

*Liz Mellem is a skilled litigator and an experienced neutral investigator regarding employment claims. Her experience with an array of complex commercial issues, including significant employment counseling and litigation, helps guide her clients toward effective and satisfactory resolutions both in and out of court.*



## Liz M. Mellem

Director and Vice President | Shareholder  
Missoula | Helena | Salt Lake City

### Biography

Liz Mellem represents companies in a wide range of employment and commercial issues including:

- Neutral investigations of internal claims of harassment, discrimination, and ethical violations
- Harassment and discrimination defense
- Wrongful termination defense
- Handbook review and revision
- Employment practices training including harassment and discrimination training of management and non-management employees
- General commercial litigation including breach of contract, trade secret misappropriation, and ownership disputes
- Pre-litigation negotiation and resolution of disputes

Liz focuses on creating innovative business solutions for her clients and zealously advocates for their interests from the beginning of a matter through resolution, including through trial.

Liz has spent much of her career representing clients in both Utah and Montana by traveling between the two states. She is active in the local running and biking communities in Missoula.

### Contact information

406.317.7240

[amellem@parsonsbehle.com](mailto:amellem@parsonsbehle.com)

### Capabilities

Employment & Labor Counseling

Employment Litigation

Business & Commercial Litigation

### Licensed/Admitted

Utah

U.S. Dist. Court, Dist. of Utah

Montana

U.S. Dist. Court, Dist. of Montana

## Experience

### Racial Discrimination Defense

Defending client against claims of race discrimination and national origin discrimination under Title VII, Section 1981 and breach of contract, breach of duty of good faith and fair dealing.

### Nonsolicitation or Noncompete Contracts

Successfully resolved numerous cases alleging violations of non-solicitation and non-competition contract provisions.

### Employee Handbooks

Worked with both large and small companies to revise and improve employee handbooks.

### Wrongful Termination

Successfully defended company in alleged wrongful termination case.

### Defending Client in FLSA Claims

Defending call center client against claims of violation of the Fair Labor Standards Act, Utah Wage Payment Act and Montana Wage Payment Act.

### Provide Counsel in Copper and Molybdenum Mining Activities

Representing client on matters related to ongoing copper and molybdenum mining activities, including cleanup of legacy impacts and future water treatment process.

### Defending a Large Gold Mine Against Royalty Claims

Representing an international gold mining company's mine against royalty claims by another world-class gold mine.

### Fiduciary Duty Trial

Obtained six-figure jury verdict for plaintiff in breach of fiduciary duty case

### Fraudulent Misrepresentation

Obtained defense verdict in fraudulent misrepresentation case involving allegedly hidden assets.

### UCC Product Dispute

Successfully resolved UCC “battle of the forms” dispute in pre-litigation, saving client time and expenses of litigation.

## Accomplishments

### Professional

Parsons Behle & Latimer, Director, Vice President and Secretary 2024 – 2026

Admissions:

Utah State Bar, 2010

United States District Court, District of Utah, 2010

State Bar of Montana, 2013

United States District Court, District of Montana, 2014

Mountain States Super Lawyers Rising Star: 2014, 2018, 2019, 2020

### Academic

University of Utah, S.J. Quinney College of Law (2010, J.D.)

Montana State University (2004, B.S.) Major: Sociology

### Associations

#### Professional

Utah State Bar Labor & Employment Section, Chairperson, 2017 - 2018

American Bar Association, Member, (2010 - Present)

#### Community

Missoula Economic Partnership, Board of Directors member, 2023 – present

Humane Society of Western Montana

- Board of Directors (2017 - 2023)
- President of Board (2020 - 2023)

Run Wild Missoula, member (2013 - present)

### Articles

“New COVID Relief Statute: Second Round of PPP Loans, Extension of FFCRA Leave Rights, and Tax Code Changes,” December 23, 2020

“Montana Face Coverings Mandates,” July 21, 2020

“Montana Civil Cases Can Resume, But With Significant Restrictions,” May 18, 2020

“Strategies on acing the SBA’s new PPP Loan Forgiveness Application,” May 18, 2020

“Beware the Whistleblower: Avoiding Fraud Liability under the PPP,” May 12, 2020

“Montana’s Employers Can Open for Business – Sort Of,” April 28, 2020

“Re-opening for Business: Employers Should Begin Planning Now,” April 14, 2020

“Top Nine Takeaways from New FFCRA Regulations,” April 3, 2020

Additional Guidance from the Department of Labor Including the Frequently Asked Question: “What is the ‘small business exemption’ under the Families First Coronavirus Response Act? March 30, 2020

“Montana’s ‘Stay at Home’ Directive from Governor Bullock” March 30, 2020

“CARES ACT: Emergency Appropriations,” March 27, 2020

“Emerging Questions for Employers Under The Families First Coronavirus Response Act And Other Coronavirus Employment Issues,” March 24, 2020

## Presentations

The Next Right Thing: Choosing Your Path Through the ADA Mine Field, April 8, 2025  
Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

Winning the Case Before it Starts: Investigations, Documents and Lawyers, April 8, 2025  
Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

Handbook Updates – 2024 Policy Pointers and Pitfalls, September 25, 2024  
Parsons Behle & Latimer 2024 Montana Employment Law Seminar

Documents are an Employer's Best Friend: How to Properly Document Employee Interactions with HR, May 14, 2024  
Parsons Behle & Latimer/SHRM 2024 Salt Lake City Employment Law Seminar

Regulatory Hot Topics, May 9, 2023  
Parsons Behle & Latimer 35<sup>th</sup> Annual Employment Law Seminar in partnership with Salt Lake SHRM

Preventing and Responding to Workplace Violence and new HB 324, May 9, 2023  
Parsons Behle & Latimer 35<sup>th</sup> Annual Employment Law Seminar in partnership with Salt Lake SHRM

Hiring and Firing Employees, January 23, 2023  
National Business Institute (NBI) Seminar – Montana Employment Law 2023

Employee Discipline and Termination: Avoiding Problems with Effective Communication and Documentation, October 5, 2022  
Parsons Behle & Latimer 10th Annual Idaho Employment Law Seminar

Hot Employment Topics Sessions #1 and #2, October 28, 2021  
33rd Annual Parsons Behle & Latimer Employment Law Seminar

Hot Employment Topics Session #1 and #2, September 22, 2021  
Parsons Behle & Latimer Ninth Annual Boise Employment Law Seminar

COVID-19 Vaccinations in the Workplace: Mandatory, Voluntary or None at All, February 10, 2021

Remote Working Considerations in the ERA of COVID-19, November 10, 2020

Strategies on Acing the SBA's New PPP Loan Forgiveness Application, May 20, 2020

Back in Business: Information Every Idaho Employer Should Know, May 13, 2020

Moving Forward: Resuming Business in a Changed Environment, May 7, 2020

*\*To view additional insights and related news items, visit [parsonsbehle.com/people/liz-m-mellem#insights](https://parsonsbehle.com/people/liz-m-mellem#insights)*