

Panelist Profiles

Welcoming Remarks



Mark R. Gaylord

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Mark R. Gaylord is the former Managing Partner of Ballard Spahr's Salt Lake City office. He focuses on complex civil litigation, at both the trial and appellate levels in federal and state courts throughout the United States, with an emphasis on corporate business litigation, land use and development disputes, and construction matters.

Mark also handles complex matters in a variety of other areas, including environmental matters, creditor and bankruptcy matters, and business governance disputes. He represents private and public companies in business disputes as well as real estate developers and municipalities relating to land use decisions.

Mark has represented clients before the U.S. Courts of Appeals for the Ninth and Tenth Circuits as well as before the Utah Public Service Commission. In addition to judicial and administrative proceedings, Mark has substantial experience resolving disputes through mediation and arbitration.

Employment Law Refreshers and Revisions, and Issues to Watch (Part 1)



Jay A. Zweig

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Jay Zweig has 25 years of experience practicing employment law and commercial litigation.

Jay represents businesses in avoiding and resolving employment law disputes. He assists employers with human resources policies, confidentiality and non-compete agreements, wage-and-hour, FMLA, COVID-19 employment issues and leave law issues, whistleblower cases, sexual harassment and employment discrimination administrative charges and litigation, internal investigations, ADA matters, and OSHA citations. He has been lead counsel in federal and state court trials for clients ranging from startups to Fortune 100 companies.

Jay maintains an active pro bono practice. He often works with nonprofit groups to provide sexual harassment prevention training. In 2017, he was named Arizona Supreme Court's Pro Bono Lawyer of the Year.

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Employment Law Refreshers and Revisions, and Issues to Watch (Part 2)



Laura G. Sandman

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Laura Sandman is an associate in the firm's Litigation Department, focusing on labor and employment matters. She represents companies in a broad range of issues including wage and hour class and collective actions, discrimination, harassment, retaliation, wrongful termination, accommodation matters, non-competition and breach of fiduciary disputes, as well as general commercial litigation matters.

Laura has experience defending clients in Department of Labor and Equal Employment Opportunity Commission investigations. She also has advised clients on COVID-19 related issues, including workplace safety, reporting, and other state and local department of health requirements.

Employment Law Year in Review



Jason D. Boren

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Jason D. Boren is the Managing Partner of the firm's Salt Lake City office. He works closely with employers to help them navigate the complexities of an ever-changing workplace environment.

Jason is an experienced litigator at both the trial and appellate levels. He has defended employers in federal and state courts, the Department of Labor, Equal Opportunity Commission, the Utah Labor Commission, and arbitration and mediation. He represents companies in a broad range of issues including wage and hour class actions, discrimination, retaliation, harassment, wrongful termination, OSHA, accommodation matters, non-competition, non-solicitation and trade secret disputes, as well as complex commercial litigation matters.

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Employment Law Year in Review (continued)



Jacqueline Mabatah is an associate in the Litigation Department. While in law school, Jacqueline served an internship with the Criminal Division of the U.S. Department of Justice (DOJ), where she conducted factual, regulatory, and legal research for multiple DOJ fraud and bribery investigations. Prior to law school, Jacqueline interned at the White House during the Obama administration, where she reviewed and analyzed the effects of national HIV/AIDS intervention efforts.

Jacqueline Mabatah

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KEYNOTE: Labor Market and Economic Trends



Phil Dean is the chief economist and public finance senior research fellow at the Gardner Institute.

Dean most recently served as former Governor Herbert's Executive Director of the Governor's Office of Management and Budget (GOMB) after having previously served in the Herbert administration as the State Budget Director and Chief Economist. In this capacity, he directed the work of GOMB in preparing the Governor's budget recommendations and oversaw GOMB's state revenue estimates and economic analysis. He served the National Association of State Budget Officers (NASBO) on the Executive Committee and as Western Regional Director. He also teaches economics, public policy, and public finance as an adjunct instructor and serves as Co-Chair of the Utah Economic Council.

Phil Dean, M.S., M.P.A.

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Prior to joining GOMB in 2013, Dean worked for the Utah Legislature for nearly a decade, specializing in the areas of tax and education. He began his professional career in Sacramento, working on the state budget at the California Department of Finance, where he specialized in education.