

## Patrick H. Hicks

Shareholder

3960 Howard Hughes Parkway

Suite 300

Las Vegas, NV 89169

main: (702) 862-8800

direct: (702) 862-7700

fax: (702) 862-8811

phicks@littler.com

200 South Virginia Street

8th Floor

Reno, NV 89501

main: (775) 348-4888

fax: (775) 786-0127

phicks@littler.com



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## Focus Areas

Discrimination and Harassment

Litigation and Trials

Unfair Competition and Trade Secrets

## Overview

Patrick is the founding shareholder of Littler's Nevada offices. He has litigated more than 500 employment lawsuits to conclusion. A highly-experienced trial attorney, he has successfully defended scores of jury trials and has handled numerous arbitrations and mediations. Companies frequently call upon Patrick to try difficult cases even when handled by other firms. Patrick regularly appears in state and federal courts and represents clients before the Equal Employment Opportunity Commission and various other states' administrative agencies representing employers in:

- Wrongful termination
- Employment discrimination and harassment
- Breach of contract litigation, noncompete and trade secrets

Various organizations have regularly recognized Patrick as one of the nation's best employment and trial attorneys. He has obtained defense verdicts in scores of jury trials involving discrimination on the basis of race, age, national origin and disability; breach of contract; and single and multi-plaintiff sexual harassment cases. A small sampling of his notable trial successes include:

- A disability discrimination case with multiple claims resulting in a complete defense verdict following a one-week trial
- A defamation case in which the plaintiff dismissed her case with prejudice without any compensation by the defendant following the cross-examination of the plaintiff
- A national origin discrimination and defamation case in which the jury returned a unanimous verdict in favor of the defendant following a one-week trial

- A case regarding intentional infliction of emotional distress, negligence and assault in which the plaintiff dismissed the case after the cross-examination of the plaintiff in exchange for a waiver of costs
- A disability discrimination case resulting in a complete defense verdict
- A sexual harassment and assault case which resulted in a complete defense verdict following a two-week jury trial

One of Littler's premier speakers, Patrick trains and speaks on a variety of timely employment topics of interest, including:

- Documentation and discharge of employees
- Harassment and discrimination
- Employee handbooks and policies
- Workplace investigations

Patrick has completed the Northwestern University Kellogg School of Management Leadership training. Active in firm management during his over 37 years with Littler, he chairs the EPLI Committee and has served on various boards and committees including but not limited to the Diversity Advisory Group, the Career Advocacy Program Committee, the Business Development Council Committee and Littler's Board of Directors. Patrick is the founding shareholder and former office managing shareholder of the Las Vegas and Reno offices, and former co-chair of the Hospitality Practice Group.

## Professional and Community Affiliations

- Past Co-Chair, Gaming Litigation Sub-Committee, American Bar Association
- Past Chair, Legislative Committee, Southern Nevada Human Resources Association

## Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2016-2025
- Ranked, Labor & Employment, *Chambers USA*, 2005-2024
- Named, Top Lawyers, Labor and Employment, *Vegas Inc.*, 2021
- Named, Super Lawyer, *Super Lawyers*, 2007-2019 2021-2022
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020-2025
- Named, Nations' Most Powerful Employment Attorneys, Top 100, *Human Resource Executive / Lawdragon Inc.*, 2012-2019
- Named, Super Lawyer, *Super Lawyers Corporate Counsel Edition*, 2009, 2012
- Named, A Leading Expert in the Employment Law Field, *The Legal 500 US*
- Inducted, Marysville High School Hall of Fame, Business and professional, 2018

## Education

J.D., University of California College of the Law, San Francisco (formerly Hastings), 1987

B.A., University of California, Davis, 1984

## Bar Admissions

Nevada

California

## Courts

U.S. District Court, District of Colorado

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

### **Littler Attorneys Recognized by BTI Consulting and Lawdragon**

*Littler Press Release*

December 15, 2020

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **COVID-19 Stress Manifesting in the Workplace: An Increase in COVID-19 Whistleblower and Retaliation Claims?**

*Clark County Bar Association*

July 10, 2020

**Election 2020: Navigating Political Speech and Activity in the Workplace**

*Nevada Lawyer Magazine*

March 10, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Attorneys Recognized Among Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

June 4, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Attorneys Recognized Among Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

June 18, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**If I Knew Then ...**

*Crain's Las Vegas*

January 5, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**C-SUITE: Patrick Hicks, Founding Shareholder, Nevada Office, Littler, Employment and Labor Law Firm**

*Las Vegas Business Press*

July 17, 2017

**Littler Attorneys Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

July 12, 2017

**Tectonic Shift Affecting Enforcement of Noncompetition Agreements Emanates from the 2017 Nevada Legislative Session and Passage of AB 276**

*Littler ASAP*

June 21, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Putting Gov't Employee Social Media Policies To The Test**

*Law360*

May 10, 2017

**Why Creating a Community-Oriented Business Culture is a Great Investment**

*VEGAS INC*

April 17, 2017

**Bills Businesses are Watching**

*Las Vegas Business Press*

April 3, 2017

**Nevada High Court's Unyielding Approach To Noncompetes**

*Law360*

October 24, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Nevada Supreme Court Rules that Overly Broad Non-Compete Agreements are Wholly Unenforceable**

*Littler ASAP*

August 8, 2016

**Littler Shareholders Recognized as "Most Powerful Employment Lawyers" by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Patrick Hicks | attorney, Littler Mendelson**

*Las Vegas Business Press*

July 13, 2015

**Littler Lawyers Named to “Most Powerful Employment Lawyers” List by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littler Attorneys Recognized Among the Nation’s Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Top Lawyers 2013**

*VEGAS INC*

September 16, 2013

**How To Handle A Major Health Issue At Work**

*Forbes*

August 13, 2013

**FMLA and ADA Intersection Dangerous For Employers**

*Risk&Insurance*

July 15, 2013

**Littler Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

June 25, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**The Accommodation Minefield: How The Rise In Disability Claims Complicates Leave Policies**

*Thomson Reuters Westlaw Journal Employment*

May 15, 2013

**FMLA and ADA Intersection Dangerous For Employers**

*Human Resource Executive Online*

April 24, 2013

**Increased Class Action by EEOC: Discrimination and Leave Policies in the Workplace**

*Human Resources IQ*

April 8, 2013

**Disability Act Charges and Awards Skyrocket**

*Corporate Counsel*

March 27, 2013

**Tapping the Untapped: Including Deaf Employees in the Workforce**

*TLNT*

November 5, 2012

**Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

May 25, 2012

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

**Supreme Court Ruling Effectively Extends Time Period for Plaintiffs to File Disparate Impact Charges**

*Casino Enterprise Management*

September 2010

**Likeability: An Essential Element of Success In A Jury Trial**

*Communiqué*

August 2010

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**Court Holds that Workplace Context Is Relevant to Sexual Harassment Claims in the Gaming Industry**

*Littler Insight*

June 2, 2008

**A Charge by Any Other Name, Is Still a Charge: High Court Adopts Broad Definition in Age Cases**

*Casino Enterprise Management*

June 2008

**Survey of Recent EPLI Cases and Their Implications for the Defense of Employment Related Cases**

*Communiqué*

March 2007

**Effects in the Workplace of the Expansion of Nevada's New Smoking Restrictions**

*Privacy & Data Security Law Journal, Vol. 2, No.3.*

February 2007

**Reasonable Dress and Grooming Requirements Survive Court Scrutiny**

*Gaming Law Review*

August 2006

**11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA**

*Littler Press Release*

June 19, 2006

**Ninth Circuit Upholds Makeup Requirement**

*Littler Insight*

April 27, 2006

**Patrick Hicks Stresses the Importance of Diversity at the Northern Nevada Human Resources Association, 4th Annual Diversity Conference**

*RGJ.com*

March 6, 2006



**Patrick Hicks Offers Advice to Employers About Enforcing Love Contracts**

*Business Las Vegas*

February 23, 2006

**Makeup Rule Upheld By Ninth Circuit**

*Littler Insight*

January 19, 2005

**Offensive Spam in the Workplace: Employers' Obligations and Liabilities**

*Littler Insight*

August 30, 2003

**Speaking Engagements**

**2024 Nevada Regional Employer Conference**

Las Vegas, NV

October 16, 2024

**Managing Crisis and Having Difficult Conversations**

National Association of College Directors of Athletics, Las Vegas, NV

June 6, 2024

**2023 Nevada Regional Employer Conference - Las Vegas**

Las Vegas, NV

October 24, 2023

**2022 Nevada Regional Employer Conference - Reno**

Reno, NV

September 13, 2022

**2022 Nevada Regional Employer Conference - Las Vegas**

Las Vegas, NV

September 8, 2022

**COVID-19 - Its Impact on Employment Litigation, How Best to Prepare Your Company, and What the Future of Litigation May Hold**

Nevada Virtual Regional Employer Conference

September 14, 2021

**2020 Nevada Virtual Employer**

October 29, 2020

**Reopening Utah: Preparing for Anticipated Litigation in the Post-COVID World**

July 10, 2020

**Reopening Nevada: Preparing for Anticipated Litigation in the Post-COVID World**

June 24, 2020

**The Pay Equity Wave Continues: What You Need to Know to Stay Afloat**

Nevada Employer Conferences, Las Vegas and Reno

September 12-13, 2018

**President Trump's First 100 Days: What Does It Mean for Employers?**

Las Vegas, NV

March 24, 2017

**Noncompetes and Trade Secret Protection: A Nevada Employer's Guide to Safeguarding Your Company's Business**

March 1, 2017

**The 2015 Nevada Employer Conference**

Las Vegas, NV

February 24, 2015

**The 2013 Nevada Employer Conference**

Las Vegas, NV

November 7, 2013

**The 2013 Nevada Employer Conference**

Reno, NV

November 5, 2013

**Obama's Second Term: Impact on Labor, Employment and Benefits Law**

Las Vegas, NV

February 7, 2013

**How to Conduct Lawful Investigations**

Las Vegas, NV

June 6, 2012

**Insurance Coverage of Employment Law Claims: How Employers and Insurance Carriers Can Work Together Effectively**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**EPLI Trends**

Las Vegas, NV

October 22, 2010

**Defining and Delivering Greater Value for Clients**

Association of Corporate Counsel, Nevada Chapter, Las Vegas, NV

October 8, 2010

**Legal Update: Recent Developments and Emerging EEO Trends**

Las Vegas, NV

September 14, 2010

**Conducting Lawful Investigations: Avoiding the Landmines**

Las Vegas, NV

March 3, 2010

**Reductions in Force: The Puzzle, The Process And Alternatives**

Las Vegas, NV

April 1, 2009

**The Employment Arena: An Insider's View - Reno**

Reno, NV

October 25, 2007

**The Employment Arena: An Insider's View**

Las Vegas, NV

October 24, 2007

**Books & Book Chapters**

- Inside the Minds: Labor and Employment Strategies, *Aspatore Books*, 2007