Holland & Hart



Alexandra Grande

Partner

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Alex provides insightful counsel on a range of complex employment and commercial disputes.

Alex advises clients through all phases of the employment relationship from hiring to termination, guiding them through state and federally regulated workforce compliance issues. She represents employers in court and before state and federal agencies to resolve claims of discrimination, retaliation, and wrongful discharge. In addition, she provides counsel on employment-related documents and policies, including employment and separation agreements, compliance matters, and employee handbooks.

Additionally, Alex advises clients in a broad array of business litigation. Understanding many clients want to avoid the cost and business interruption of litigation, Alex has experience resolving issues through alternative dispute resolution. If the dispute escalates, she leverages her experience in state and federal court to provide strong representation. She also counsels companies on employment matters connected to business acquisitions, and layoffs.

Alex maintains an active pro bono practice, including representation of guardian ad litems in child protection cases, representation of applicants for U-immigration status (U visas), and representation of parents instituting or defending child abduction proceedings in Idaho's federal courts under the 1980 Hague Convention on the Civil Aspects of International Child Abduction.

She also serves as the Chair of the Holland & Hart Foundation's Boise Office Committee.

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Administrative proceedings (EEOC, Idaho Human Rights Commission (IHRC), and other state civil rights commissions)
- Breach of Contract
- Wrongful Discharge
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Wrongful Termination/Public Policy Discharge

PRACTICES

Employment and Labor
Employment Litigation
Wage and Hour
Discrimination and Harassment
Disabilities and Leaves
Trade Secrets and Non-Competes
Business Litigation

INDUSTRIES

Healthcare

EDUCATION

University of Idaho College of Law, J.D., 2014
cum laude
Idaho Law Review, Chief Symposium Editor
Member, D. Craig Lewis Trial Team, Member
University of Idaho Alumni Excellence Award

College of Idaho, B.A., 2011
magna cum laude

BAR ADMISSIONS

Idaho

COURT ADMISSIONS

U.S. District Court for the District of Idaho
U.S. Court of Appeals for the Ninth Circuit

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Hiring, Discipline, Performance Evaluations, and Terminations
- Employment / Severance Agreements
- Internal Investigations
- Pay Practices and Independent Contractors
- Training for employees, supervisors, managers, executives, Board of Directors
- Wage and Hour Compliance
- Policy Violations

Unfair Competition

- Noncompete, Nonsolicitation and Other Restrictive Covenant Agreements

Commercial Litigation

- Business Torts and Breach of Contract
- Tortious Interference
- Civil Fraud
- Advise on Title III Public Accommodation Issues

CLIENT RESULTS

Commercial Litigation

Represented, as part of legal team, public entity in action for breach of contract and warranties against manufacturer of signal timing equipment software and equipment in multi-year federal court litigation.

Successfully defended hospital in multiple state-court actions brought by physicians as a result of an adverse credentialing decision.

Represented company in related multi-state litigation defending against trade secret misappropriation and related claims.

Employment Litigation

Represented multiple employers before the Idaho Human Rights Commission and the EEOC, obtaining dismissal of Charges of Discrimination.

Represented client in breach of restrictive covenant action, drafting summary judgment brief that resulted in complete dismissal of the case.

Successfully defended one of the nation's largest package delivery companies against claims of discrimination, retaliation, and wrongful

discharge as part of a week-long federal jury trial.

In-House Counsel Support

Supported the work of in-house counsel, acquired experience in transactional and compliance matters, and gained insights into the demands and decisions facing in-house counsel of a large healthcare corporation while on secondment to St. Luke's Health System.

Pro Bono

Represented multiple clients in proceedings pursuant to the Hague Convention on the Civil Aspects of International Child Abduction and the International Child Abductions Remedies Act.

Represented volunteer child advocates/guardian ad litems in their advocacy for children who are the subject of child protective proceedings in Ada County.

Represented applicants seeking U nonimmigrant status (U visa). These visas are set aside for victims of certain crimes who have suffered mental or physical abuse and are helpful to law enforcement or government officials in the investigation or prosecution of criminal activity.

PUBLICATIONS

"Noncompete Agreements and Related Restrictive Covenants," *Practicing Law Institute*, Chapter Co-Author, March 2026

"McDonnell Douglas in the Crosshairs? What Hittle v. City of Stockton May Signal," *The Advocate*, Co-Author, February 2026

"Women on State Boards and Commissions: Is Idaho Where it Wants to Be?," *The Advocate*, Co-Author, March/April 2016

SPEAKING ENGAGEMENTS

"Laws Affecting Healthcare Employers," *Healthcare Compliance Webinar Series*, July 24, 2025

"Employment Law Hot Topics: A Review of 2024 and What's to Come in 2025," *Association of Corporate Counsel Mountain West Chapter, In-House Counsel Forum*, December 6, 2024

"Proposed Rule on Noncompete Clauses," *Idaho Business Review Experts Forum*, March 1, 2023

"Doing Business in Idaho," *Employment Law Alliance Travel Tuesdays Podcast*, 08/02/2022

"Hot Topics in Employment Law," *Association of Corporate Counsel Mountain West Chapter CLE*, June 15, 2022

RECOGNITION

- *Chambers USA*, Labor & Employment, Up and Coming, 2024-2026

- Mountain States Super Lawyers® , Employment & Labor, 2025, 2026
- Mountain States Super Lawyers® Rising Stars, Employment & Labor, 2024
- *Best Lawyers: Ones to Watch® in America*, Commercial Litigation; Health Care Law; Labor and Employment Law - Management, 2021-2025
- Idaho State Bar Denise O'Donnell Day Pro Bono Award, 2022
- Idaho Business Review, Leaders in Law, 2021

PROFESSIONAL AND CIVIC AFFILIATIONS

- Holland & Hart Foundation, Chair of the Boise Office Committee
- University of Idaho, College of Law, Adjunct Professor, Labor & Workplace, Spring 2025
- University of Idaho, College of Law, Adjunct Professor, Complex Litigation, Fall 2023
- Jesse Tree, Board of Directors, 2019-2026
- Friends of Children and Families, Inc., Board Member, 2020-2023
- Idaho State Bar – Litigation, Employment, and Child Protection Sections
- Idaho Women Lawyers Association, Member
- Employment Law Alliance, Member and NextGen Representative
- American Inns of Court, No. 130, Member, 2015-2017
- Boise Metro Chamber of Commerce Leadership Boise Program, Class of 2020
- College of Idaho National Alumni Board - Treasure Valley Representative, 2017-2023
- TerraLex Leadership Program, 2024