

Professional Experience

Ater Wynne LLP, Portland,
Oregon, Partner, 1999 to present;
Associate, 1990 to 1999

Education

Northwestern School of Law of
Lewis and Clark College, J.D.,
summa cum laude, 1990
Stanford University, B.A.,
Honors and Distinction, 1985

Admitted to Practice

Oregon

Professional Activities

Oregon State Bar
Multnomah Bar Association
Oregon Women Lawyers
Society of Human Resource
Management
National College of Natural
Medicine, Adjunct Faculty,
Jurisprudence Course, Summer
2015



Leslie G. Bottomly

Partner
503-226-8613
lgb@aterwynne.com

Leslie Bottomly's practice focuses on advising organizations on strategic employment matters and advising healthcare organizations on a broad range of business and compliance matters. In addition, she is a sought after neutral, serving as an arbitrator and mediator to help parties resolve their disputes.

Arbitrator / Mediator

Leslie has served as an arbitrator and mediator for years. She is sought out by other lawyers to serve in this role because of her unique combination of legal knowledge and experience and her quick grasp of complex facts. Leslie strives to apply common sense to render decisions that are understandable, resolve the matter, and demonstrate that each party was fully heard.

Employment

Leslie represents employers in proceedings before the Department of Labor, EEOC and state labor agencies. Leslie regularly advises employers on legal issues in hiring, discipline and termination, leave laws, responding to employee complaints, wage and hour compliance, and development of employee handbooks, policies and procedures. Leslie's clients have employees throughout the United States and around the world.

Leslie advises her clients on the employment aspects of business transactions, including conducting due diligence, drafting employment and agreements, and noncompetition, confidentiality and assignment of rights agreements. In addition, Leslie conducts training seminars on a wide range of legal issues including leave laws, disability accommodation, and harassment and discrimination. Leslie also conducts independent investigations of workplace misconduct.

Healthcare

Leslie advises a wide range of healthcare-related organizations including physician practices, insurance companies, and managed care organizations. Leslie advises on entity formation, shareholder issues, corporate governance, risk management, employment advice (physician contracts, noncompetition agreements, issues involving clinic staff), regulatory compliance with respect to patient privacy (HIPAA and HITECH), provider contracting (contracts between physicians and a health plan; contracts between hospitals and physicians), and other contracts such as purchasing, software licensing, and professional services agreements.

Leslie currently serves on the Executive Committee of the Health Law Section of the Oregon State Bar and is a former member of the Board of Directors of Raphael House, a non-profit serving the needs of victims of domestic violence. She has recently been named to The *Best Lawyers in America*® list in the employment law practice area and also been selected by her peers as an Oregon *Super Lawyer*.

Representative Presentations and Publications

[Procedural Justice in Court-Mandated Arbitration](#). *Multnomah Lawyer*. July/August 2015 (page 11).

[Caitlyn Jenner, Formerly Bruce Jenner, Spotlights Transgender Issues](#). Ater Wynne Northwest Business Litigation Blog. June 2015.

Co-Presenter. Oregon Health and Science University, Transition to Residency Program. Spring 2015.

"Job Applicant Screening: Medical Inquiries and Examinations of Job Applicants." Oregon State Bar CLE Seminars. April 2, 2015.

"Employment Issues for Nonprofits." Lorman Seminars. March 2013.

"HIPAA for Business Associates." Multnomah Bar Association. June 2012.

"Family Owned Business Employment Law Overview." Family Business Institute. March 2012.

"Social Media: Opportunities and Headaches." Oregon Association of Certified Fraud Examiners. May 2011.

Employment Basics for Start-Ups, Oregon Entrepreneurs Network. September 2010.

"Legal Issues in Employee Fraud." Oregon State Bar. June 24, 2009.

"Rightsizing Employee Benefits and Compensation in a Challenging Economy." USI Northwest, May 14, 2009.

"The Savvy Medical Group Manager's Guide to Recruitment & Termination." OMGMA (Oregon Medical Group Management Association). October 3, 2008.

"Agency Investigations." Ater Wynne Employment Roundtable. April 17, 2008.

"Intelligent Investigations of Employee Misconduct." Ater Wynne Employment Roundtable. October 18, 2007.

"Hiring and Managing Employees." Oregon Entrepreneurs Network (OEN). September 27, 2007.

"Performance Ranking: Annual Rack & Stack. Is the Force with You?" American Electronics Association Program. January 9, 2007.

"How to Build, Implement & Defend an Affirmative Action Plan." NW EEO Affirmative Action Association Program. September 20, 2005.