

Panelist Profiles

Religious Discrimination and Accommodations in the Workplace



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.

Employment Law Update 2023: A Year in Review



Jacqueline Mabatah

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Jacqueline Mabatah is an associate in the firm's Litigation Group specializing in commercial disputes and litigation. She represents financial services companies, businesses, and individuals in litigation involving the Fair Credit Reporting Act (FCRA), False Claims Act (FCA), state voidable transfer statutes, and state consumer protection statutes. In addition, Jacqueline has experience representing clients in disputes involving breaches of contract, real property litigation, including obtaining several successful quiet title rulings, and enforcement of restrictive covenants in employer-employee disputes. She works effectively with clients to meet their objectives and to resolve claims through either litigation or alternative dispute resolution means. Jacqueline has represented clients in state and federal courts at both the trial and appellate level.

Before beginning her legal career, Jacqueline conducted research on the socioeconomic effects of HIV/AIDS as an intern in the Office of National AIDS Policy at the White House and as a Fulbright Scholar in Mumbai, India

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Ashley B. Waddoups

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Ashley Waddoups is an associate in the firm's Litigation Department, focusing her practice on commercial litigation and dispute resolution matters. Ashley is experienced in researching and drafting memoranda, briefs, and a variety of other legal documents. Prior to Ballard Spahr, Ashley served as a law clerk in the Litigation Division of the Utah Attorney General's Office, where she assisted in the defense of state school districts, public universities, and a wide variety of state departments.

Dead Man Walking? The Future of Non-Competes and other Restrictive Covenants



Jason D. Boren

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Jason Boren is the Managing Partner of the firm's Salt Lake City office. He is an experienced litigator at both the trial and appellate levels. His litigation practice focuses on complex civil and business litigation disputes involving a wide variety of matters including corporate governance and control, employment, breach of contract, real estate and construction, receivership litigation, intellectual property and false affiliation claims. He also has successfully handled GRAMA appeals and public procurement litigation for the Utah Communications Authority against unsuccessful vendors.

Jason's employment practice includes representation of employers in actions involving age discrimination, sexual harassment, failure to accommodate, trade secrets, retaliation, FMLA, breach of non-solicitation, noncompetition and non-disclosure agreements, wrongful discharge, employment tort claims, including claims for defamation and emotional distress, and employee benefits and disputes arising under ERISA.

Jason represents clients in state, federal, and appellate courts and defends them against administrative charges before the Utah Labor Commission, Equal Employment Opportunity Commission, Department of Labor, National Labor Relations Board and Occupational Safety and Health Administration. He also represents clients before the Utah Public Service Commission, the Utah Division of Real Estate, the Utah Division of Occupational and Professional Licensing and the Utah Insurance Division.

Jason has been recognized as one of Utah's top litigators in Chambers and Partners, Super Lawyers and in *Utah Business* magazine's Legal Elite.