

Amy Folsom Kett

Senior Attorney
Northern Virginia

Biography

A member of Hogan Lovells' Employment Practice Group, Amy is a seasoned advisor who regularly counsels employers on thorny legal compliance issues, helping them to advance their business objectives within the framework of the always evolving employment law landscape. She has conducted numerous workplace investigations, including on sensitive issues such as harassment and bullying. Amy is also an experienced advocate, having represented clients before federal and local agencies and in federal and state courts, including the U.S. Supreme Court.

Amy's counseling practice runs the gamut from drafting employment agreements to advising on difficult employee separations and workforce reductions, investigating workplace misconduct claims, creating and updating workplace policies, providing employee trainings, and advising on compliance issues such as employee leaves, wage and hour, and reasonable accommodation. She is attuned to the compliance challenges facing employers operating across multiple jurisdictions. Her clients have ranged from technology startups to Fortune 500 companies, non-profits, and educational institutions.

Amy has represented employers before the EEOC, OFCCP, and NLRB, among other agencies, and has successfully defended clients in litigation. She is particularly known as a persuasive brief writer.

Prior to joining the firm in 1993, Amy served as a law clerk to Justice Sandra Day O'Connor of the U.S.



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Practices

Education
Employment
Litigation Services

Industries

Education

Areas of focus

Civil Rights Compliance
Labor and Employment Matters
in Education Institutions

Education and admissions

Supreme Court and to Judge Laurence H. Silberman of the U.S. Court of Appeals for the District of Columbia Circuit. She graduated magna cum laude from Harvard Law School, where she was Executive Editor of the Harvard Law Review.

Representative experience

Successfully defended an international law firm in an employment discrimination case before the U.S. District Court for the District of Columbia and the U.S. Court of Appeals for the D.C. Circuit.

Successfully defended county school board in a disability discrimination case before the U.S. Court of Appeals for the Fourth Circuit.

Successfully defended multiple universities in discrimination cases before federal district and appellate courts and the D.C. Court of Appeals.

Represented multiple federal contractors in OFCCP audits.

Represented multiple clients in federal whistleblower investigations.

Represented several major colleges and universities in preparation of employment contracts for incoming presidents and renewal contracts.

Advised a foreign embassy on numerous employment law compliance issues.

Latest thinking and events

■ News

- U.S. DOL finalizes rule to significantly increase compensation thresholds for exempt status

■ News

- Attention D.C. employers: New pay transparency obligations on the horizon

■ News

- Department of Labor's proposed overtime expansion has major implications for higher education

Education

J.D., Harvard Law School,
Magna Cum Laude, 1991

M.A., Harvard University, 1987

B.A., Oberlin College, Highest
Honors, 1984

Bar admissions and qualifications

District of Columbia

Virginia

Court admissions

U.S. Court of Appeals, District of
Columbia Circuit

U.S. Court of Appeals, Federal
Circuit

U.S. Court of Appeals, Second
Circuit

U.S. Court of Appeals, Fourth
Circuit

U.S. Court of Appeals, Eleventh
Circuit

U.S. District Court, District of
Columbia

- News
 - Department of Labor proposes exempt-status overhaul

- News
 - NLRB releases long-awaited employee handbook decision

- News
 - Virginia employers take note: New 2023 employment laws are now in effect