



# Aaron Holt

Member

Houston

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Aaron partners with in-house counsel and human resources professionals to provide practical guidance on workforce matters and resolve employment disputes. Raised in a military family, Aaron's discipline and drive to understand his clients' businesses inform his ability to address his clients' needs and identify solutions. Aaron represents a diverse group of employers across the country, and his clients include Fortune 500 companies in the banking, financial services, manufacturing, grocery, retail, gaming, hospitality, health care, and energy industries.

Aaron has been continuously Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization since 2015. Prior to dedicating his legal practice to labor & employment, Aaron served as a felony prosecutor with the Harris County District Attorney's Office in the fourth largest city in the country - Houston, Texas. Aaron's many years of trial experience now guide his litigation strategy on labor and employment claims. In state and federal courts across the country, Aaron regularly defends his clients against single and multi-plaintiff lawsuits, as well as investigations brought by state and federal administrative agencies, such as the Equal Employment Opportunity Commission. Aaron's prior prosecutorial and investigative experience make him particularly adept at conducting independent investigations into high-profile and confidential workplace allegations.

Aaron has represented management before the National Labor Relations Board with respect to union elections, claims of unfair labor practices, injunction hearings, and labor arbitrations. A recognized authority in labor matters, Aaron is a contributing author to the American Bar Association's guide on *How to Take a Case Before the NLRB* and their *Midwinter Treatise on the Fair Labor Standards Act*.

Because of Aaron's common-sense advice and breadth of experience, newspapers, television programs, and magazines regularly look to Aaron for legal analysis, especially as it relates to employment issues involving free speech and social media. Aaron has been quoted by *Texas Monthly*, *National Public Radio (NPR)*, *Bloomberg Law*, *The Huffington Post*, *the Chicago Tribune*, *The Washington Post*, and *The Wall Street Journal*, among many other national and local media outlets.

Aaron earned his undergraduate degree from Texas A&M University and his law degree from Texas Tech University School of Law.

## Experience

Won a motion to dismiss on claims of gross negligence and breach of fiduciary duty brought by a mixed martial arts practitioner against a strength and conditioning coach whom she blamed for losing a title fight in the Ultimate Fighting Championship.

Represented a health care real estate investment and management company in its acquisition of 10 skilled nursing facilities in California and a simultaneous master lease of the facilities to a long-term care advisory and services organization. This transaction drew on the experience of the firm's corporate, real estate, and labor and employment attorneys.

Represented Utz Brands, Inc. (NYSE:UTZ) in its \$56 million acquisition of R.W. Garcia Holdings, LLC and certain real estate owned by a related entity. R.W. Garcia Holdings, LLC is a maker of Better-For-You tortilla chips, crackers, and corn chips. The acquisition included manufacturing facilities in Nevada

## Practice Areas

- Labor & Employment
- Employment Litigation
- Trade Secrets, Restrictive Covenants, and Computer Abuse
- DEI Strategies & Solutions

## Education

- Texas Tech University School of Law, J.D., 2008
- Texas A&M University, B.S., 2005

## Bar Admissions

- Texas

## Court Admissions

- U.S. District Court -- Southern District of Texas
- U.S. District Court -- Northern District of Texas
- U.S. District Court -- Eastern District of Texas
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Eleventh Circuit

## Affiliations

- American Bar Association
- Houston Bar Association
- State Bar of Texas
- Co-Chair for the Employee Privacy Subcommittee of the American Bar Association's Employment Rights & Responsibilities Committee

## Awards & Honors

- Best Lawyers in America Ones to Watch 2021-2025
- Texas Super Lawyers, Rising Stars 2022-2023
- Texas Lawyer, On the Rise 2022

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and North Carolina. This transaction drew on the experience of the firm's corporate; tax; real estate; technology, privacy, and data security; intellectual property; labor and employment; business litigation; employee benefits and executive compensation; and environmental attorneys.

Won summary judgment on behalf of a Fortune 100 grocery client in case, filed in the Northern District of Georgia, involving claims of race discrimination brought under Title VII and Section 1981, as well as unpaid overtime brought under the Fair Labor Standards Act.

Won pre-discovery motion to dismiss with prejudice on claims of discrimination, harassment, and hostile work environment in violation of Title VII and 42 U.S.C. § 1981 on behalf of Fortune 100 grocery client.

Successfully quashed subpoena involving investigation brought by the Equal Employment Opportunity Commission into claims of discriminatory pay practices and hostile work environment allegations brought under Title VII and the Equal Pay Act.

Won motion to compel arbitration resulting in dismissal of all claims and resolution of the litigation before discovery commenced on behalf of a Fortune 100 banking client.

Won decertification election on behalf of a manufacturing industry client against The United Steelworkers International Union, the incumbent union.

Won union election against Teamsters on behalf of a manufacturing industry client.

Won summary judgment on seven-figure claim of permanent, total disability on behalf of a Fortune 100 steel company following a workplace accident and lawsuit alleging claims of negligent hiring, supervision, training, retention, and respondeat superior.

Won summary judgment on claims of race discrimination, retaliation, and hostile work environment on behalf of individually named manager and employer in the financial services industry.

Won pre-answer motion to dismiss with prejudice on claims of breach of contract and wrongful termination following an employee's dismissal for positive drug test on behalf of Fortune 100 manufacturing client.

Won motion to dismiss on behalf of employer and individually named managers on claims of discrimination, retaliation and hostile work environment based upon age and race under the Age Discrimination in Employment Act, 42 USC § 1981 and Title VII of the Civil Rights Act of 1964.

Won dismissal and affirmative determination of no discriminatory practices before the New York State Division of Human Rights on plaintiff's verified compliant alleging discrimination based upon race.

Successfully negotiated dismissal of allegations of wage and hour violations brought by the Department of Labor's Wage & Hour Division following an investigation and audit brought under the Fair Labor Standards Act.

Won motion to dismiss on claims of disability and age discrimination and retaliation brought under the Fair Employment and Housing Act and California Family Rights Act following removal to United States District Court following removal to federal court.

Won summary judgment on claims of discrimination and retaliation brought under 42 USC § 1981, based upon race, and the Employee Retirement Income Security Act of 1974 (ERISA), based upon an employee's receipt of pension benefits, on behalf of a Fortune 100 grocery retailer.

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