

Amanda S. Stout



of counsel

baton rouge

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Legal Secretary

Susan H. Smith

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(225) 382-3726

education

Louisiana State University Paul M. Hebert Law Center (J.D., B.C.L., 2003)

Louisiana State University (B.S., Psychology)

- *Omicron Delta Kappa*

admissions

Louisiana

U.S. District Court for the Eastern District of Louisiana

U.S. District Court for the Middle District of Louisiana

U.S. District Court for the Western District of Louisiana

U.S. Court of Appeals for the Fifth Circuit

honors

- *The Best Lawyers in America*® (Employee Benefits [ERISA] Law and Labor Law – Management), 2022-2023
- “Outstanding Young Lawyer of the Year,” Louisiana State Bar Association Young Lawyers Section, 2012
- “Outstanding Service Project of the Year,” Louisiana State Bar Association Young Lawyers Section, 2012

Some litigation is all about uncovering details – following the trail of evidence to find out what really happened. Success in those cases requires a willingness to put in the work to get to the bottom of the issue the client is facing, and I really enjoy doing that work. In the end, though, whether it’s that type of case or one where the evidence is more straightforward, my first job is to help a client come to a decision that makes the most sense for their business and considering the legal issues at stake.

Amanda Stout defends clients in consumer financial services, employment, and general commercial litigation at both the trial and appellate level. She has represented financial institutions on a wide variety of issues, including the Fair Credit Reporting Act (FCRA), the Fair Debt Collection Practices Act (FDCPA), the Truth in Lending Act (TILA), Regulation Z, and the Home Ownership and Equity Protection Act (HOEPA) and state unfair trade practices laws, among others.

In her employment law practice, Amanda has defended local government entities as well as private employers against alleged violations of federal and state statutes governing discrimination, harassment, whistleblower claims, wage and hour claims, and non-compete agreements. She has represented employers in responding to allegations brought

affiliations

Professional

- American Bar Association
- Baton Rouge Bar Association, Bar Governance Committee (2013–2014), Young Lawyers Section Council (2010, Chair 2011, Past-Chair 2012); Judge Joseph Keogh Award recipient, 2009; Belly up with the Bar Committee (2005, 2006, Co-Chair 2007, Chair 2008, 2009), CLE Committee (2013)
- Dean Henry George McMahon American Inn of Court, Secretary (2007–2009), former associate member
- The Federal Bar Association, Baton Rouge Chapter
- Louisiana State Bar Association, House of Delegates (2012–2017)

Community

- Baton Rouge Area Chamber, Baton Rouge Area Leadership Program, 2023
- Capital Area United Way, Board of Directors, 2012–2022: Past-Chair, 2022–2023; Governance Committee Chair, 2022–2023; Chair, 2021–2022; Board Chair-Elect, 2019–2020; Board Secretary, 2016–2020; Community Impact Chair, 2019–2020; Community Impact Cabinet Chair-Elect, 2018–2019
- Capital Area CASA Association, Board of Directors, 2015
- First United Methodist Church, Early Learning Center Committee, 2015–2022 (Chair); UMW Mary and Martha Committee, 2014–2016; Education Council, 2006–2010 (Chair, 2007–2010); Church Council, 2008–2010 and 2015–2022; Executive Committee, 2008–2010

before the Equal Employment Opportunity Commission (EEOC), the Louisiana Commission on Human Rights, and the U.S. Department of Labor. Amanda also works with clients to prevent employment claims by drafting policy manuals, conducting training seminars for managers and employees, and advising clients on employment decisions such as hiring and termination.

Amanda's commercial litigation practice includes representing businesses in a wide range of commercial lease disputes, contract disputes, and related matters.

Representative Experience

- Summary judgment granted in favor of national bank dismissing customer's demand for reimbursement of in excess of \$480,000 which was fraudulently transferred by the customer's employee to the employee's personal checking account.
- Summary judgment granted in favor of national bank / lender dismissing mortgagee's claim to remove private mortgage insurance from the mortgagee's mortgage loan account.
- Summary judgment granted in favor of national bank / lender dismissing mortgagee's claim for wrongful foreclosure and return of the mortgaged property following sheriff's sale.
- Summary judgment affirmed dismissing state and federal disability discrimination and retaliation claims against nationwide supplier of facility maintenance products.
- Summary judgment granted in favor of national auto parts dealer dismissing plaintiff's pregnancy discrimination claim.
- Negotiated a significant reduction in overtime payments during a Fair Labor Standards Act (FLSA) employee misclassification investigation by the US Department of Labor for a management services provider to public and private housing agencies.

- Obtained dismissal of race discrimination claims under the federal Fair Housing Act and state Equal Housing Opportunity Act under investigation by the Louis
- Directed verdict granted in favor of employer dismissing claims by several former employees under the Fair Labor Standards Act and Louisiana Wage Payment Act

Published Opinions

- *Priority Staffing, Inc. v. Regions Bank*, 2013 WL 5462239 (W.D. La. 9/30/13)
- *Nelda McManus v. Continental Airlines, Inc.*, 2013 WL 2471679 Civil Action No. 11-1838 (W.D. La. 6/6/13)
- *James Palmer v. Chase Home Finance, LLC*, Civil Action No. 11-15642013 WL 160381 (E.D. La. 1/15/13)
- *Walid Mizyed v. Delta Air Lines, Inc.*, Civil Action No. 12-0382, (E.D. La. 05/15/12)
- *Mizyed v. Delta Airlines, Inc.*, 2012 WL 1672810 (E.D. La. 5/14/12)
- *Mary Ann Tigert v. American Airlines, Inc.; DAL Global Services, L.L.C.*, 2009 WL 521597 (W.D. La. Dec. 28, 2009), aff'd No. 10-30069, ____ F.3d ____ (5th Cir. Aug. 10, 2010)
- *Kevin Sterling v. City of New Roads*, Civil Appeal No. 10-30113 (5th Cir. 6/25/10)
- *Lacaze v. W.W. Grainger, Inc.*, 2005 WL 1629936 (W.D. La. 7/7/05), aff'd, 2006 WL 678669 (5th Cir. 3/16/06)

presentations

"Social Media, Professionalism, and Privacy," Junior League of Baton Rouge Women's Leadership Conference, March 11, 2022

"Bring Your Own Policy: Post-Election, Now What?" McGlinchey Webinar, December 10, 2020

"Bring Your Own Policy (BYOP) Breakfast 4.0: New Year! New HR!" New Orleans and Baton Rouge, LA, February 5&6, 2020

"Ethics & Social Media," Louisiana Association of Administrative Law Judges, December 12, 2014

"Ethics & Social Media," Baton Rouge Bar Association, CLE by the Hour, December 8, 2014

"Social Media for Lawyers," Louisiana State Bar Association and GILSBAR, Lafayette, LA, September 9 and November 7, 2014

"Professionalism: Social Media for Lawyers," Baton Rouge Bar Association, CLE by the Hour, December 27, 2013

"Social Media for Lawyers," Louisiana Justice Community Conference, Louisiana State Bar Association, October 10, 2013

"Social Media for Lawyers," Louisiana Office of Workers Compensation Annual Conference, Baton Rouge, LA, January 25, 2013

"Legal Implications with Social Media," LSU CLE, December 2012

"Ethical Issues in Corporate Criminal Investigations," Wex Malone Inns of Court, November 2011

"Help me manage my employees' FMLA! Weeding out fraudulent claims, managing intermittent leave, and preventing retaliation," two-part series, Louisiana Hospital Association, August 2011, September 2011

"Conflict Management Techniques," November 2010

"Discrimination and Harassment Overview," November 2010

"Managing Intermittent FMLA Leave," January 2010

"Updates on Recent Legislation Affecting Employers," 2009 Wright & Percy Benefits Symposium, March 17, 2009

"Suddenly a Supervisor: 11 Practical Training and Development Tips for Brand-New Frontline Managers," Business & Legal Reports Seminar, March 2008

"2007 Top 10 List in Employment Law," 2007 Home Care Association of Louisiana (HCLA) & Louisiana Assisted Living Association (LALA) Annual Conference and Exhibition, November 2007

"Weeding out Fraudulent Claims and Avoiding Intermittent Leave Abuse: Effectively Using Recertification, Second and Third Opinions, and Fitness-for-Duty Examinations," Council on Education in Management, FMLA Update, November 2007

"Preventing FMLA Retaliation Claims: Lessons Learned from Recent Cases to Discover What Went Wrong and What Went Right," Council on Education in Management, FMLA Update, November 2007

"Top Ten Employment Law Myths," Postal Customer Council of Greater Baton Rouge, College and University Symposium, 2003

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