



## Tara Martens Miller

Of Counsel

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**Tara counsels clients on a wide spectrum of business, real estate, and employment disputes and transactions.**

### PRACTICES

Appellate  
Employment and Labor  
Disabilities and Leaves  
Wage and Hour  
Employment Litigation  
Real Estate Litigation

### INDUSTRIES

Construction and Development  
Outdoor Recreation

### EDUCATION

Tulane University Law School, J.D. and  
Maritime Certificate, 1997  
*cum laude*

Boise State University, B.A., 1994  
*magna cum laude*

### BAR ADMISSIONS

Idaho

### COURT ADMISSIONS

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

**Commercial Litigation and Transactions:** Tara is an experienced litigator and counselor, representing clients in state and federal court in business, corporate, real estate and complex disputes and transactions. Tara draws on more than 20 years of experience to identify opportunities and develop strategies that allow clients to obtain positive, quick and decisive resolution.

**Employment Counseling & Litigation:** Tara represents employers/management in court and before state and federal agencies to resolve claims of discrimination, retaliation, wrongful discharge and other employment-related issues. She also provides employment advice and counseling and conducts harassment and discrimination investigations and training on behalf of employers. She regularly publishes and speaks on management-side employment topics.

Before joining Holland & Hart she was a partner in private practice in Boise and Twin Falls. An Idaho native, Tara is highly motivated to inspire and promote her community by serving in a number of volunteer, mentorship, and scholarship capacities.

### CLIENT RESULTS

#### Construction

Successfully tried and defended an owner in a construction defect matter against the contractor.

#### Estate and Trust Administration

Defended trustee and large estate in probate litigation.

#### Labor and Employment

Successfully defended a healthcare provider in a wrongful discharge claim.

Quickly resolved a wage claim against hospitality industry client.

#### Mediation

Handled mediation before judges, mediators, Idaho Human Rights Commission, and Equal Employment Opportunity Commission on behalf of a number of commercial clients and employers.

### **Real Estate Litigation**

Successfully defended and advanced claims on behalf of health care providers, developers, sellers, buyers, and title insurers in real property litigation.

Defended multi-state developer in post-closing litigation.

### **Real Estate Transactions**

Represented a number of developers in significant and complex commercial and residential development and lease transactions throughout the State.

### **PUBLICATIONS**

"NLRB Reverses Course on Lawfulness of Policies Requiring Confidentiality of Open Workplace Investigations," *IADC Committee Newsletter, Employment Law*, January 2020

"Inadvertently Perpetuating Wage Discrimination: The Ninth Circuit Find Employers' Reliance on Salary History Violates the Equal Pay Act," *IADC Committee Newsletter, Employment Law*, January 2019

### **SPEAKING ENGAGEMENTS**

"The Legal 411: Operating a Company-Employment Law," *Zions Bank Business Resource Center Workshop*, 08/19/2020

"2019 Labor and Employment Law Update," *The Hospital Cooperative*, Pocatello, ID, August 2019

### **RECOGNITION**

- *The Best Lawyers in America*®, Employment Law - Management, 2019-2023; Litigation - Labor and Employment, 2019; Litigation - Insurance, 2020-2023
- International Association of Defense Counsel
- Martindale-Hubbell®, AV Preeminent Rating™

### **PROFESSIONAL AND CIVIC AFFILIATIONS**

- International Association of Defense Counsel, Employment Law Committee, Vice Chair
- Idaho State Bar Association, Member
- Federal Bar Association, Member
- Idaho Association of Defense Counsel, Past President
- American Inn of Court No. 130, Benchler
- Defense Research Institute (DRI), Employment and Labor Law Committee, Commercial Litigation Committee, and State and Local Director/Officer
- DRI, Idaho State Representative, 2019

- Idaho Liaison for DRI Legislative Reporting
- Boise State University, College of Business and Economics, Adjunct Faculty
- Idaho Humane Society, Past President
- Crane Creek Country Club, Past Vice President