



Kara L. Heikkila has more than 25 years of experience in both human resource and attorney roles advising employers on personnel and employment law matters. Prior to attending law school, she spent eleven years in management roles in the health care industry and eventually became a regional human resource manager for a health care organization.

Today, Kara represents employers throughout the Pacific Northwest before state and federal agencies including the Idaho Human Rights Commission, Equal Employment Opportunity Commission, and the U.S. Department of Labor, including its Wage and Hour Division and the Office of Federal Contractor Compliance Programs. She regularly represents employers in employment litigation disputes, including work as panel counsel for EPLI claims. Kara works in

Witherspoon Kelley's Coeur d'Alene office.

In addition to administrative and litigation roles, Kara provides counsel and advice to employers on personnel issues including complex Americans with Disabilities Act and Family Medical Leave Act compliance, wage and hour issues, unemployment claims, contract and handbook drafting, federal contractor compliance, and proactive audit measures.

Kara has been practicing law since 1997. She is licensed to practice in Idaho, Washington, and Alaska, as well as before the United States Court of Appeals for the Ninth Circuit and the Supreme Court of the United States.