Randall D. Armentrout

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DES MOINES OFFICE

A veteran lawyer with more than 25 years under his belt, Randy Armentrout looks at situations from many angles. “I consider myself a creative person and am constantly thinking outside the box.” Randy knows one size doesn’t fit all. He moves from corporate offices to courtrooms looking for the best solutions to ever-changing challenges to businesses.

Working in both litigation and labor and employment law, Randy often represents employers in cases involving allegations of workplace discrimination and harassment, as well as allegations of unpaid wages and hostile work environments. “It’s an interesting field of law,” he says. “People spend much of their time in the workplace interacting with each other, and a variety of situations unfold there. Every case is unique.”

Randy helps employers protect proprietary information and trade secrets. He also handles commercial litigation in the area of finance and leasing. He has handled multiple appellate cases that have favorably developed the Uniform Commercial Code.

Randy enjoys traveling with his family and attending his children’s music events, equestrian competitions, and school activities. The Hawkeye fan and former University of Iowa marching band member still plays the tuba, and each year you’ll find him marching in the alumni parade.

RECOGNITION

The Best Lawyers in America®
- Litigation—Labor & Employment, 2019–2027
- Commercial Litigation, 2027
- Employment Law—Management, 2027

Martindale-Hubbell
AV Preeminent, peer rated for highest level of professional excellence

Chambers USA
Top ranked, 2005–2026

Great Plains Super Lawyers
Employment & Labor, 2009–2026

Benchmark Litigation
Labor & Employment Star

Litigation Counsel of America
Fellow



PRACTICE AREAS

- Labor & Employment
- Employment Counseling & Risk Avoidance
- Employment Litigation
- Trade Secret & Noncompete Litigation
- Litigation
- Administrative Hearings, Arbitrations & Alternative Dispute Resolution
- Appellate Practice
- Banks & Financial Institution Litigation
- Business & Commercial Litigation
- Employment, Labor & Discrimination

EDUCATION

- University of Iowa (BS)
- Drake University (JD, with honors)

BAR ADMISSIONS

- Iowa
- Admitted to practice in all state and federal courts in Iowa
- Eighth and Tenth Circuit Courts of Appeals
- U.S. Supreme Court

PROFESSIONAL EXPERIENCE

- Law Clerk, Hon. George G. Fagg, U.S. Court of Appeals for the Eighth Circuit, 1992–1994
- Law Clerk, Hon. James H. Carter, Iowa Supreme Court, 1991–1992

PROFESSIONAL & COMMUNITY AFFILIATIONS

American Bar Association

Iowa State Bar Association
Labor and Employment Law Section

Polk County Bar Association

SIGNIFICANT CASES

***Liquid Capital Exchange, Inc. v. BDC Group,* No. 20-cv-89CJW (N.D. Iowa April 2022–jury trial; October 2022 ruling on attorney fees).** Obtained $1,228,000 jury verdict for finance company ($760,000 in punitive damages) in fraud and breach of contract (10 invoices) case; subsequently prevailed on attorney fees ruling of $641,780.

***PSFS 3 Corp. v. Michael P. Seidman, D.D.S., P.C.,* 962 N.W.2d 810 (Iowa 2021), cert. denied, 142 S.Ct.776 (January 10, 2022).** Enforcing finance agreements against hundreds of dentists and dental companies consolidated into single action following attempted putative class action of 1400 members.

***GreatAmerica Financial Services Corporation v. Natalya Rodionova Med. Ctr, P.C.*, 956 N.W.2d 148 (Iowa 2021).** Established that business ratified finance agreement by making payments pursuant to invoices.

***Ronald Rumsey v. Woodgrain Millwork, Inc. d/b/a Windsor Windows and Doors et al.*, Iowa Supreme Court No. 20-0135 (Iowa 2021).** Overturning jury verdict for disability discrimination under the ICRA against employer because employee injured at work did not establish there was another job he could perform based on his lifting restriction.

***Smithfield Packaged Meats Corps v. Conrad; Dietz and Watson, Inc.* (S.D. Iowa 2020).**Obtained preliminary injunction preventing former employee from contacting key customers due to misappropriation of trade secrets.

***Hawkins Grinnell Regional Medical Center* (Iowa Supreme Court 2019).**

Establish "same decision" jury instruction for employment discrimination cases under the Iowa Civil Rights Act.

***GreatAmerica Financial Services Corporation v. Lloyd S. Meisels, P.A.* (Iowa Court of Appeals 2016).**

Establish holder in due course status for finance company following assignment of finance agreement and enforce “hell or high water” clause.

***Lammert v. McFarland Clinic, P.C.* (Iowa State Court for Marshall County 2014).**

Obtain summary judgment for employer in gender discrimination case brought by former employee.

***REG Seneca, LLC v. Harden* (S.D. Iowa 2013).**

Obtain preliminary injunction for Iowa employer preventing former employee from working for employer’s Mississippi competitor in violation of non-compete

agreement and Iowa Uniform Trade Secrets Act.

***Dr. Fagre v. McFarland Clinic, P.C.* (Iowa State Court for Story County 2011).**

Obtain defense verdict for employer following jury trial in perceived disability case.

***Anderson v. Goldleaf Financial Solutions, Inc. & Jack Henry & Associates, Inc.* (S.D. Iowa 2011).**

Obtain $522,000 jury verdict in breach of employment agreement case.

***GreatAmerica Leasing Corp. v. Davis-Lynch, Inc.*, 2011 WL 167248, 73 UCC Rep. Serv.2d 532 (N.D. Iowa 2011).**

Enforcement of equipment lease for finance company against allegation of vendor fraud.

***GreatAmerica Leasing Corp. v. Wahoo Prods. Of Florida, Inc.*, 2011 WL 155935 (N.D. Iowa 2011).**

Successful trial for finance company to enforce equipment lease against defenses of lack of delivery and forged signature.

***Reis v. Iowa District Court for Polk County*, 787 N.W.2d 61 (Iowa 2010).**

Successful enforcement of protective order including court holding opposing party in contempt for wrongfully using litigation documents.

***Rouse v. Walter & Assocs., LLC*, 513 F. Supp. 2d 1041 (S.D. Iowa 2007).**

Successful defense of Copyright Act infringement claim based on work-made-for-hire doctrine.

***Cagin v. McFarland Clinic*, 456 F.3d 903 (8th Cir. 2006).**

Enforcement of employment contract on behalf of employer.

***GreatAmerica Leasing Corp. v. Star Photo Lab*, 672 N.W.2d 502 (Iowa Ct. App. 2003).**

Enforcement of "hell or high water" provision of finance lease.