

AMY A. LOMBARDO

Shareholder

BIOGRAPHY

Amy A. Lombardo is an experienced trial lawyer and a shareholder at Parsons Behle & Latimer. She particularly enjoys working for clients with creative ideas or disruptive business models, and she excels at finding the legal path forward for these businesses.

Ms. Lombardo advises clients on employment law issues and health law regulations, primarily within the healthcare, agriculture, and technology industries.

Ms. Lombardo has tried numerous cases before juries and judges, and continues to defend companies against lawsuits. She has also represented clients before the Idaho Legislature, in administrative proceedings, and before executive agencies. Ms. Lombardo has defended cases on appeal and has appeared before the Idaho Supreme Court.

Prior to joining the Boise office of Parsons Behle & Latimer, she regularly appeared in court throughout the Commonwealth of Virginia and the District of Columbia, and served as a law clerk to the Honorable R. Terrence Ney in Fairfax County, Virginia.

Ms. Lombardo worked in Washington, D.C. for Idaho members of both the United States Senate and House of Representatives. In Idaho, she worked for the Office of the Governor and did opposition research for a successful election campaign for Governor of Idaho.

Ms. Lombardo holds bachelor's degrees from Boise State University in Political Science and History, where she graduated *magna cum laude*. She received her law degree from Antonin Scalia Law School at George Mason University while working full time on Capitol Hill and for local Virginia attorneys.

ACCOMPLISHMENTS

Academic

George Mason University School of Law (J.D., December 2005)

Trial Advocacy Competition Finalist

Boise State University (1999)

B.S., Political Science, *Magna Cum Laude*



800 West Main Street, Suite 1300

Boise, Idaho 83702

Main 208.562.4900

alombardo@parsonsbehle.com

PRACTICE AREAS

Litigation, Trials & Appeals

Employment & Labor

Business & Commercial Litigation

Employment Litigation

Discrimination, Harassment
& Retaliation

Employee Benefits & ERISA Litigation

Termination & Discipline

Reductions in Force, Age Discrimination
& WARN Act

Drafting & Enforcement of Non-Compete
Agreements

Employee Contracts & Executive
Compensation

Trade Secret Litigation

Healthcare

Medical Malpractice & Hospital
Negligence

B.A., History, *Magna Cum Laude*

Top Ten Scholar Nominee

ASSOCIATIONS

Professional

Federal Bar Association Idaho Chapter Executive Committee,
Government Relations Liaison

American Inns of Court No. 130 (2011-2013)

Idaho Women Lawyers, Vice President (2014-2016) Board of Directors
(2011-2016)

Defense Research Institute, Women in the Law Committee
(2010-present)

American Health Lawyers Association Member

PRESENTATIONS

Co-Presenter: "COVID-19 Vaccinations in the Workplace: Mandatory,
Voluntary or None at All," Parsons Behle & Latimer Virtual CLE
(February 10, 2021)

"The Pandemic Workplace Continues: Updates on Contact Tracing,
OSHA Guidance and Vaccinations," 32nd Annual Parsons Behle &
Latimer Employment Law Seminar - Virtual (November 10, 2020)

"Vacations, Flexible Hours and Working from Home," Idaho Business
Review - Idaho Business Now Webcast Series (July 9, 2020)

Co-Presenter: "Back in Business: Information Every Idaho Employer Should Know," Human Resource Association
of Treasure Valley (May 13, 2020)

Co-Presenter: "Back in Business: Information Every Idaho Employer Should Know," Idaho Technology Council
(May 11, 2020)

Co-Presenter: "Moving Forward: Resuming Business in a Changed Environment," Missoula Economic
Partnership (May 7, 2020)

Co-Presenter: "Idaho's Stay Healthy Order: What Employers Should Know for a Successful Transition," Idaho
Restaurant, Lodging and Retailers Associations (May 6, 2020)

Co-Presenter: "Employer Considerations to Successfully Reopen a Business," Parsons Behle & Latimer Webinar
(April 29, 2020)

"Addressing Sexual Harassment in the New #MeToo #TimesUp Environment," Parsons Behle & Latimer Idaho
Employment Law Seminar (October 9, 2018)

"Trade Secrets - The Latest Developments," Parsons Behle & Latimer Idaho Employment Law Seminar (October
11, 2016)

"Guns in the Workplace," Parsons Behle & Latimer Idaho Employment Law Seminar (October 17, 2013)

PUBLICATIONS

"When the Inevitable Happens: Key Questions Employers Should Ask When an Employee Tests Positive for
COVID-19," Idaho Business Review (May 7, 2020)

"Governor Little Extends Idaho's Stay-at-Home Order Until April 30, Allows Non-Essential
Businesses to Develop Plans to Open," Parsons Behle & Latimer COVID-19 Response
Resources (April 15, 2020)

"ADA Compliance During a Pandemic," Parsons Behle & Latimer COVID-19 Response
Resources (April 7, 2020)

PRACTICE AREAS (cont.)

Professional & Health Care Licensing
Stark (Self-Referral) & Anti-Kickback
Laws

Medicare/Medicaid Reimbursement
Counseling & Litigation

Compliance Counseling

Health Care Regulatory & Government
Relations

Government Relations & Lobbying
Appeals

LICENSED/ADMITTED

Idaho

Virginia

District of Columbia

U.S. Dist. Court, Dist. of Idaho

U.S. Dist. Court, Eastern Dist. of Virginia

U.S. Dist. Court, Western Dist.

of Virginia

Co-author: "Emerging Questions for Employers Under the Families First Coronavirus Response Act and Other Coronavirus Employment Issues," Parsons Behle & Latimer COVID-19 Response Resources (March 24, 2020)

"Best Practices to Care for Your Employees: Be Prepared For a Public Health Emergency Like Coronavirus," Parsons Behle & Latimer Legal Briefings (February 27, 2020)

"The U.S. Women's National Team Equal Pay Trial May Further Define Market Conditions Defense," Parsons Behle & Latimer Legal Briefings (September 27, 2019)

"EEOC Holds Roundtable Discussion on Harassment Prevention," Parsons Behle & Latimer Legal Briefings (March 22, 2019)

"Idaho's 2018 Medicaid Expansion Update," Parsons Behle & Latimer Healthcare Update (November 20, 2018)

"Patent Troll' Bill Will Protect Idaho Businesses," Idaho Business Review (March 21, 2014)

"Guns in the Workplace & Employer Liability," Idaho Business Review (April 25, 2013)

"Idaho Law Regarding the Measure of Damages for Animals Need Not be Revisited," The Advocate, Idaho State Bar (March 14, 2013)

Author, "Best Advice" Newsletter Column for Defense Research Institute

REPRESENTATIVE MATTERS

Successfully defended a client's \$50-million per year government contract award to provide statewide Medicaid benefits from a competitor's lawsuit under the Idaho Procurement Act.

Defended Employer against ADAAA Discrimination, Retaliation and Wrongful Termination claims at trial.

Successfully defeated legislation which would have rendered a tech company's business model illegal in Idaho.

Won Idaho Supreme Court appeal of unemployment benefits determination regarding the definition of severance pay under Idaho law.

Represented a physician practice in a dispute between managing members regarding the wrongful dissociation of a physician.

Successfully advised a supplement manufacturer regarding non-disclosure, non-compete and trade secret issues within the context of threatened litigation seeking injunctive relief.

Litigated trade secret issues under the Idaho Public Records Act within the context of a bidding appeal for a government contract.

Worked with Idaho industries and elected officials to draft, lobby, and pass legislation aimed at protecting Idaho businesses from bad faith patent assertion claims.

Successfully advised an herbal supplement manufacturer's interests before the Idaho Legislature and the Idaho Attorney General's Office.

Represented providers in Medicare suspension, revocation and revalidation actions and appeals.

Successfully defended a municipal client before the Virginia Supreme Court.

Successfully defended a town ordinance for a municipal client in an administrative appeal to Virginia Circuit Court.