington State Diversity, Equity, and Inclusion Act to Permit Affirmative Action in Public Employment, Education, and Contracting**

*Littler ASAP*

May 8, 2019

### **New Washington State Law Restricts Permissible Discovery of Plaintiff's Medical Records in Discrimination Lawsuits**

*Littler ASAP*

April 26, 2018

**Washington Court Weighs in on Privilege Waiver & What Is Opposition Activity**

*Littler Insight*

February 1, 2013

**From Clerking to Practicing: What You Do (and Don't) Learn From Working for a Judge**

*De Novo*

October 2010

**Pacific Rim Law & Policy Journal**

*15 PAC. RIM. L. & POL'Y J. 457*

2006

**Speaking Engagements**

**Bring Your "A" Game: Arbitration Agreements with Class Waivers**

Seattle, WA

May 31, 2018

**Investigations**

Seattle, WA

February 27, 2014

**Damages Issues in Employment Law Litigation**

18th Annual Employment Law Institute - Washington State Bar Association

April 29, 2011