



## Jill Waldman

Partner

Kansas City

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**Known for her ability to assess risks and communicate complex issues clearly, Jill Waldman ensures clients have the information they need to make sound business decisions while supporting them with thoughtful, actionable guidance. One client said, “Jill knows her subject so well that she can quickly analyze matters in other jurisdictions, and that’s valuable to us.”**

Jill Waldman is an experienced employment lawyer with a wide-ranging background. She advises employers on day-to-day personnel issues, conducts internal investigations and represents clients in all litigation phases in federal and state courts and before administrative agencies. She takes pride in her work, striving to deliver her best as a respectful and professional advocate. She finds the unpredictability of the law exciting, embracing its challenges and thrills.

Jill has been designated employment counsel for numerous Fortune 500 companies, middle-market and Midwest-based businesses and executive-level individuals. Her clients come from various industries, including:

- Automotive
- Construction
- Consumer goods
- Health care staffing
- Manufacturing
- Non-profit
- Professional Employer Organizations (PEOs)

### Areas of Focus

#### Services

[Labor & Employment](#)

[Employment Counseling & Personnel Management](#)

[Advising](#)

[Training & Tools for Clients](#)

[Employment Litigation](#)

[Discrimination, Harassment & Abusive Conduct](#)

[Investigations](#)

[Navigating the Second](#)

[Trump Administration:](#)

[Executive Orders & the](#)

[Changing Legal Landscape](#)

#### Sectors

[Construction](#)

[Industrial & Manufacturing](#)

[Nonprofit & Tax-Exempt](#)

[Organizations](#)

[Health Care](#)



## Employment Litigation

Although litigation is rarely the desired outcome, Jill's extensive experience in employment law claims allows her to effectively advocate for clients when necessary. Her background includes:

- Discrimination
- Harassment
- Retaliation
- Whistleblowing
- Wrongful termination
- Wage and hour violations

From investigations and depositions to oral arguments, mediation, trials and settlement negotiations, Jill has managed all stages of litigation. She helps clients develop strategies to minimize legal risks and exposure throughout the process. In addition, Jill supports clients with various issues, including employment and separation agreements, disciplinary actions, downsizing, wage and hour classifications, personnel policies, sick leave and disability accommodations.

## Workplace Investigations

As a skilled investigator with substantial experience conducting complex workplace investigations for public and private sector employers, Jill is adept at investigating many issues, including allegations of:

- Code of conduct violations
- Discrimination and harassment
- Retaliation
- Sexual and other misconduct
- Wage and hour violations
- Workplace bullying
- Workplace culture
- Whistleblower allegations

In addition, Jill serves as Lathrop GPM's Deputy Personnel Counsel, helping to develop preventative policies and managing employment matters if they arise.

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## Experience

- Achieved dismissal of an age discrimination and retaliation case after extensive discovery and briefing.



- Conducted multiple high-profile investigations of employee misconduct.
  - Defended and successfully resolved a class action involving employee wage and hour claims.
  - Negotiated a multi-million-dollar separation package for an executive.
  - Represented multiple businesses on the employment law aspects of business acquisitions.
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## Credentials

### Education

- Georgetown University Law Center, LL.M., Labor and Employment, 1995
- University of South Carolina School of Law, J.D., 1994
- University of Georgia, A.B.J., 1990, cum laude

### Bar Admissions

- Kansas
- Missouri

### Court Admissions

- U.S. District Court for the District of Kansas
- U.S. District Court for the Western District of Missouri
- U.S. Court of Appeals for the Tenth Circuit

### Recognition

- *Benchmark Litigation, the Guide to America's Leading Litigation Firms and Attorneys*, "Labor & Employment Star," 2022-2023
  - *Missouri & Kansas Super Lawyers*, 2014 and 2015
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## Presentations

- Co-presenter, "Employment Law 101: The Building Blocks of Federal and State Employment Laws," and "Employment Law 102: Putting the Building Blocks of Employment Laws Into Action," Lathrop GPM 2024 Employment & Labor Law Seminar, October 1, 2024 (Kansas City); October 23, 2024 (Minneapolis)



- Co-presenter, “The Fundamentals of the ADA, FMLA, and FLSA: What Every Employer Needs to Know,” Lathrop GPM 2023 Employment & Labor Law Seminar, October 5, 2023 (Kansas City)
  - Co-presenter, “Best Practices for Conducting Effective Workplace Investigations,” Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City)
  - Co-presenter, “Leave Lessons: Common Misconceptions About the ADA and FMLA,” Lathrop GPM 2022 Employment & Labor Law Seminar, April 12, 2022 (Kansas City); May 4, 2022 (Minneapolis)
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## Publications

- Contributor, Missouri Civil Trial Practice, Cumulative Supplement, Chapter 13
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## Professional Activities

- American Bar Association
- Kansas Bar Association
- Kansas City Metropolitan Bar Association
- The Missouri Bar

## Community Involvement

- United States Tennis Association, Heart of America, Grievance Committee
- Gilda's Club Kansas City, Board of Directors (2018-present)