



Scott A. Holt

PARTNER

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Complex workplace problems require simplified solutions. Scott Holt applies this concept to provide timely, practical solutions to a variety of business problems, from employment-related issues to unfair competition and other business disputes, so clients can remain focused on achieving their business objectives. This strategy works. In a 2017 survey conducted by Chambers USA, clients praised Scott as “*absolutely fantastic*,” and commended his ability to provide “*well thought-out creative solutions and suggestions*.”

Scott understands that responsiveness is one of the keys to fixing business problems. Whether it’s a competitor trying to steal trade secrets or customer goodwill, or solicit employees, or an internal dispute involving claims of discrimination, harassment, wrongful termination, or unpaid wages, clients need prompt and effective guidance to avoid making costly errors. Scott provides value by developing a thorough understanding of the problem and implementing a plan to achieve the most effective business solution.

When disputes arise, escalate, and leave no alternative but litigation, Scott has over 20 years of experience representing clients in state and federal courts, administrative hearings, and arbitrations. Scott is also an effective appellate advocate, handling cases in state and federal appellate courts around the country.

Scott is editor of the [Delaware Noncompete Law Blog](#) and the [Delaware Employment Law Letter](#). He is actively involved in the [Employment Law Alliance \(ELA\)](#), one of the world’s largest labor and employment lawyer networks, that provides multi-state and multinational companies with cost-effective services worldwide. He also is a member of the [Employers Counsel Network \(ECN\)](#), an organization of over 200 employment law attorneys from top-level law firms in all 50 states plus Washington, D.C., and Canada.

Practices

- Labor and Employment
- Trade Secret and Employee Mobility

Education

- Widener University Delaware Law School (J.D.)
 - with Honors
- Temple University (B.A.)

- with Honors

Bar Admissions

- Delaware

Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit

Distinctions

- *The Best Lawyers in America*®, 2018 Wilmington, DE Labor Law - Management "Lawyer of the Year"
- *The Best Lawyers in America*®, 2017 Wilmington, DE Employment Law - Management "Lawyer of the Year"
- *Chambers USA: America's Leading Lawyers for Business*®, Labor & Employment, 2006-Present
- "The 100 Most Powerful Employment Attorneys in America" by *Human Resource Executive* magazine and *Lawdragon*, 2009

Memberships and Affiliations

- American Bar Association, Litigation and Labor and Employment Sections, Member
- Delaware State Bar Association, Labor and Employment Section, Past Chair and Member
- Society for Human Resource Management
- Employers Counsel Network
- Employment Law Alliance
- Children's Beach House, Board of Trustees

Publications

June 27, 2018

U.S. Supreme Court Rules Employees Cannot Be Forced To Pay Fair Share Fees

March 1, 2017

Reducing the Risks of a RIF: 3rd Circuit Complicates the Analysis

Delaware Employment Law Letter Vol. 22, No. 3

August 1, 2014

Employment Law Update: Protecting Your Most Valuable Asset

Delaware Banker, Summer 2014, Vol. 10, No. 3

January 7, 2014

Noncompetition Agreements, Bloomberg BNA's Corporate Practice Series Portfolio No. 97

April 1, 2010

Employer Liability: Will 'Misclassification Initiatives' Reduce Employers' Use of Independent Contractors?

Delaware Employment Law Letter, Vol. 15, No. 4, April 2010

September 1, 2006

Crew Leaders Fly the Coop, Get Second Chance to Prove Overtime Claim

Delaware Employment Law Letter, Vol. 11, No. 9

July 1, 2006

Final Bell Rings on Pro-Choice Catholic Schoolteacher's Lawsuit

Delaware Employment Law Letter, Vol. 11, No. 7,

June 1, 2006

DOL Weighs In On Mandatory Make-up Time and Deductions for Exempt Employees

Delaware Employment Law Letter, Vol. 11, No. 6

February 1, 2006

Documentation: Every Minute Counts

Delaware Employment Law Letter, Vol. 11, No. 2

January 1, 2006

Top Ten New Year's Resolutions for Delaware Employers

Delaware Employment Law Letter, Vol. 11, No. 1

Events

April 25, 2019

2019 Annual Employment Law Seminar

April 26, 2018

Bowser, Holt and Russell Attend Annual Conference of the Employers Counsel Network

April 12, 2018

2018 Annual Labor and Employment Law Seminar

May 11, 2017

2017 Annual Labor and Employment Law Seminar

April 27, 2016

2016 Annual Employment Law Seminar

January 2, 2016

Young Conaway's Labor and Employment Law Team of Bowser, Holt, Stafford and Russell to Speak at 2016 Delaware SHRM State Conference

September 17, 2015

William Bowser and Scott Holt Will Lead the SHRM Delaware State Council Workshop

May 21, 2014

2014 Tax, Trusts and Estates, and Non-Competition Agreements Update

May 8, 2014

2014 Annual Employment Law Seminar

May 9, 2013

2013 Annual Employment Law Seminar

April 28, 2010

2010 Annual Employment Law Seminar

April 29, 2009

2009 Annual Employment Law Seminar

Chase Center on the Riverfront

January 13, 2009

"The New FMLA Regulations: What You Need To Know Now!," DESHRM Meeting

Cavalier country Club

News

January 3, 2019

What You Should Know About Delaware's Mandatory Employee Sexual Harassment Training Law

November 19, 2018

Holt Quoted in Law360, 5 Tips To Help Employers Bulletproof Their RIFs

November 1, 2018

Delaware Today Magazine Recognizes 17 Young Conaway "Top Lawyers"

August 15, 2018

42 Young Conaway Lawyers Recognized by Best Lawyers in America, with 4 Attorneys Further Recognized as Lawyers of the Year (Wilmington, DE)

May 4, 2018

23 Young Conaway Attorneys Ranked as "Leaders in their Field" in 2018 Chambers USA

August 15, 2017

41 Young Conaway Attorneys Named in The Best Lawyers In America and Three Attorneys Receive Additional Specialty Recognition as Lawyer of the Year (Wilmington, DE)

May 26, 2017

25 Young Conaway Attorneys Recognized As "Leaders In Their Field" by Chambers USA 2017 Edition

August 22, 2016

Four Young Conaway Attorneys Named 2017 "Lawyer of the Year" for Wilmington, Delaware by Best Lawyers

May 27, 2016

28 Young Conaway Attorneys Ranked As "Leaders In Their Field" By Chambers USA 2016

November 2, 2015

Delaware Today Announces 2015 Top Lawyers

August 21, 2015

Scott Holt Quoted in Delaware News Journal

August 17, 2015

36 Young Conaway Attorneys Named In 2016 Best Lawyers in America

May 19, 2015

24 Young Conaway Attorneys Ranked As Leaders In Their Field By Chambers USA 2015

May 23, 2014

25 Young Conaway Attorneys Listed As "Leaders in their Field" in Chambers USA for 2014

August 16, 2013

36 Young Conaway Attorneys Named Best Lawyers in America 2014

June 5, 2013

Twenty-Eight from Young Conaway are Delaware Super Lawyers 2013

May 24, 2013

Young Conaway -- Top Ranked in Chambers USA 2013

September 16, 2011

Young Conaway Attorneys Honored in The Best Lawyers in America® 2012

June 10, 2011

Chambers USA 2011 – 21 YCST Lawyers And More Practice Areas Than Any Other DE Firm!