

Suzannah Wilson Overholt

Indianapolis, IN

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PARTNER

Overview

Suzannah uses her years of experience in the private, public and nonprofit sectors to assist clients from a variety of industries. As co-chair of the firm's Health Care Service Group and a member of the firm's Labor & Employment Service Group, Suzannah is committed to identifying the best approach to help clients meet their legal needs in the most effective and efficient manner.

Suzannah's career path is as varied as her practice. After becoming an accomplished trial attorney in the private sector, Suzannah joined the government setting, where she designed and implemented a plan for local government reform, litigated employment discrimination and constitutional claims, negotiated labor contracts, and advised city and county departments on policies and procedures. She then applied her substantive knowledge and analytical skills to the nonprofit health care arena as Chief Operating Officer and General Counsel of one of the largest health care providers in Indiana, serving more than 50,000 patients. In this role Suzannah led a merger and ensured compliance with all regulatory requirements, drafted policies, negotiated contracts with outside entities, and provided legal advice on personnel, regulatory, and corporate issues. Throughout her career, Suzannah has defended both public and private entities against a variety of claims in state and federal court.

At Amundsen Davis, Suzannah draws on her experience to advise clients from a variety of industries in licensing and regulatory matters, commercial and corporate transactions, contract negotiations, nonprofit corporate governance, personnel matters and zoning matters related to health care facilities. She assists clients with issues related to the federal fraud and abuse statutes, namely the False Claims Act (FCA), anti-kickback statute (AKS) and Stark law. Suzannah also represents clients in litigation related to all of these areas.

When she isn't in the office you can find Suzannah spending time with her family, exercising or cooking.

SERVICES

Behavioral Health Care Providers
Employment Advice & Counsel
Employment Litigation
Equal Pay Compliance
Health Care
Labor, Employment & Immigration
Mandatory Training
Nonprofit Institutions & Tax-Exempt Organizations
Public Entities
Traditional Labor & Union Relations
Vaccine Mandates in the Workplace
Wage & Hour
Workplace Investigations

EDUCATION

Indiana University Maurer School of Law, J.D., 1992, *with honors*
Princeton University, A.B., 1989, *magna cum laude*

Experience

Successful Defense of a Skilled Nursing Facility in a False Claims Act Complaint

Successfully Represented Nonprofit Health Care Provider Before City Council to Obtain Zoning Approvals

Negotiated and Led Merger of a Nonprofit Health Care Provider

Successfully Represented Medicaid Providers in Draft Audit Findings

Successful Defense of Client During Investigation of Alleged HIPAA Violations

Obtained Dismissal of a False Claims Act Complaint Involving a Health Care Entity's Medicaid Billing Practices

Successfully Defended a Nursing Home Operator and a Pharmacy Against a False Claims Act Complaint

Won a Motion to Dismiss in a Qui Tam Case Alleging False Claims Act Violations in Federal Court

Represented a Dermatology Practice in Various Aspects of its Startup Operations

Evaluate Health Care Billing Practices to Determine Compliance with the Anti-Kickback Statute and Stark Law

Designed and Implemented a Plan for Local Government Reform

Defended a Police Department Against a Petition for an Injunction in a Fourth Amendment Search and Seizure Case

Zoning Approval in Hospital Expansion

Defended a Health Care Facility Against an American with Disabilities Act Claim

Successfully Vacated a \$500,000 Plus Default Judgment Entered Against a Health Care Company

Membership & Involvement

- Indiana Election Commission: Vice-Chair; Commissioner
- Member: American Health Lawyers Association; Indianapolis Bar Association; The Indiana Council of Community Mental Health Centers
- Co-Chair: Princeton University Alumni Schools Committee, Indiana Region

Honors

- Selected as Indiana Lawyer Leadership in Law Honoree, Distinguished Barrister: 2024

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ADMISSIONS

Indiana

- Selected to *The Best Lawyers in America*® in Litigation - Health Care: 2022, 2023, 2024, 2025
- Selected to *The Best Lawyers in America*® in Employment Law - Management: 2023, 2024, 2025

Firm News

100 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2025 in America
Firm News, August 15, 2024

Suzannah Overholt Selected as a 2024 Leadership in Law Honoree
Firm News, *The Indiana Lawyer*, May 30, 2024

82 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2024 in America
Firm News, August 17, 2023

37 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023
Firm News, August 18, 2022

29 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2022
Firm News, August 19, 2021

Amundsen Davis Promotes Five Attorneys to Partner
February 26, 2019

Attorney Suzannah Wilson Overholt Joins Amundsen Davis's Health Care Practice Group in Indianapolis
April 20, 2017

In the Media

Suzannah Overholt Comments on Hyde Amendment to *Federal Times*

Alerts

Developing Effective Workplace Violence Programs in Health Care: Protecting Those Who Care for Us

Indiana Lawmakers Pass Bill Prohibiting Noncompete Agreements Between Hospitals and Physicians

ICE at Health Care Facilities: Immigration Enforcement and Patient Privacy

Understanding the Impact of Federal Conscience Rights on Health Care Employers: Navigating Legal Protections and the 2023 Final Rule

Hospitals Beware: What to Expect During an EMTALA Investigation

The Impact of Indiana's Restrictions on Physician Non-Compete Agreements

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Uncertainty of State Abortion Laws Leads to CMS Investigations of Hospitals Denying Emergency Care

Dobbs, Trigger Laws and Injunctions: The Changing Landscape of Reproductive Health Care for Providers

CMS Health Care Vaccine Mandate Allowed by U.S. Supreme Court

CMS Vaccine Mandate – On Again (Sort Of)?

CMS Vaccine Mandate Enjoined Nationwide

Judge Temporarily Blocks CMS Vaccine Mandate in 10 States

Employees Entitled to Leave Because Camp is Closed? Yes.

Families First Coronavirus Response Act: What It Means For Employers

The Importance of Documenting the Failure to Document

New Year, New Resolution: Build a Stronger Compliance Program

Speaking Engagements

Addressing Workplace Violence in Health Care: Protecting Those Who Care for Us
Event, Amundsen Davis, Webcast, May 8, 2025

Safeguarding Health Care Employees: Strategies to Combat Workplace Violence
Speaking Engagement, Leading Age Indiana, Spring Conference 2025;
Indianapolis, IN, May 2, 2025

Safeguarding Health Care Employees: Strategies to Combat Workplace Violence
Speaking Engagement, Indiana Health Care Association (IHCA), 2025 Spring
Conference; Indianapolis, IN, April 29, 2025

Health Care Compliance: Developing and Implementing an Effective Program
Event, Amundsen Davis; Webcast, July 23, 2024

Addressing Mental Health Issues in the Workplace
Speaking Engagement, Indianapolis, Indiana, May 2, 2024

Addressing Mental Health Issues in the Workplace
Event, Amundsen Davis Webcast, August 8, 2023

Eighth Annual Labor & Employment Fall Seminar
Event, Amundsen Davis, Live-stream, September 21, 2022

Recruiting and Retaining Employees: Attracting Top Candidates While Avoiding
Legal Pitfalls
Speaking Engagement, IARF Educational Conference & Expo; Springfield, IL,
September 1, 2022

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How to be the Employer Everyone Wants to Work for in 2022: Recruitment, Retention and More
Event, Amundsen Davis's Complimentary Indiana Labor & Employment Conference; Indianapolis, IN, March 3, 2022

Vaccine Mandates for Health Care Workers
Speaking Engagement, Friends of the Indiana Council of Community Mental Health Centers Annual Meeting, December 2021

Published Works

Illinois Employment Forms-Online Version
Publication, *Illinois Chamber of Commerce*, March 2021

Illinois Employment Law Handbook - 5th Edition
Illinois Chamber of Commerce, 2019

What's So Special About Mental Health Records?
Indiana Council Behavioral Health Newsletter, May 23, 2017

Blog Posts

EEOC Sets Its Sights on DEI Programs: What Employers Need to Know
Labor & Employment Law Update, March 27, 2025

ICE at Health Care Facilities: Immigration Enforcement and Patient Privacy
Labor & Employment Law Update, February 6, 2025

Impact of Strengthened Mental Health Parity Laws: What Employers and Health Care Providers Need to Know
Labor & Employment Law Update, November 5, 2024

CMS's Final Minimum Staffing Standard for Nursing Homes to Go into Effect on June 21
Labor & Employment Law Update, May 13, 2024

Employers Beware: Discriminatory Artificial Intelligence Can Result in Liability
Labor & Employment Law Update, August 17, 2023

Oral Fluid Testing of DOT Regulated Employees – Still a Waiting Game
Labor & Employment Law Update, June 19, 2023

Arbitration Agreements Live to See Another Day in California
Labor & Employment Law Update, February 16, 2023

CMS Rolls Back COVID-19 Related Waivers – What that Means for Nursing Aides
Labor & Employment Law Update, June 3, 2022

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Filling Vacancies During the Great Resignation – Special Considerations for Health Care Entities

Labor & Employment Law Update, May 24, 2022

Updated Deadlines for COVID-19 Vaccine Mandate for Health Care Workers

Labor & Employment Law Update, January 17, 2022

CMS Health Care Vaccine Mandate Allowed by U.S. Supreme Court

Labor & Employment Law Update, January 13, 2022

CMS Vaccine Mandate – On Again (Sort Of)?

Labor & Employment Law Update, December 16, 2021

CMS Vaccine Mandate Enjoined Nationwide

Labor & Employment Law Update, December 1, 2021

CMS Releases Interim Final Rule Requiring COVID-19 Vaccination for Employees and Suppliers

Labor & Employment Law Update, November 4, 2021

EEOC Offers Some Help in Navigating the Murky Waters for Religious Exemptions From COVID-19 Vaccines

Labor & Employment Law Update, October 27, 2021

Mandating Vaccines in the Workplace: How to Implement a COVID-19 Vaccine Policy

Labor & Employment Law Update, August 26, 2021

What President Biden's American Rescue Plan Could Mean for Employers

Labor & Employment Law Update, February 17, 2021

Update: EEOC Issues Guidance Regarding COVID-19 Vaccines in the Workplace

Labor & Employment Law Update, December 16, 2020

Indiana's New COVID-19 Restrictions

Labor & Employment Law Update, November 18, 2020

Can I Require My Employees to Get the COVID -19 Vaccine?

Labor & Employment Law Update, November 12, 2020

Employee Voting Rights: Are Employers Required to Give Time Off to Vote?

Labor & Employment Law Update, October 15, 2020

Employees Entitled to Leave Because Camp is Closed? Yes.

Labor & Employment Law Update, July 2, 2020

COVID-19 "Close Contacts" Just Got a Little Closer

Labor & Employment Law Update, July 1, 2020

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Families First Coronavirus Response Act: What It Means For Employers
Labor & Employment Law Update, March 15, 2020

CDC Issues Guidance on the Coronavirus for Employers
Labor & Employment Law Update, February 24, 2020

Combatting the Opioid Crisis from Within
Labor & Employment Law Update, December 27, 2019

The Doctor is In – At Amazon
Labor & Employment Law Update, October 30, 2019

Has Your Wellness Program Had a Check-Up Lately?
Labor & Employment Law Update, October 1, 2019

The Status of Right-to-Work Laws in Select States
Labor & Employment Law Update, June 25, 2019

NASA's Wardrobe Malfunction Provides Valuable Reminder to Employers Back on Earth
Labor & Employment Law Update, April 12, 2019

What You Don't Know Can Hurt You: Employee Background Checks at Skilled Nursing Facilities
Labor & Employment Law Update, March 13, 2019

The Importance of Documenting the Failure to Document
Labor & Employment Law Update, February 20, 2019

Why Exit Interviews are Important in the Compliance Landscape
Labor & Employment Law Update, December 14, 2018

Amazon, Berkshire Hathaway and JP Morgan Name CEO in New Venture that Could Change Health Care for Employers
Labor & Employment Law Update, June 20, 2018

Will Amazon, Berkshire Hathaway and JP Morgan Change Health Care for Employers?
Labor & Employment Law Update, February 19, 2018

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