

# Molly Walsh Keppler

She/Her

## PARTNER

molly.keppler@stinson.com

Direct: 816.691.2633

Office: Kansas City



**Molly focuses her practice on representing and advising employers. She assists her clients by learning the unique needs of each client's business and working within that structure to achieve results without compromising the client's business objectives.**

Molly serves as a strategic legal adviser to her clients, providing practical business and legal solutions in all areas of employment law compliance. She regularly counsels and trains employers on a wide variety of matters, including hiring and firing, employment agreements, employment leaves, disability issues, discrimination, harassment, retaliation, and wage and hour compliance. Molly is also an experienced advisor, litigator, and negotiator who represents employers in state and federal court and before administrative agencies. Molly uses her litigation experience to provide realistic, commonsense advice. Clients appreciate Molly's knowledge and professionalism.

Molly works with a variety of employers, including many in the health care industry. She has served as outside counsel to a regional health care facility with seven locations, assisted health care industry clients with wage and hour guidance regarding exempt employees, and represented health care industry clients in cases of alleged discrimination and retaliation. She conducts internal investigations and audits and trains managers and employees on a range of compliance issues.

## PRACTICES & INDUSTRIES

Labor, Employment & Benefits

Business Litigation

Employment Litigation

## ADMISSIONS

Missouri, 2011

Kansas, 2009

U.S. District Court for the District of Colorado

U.S. District Court for the District of Kansas

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

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

U.S. Circuit Court of Appeals for the Tenth Circuit

## EDUCATION

University of Kansas, J.D., 2009

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Molly understands what daily life is like for employers. She brings this empathy into her legal practice with clients, whether she's providing day-to-day advice, conducting internal investigations or audits, or litigating claims.

University of Notre Dame, B.A., Film and Television, 2003

## EXPERIENCE

Defense of worldwide health care information technology company in nationwide class action and related collective action lawsuit alleging violation of federal and state wage and hour laws.

Defense of a full-service nationwide provider of distribution center, warehouse, and logistic needs in multiple actions challenging its independent contractor business model, including the simultaneous defense of Fair Labor Standards Act (FLSA) collective actions, state court class actions, and state administrative claims.

Defense of a six-plaintiff race discrimination case for a national restaurant chain alleging discriminatory demotion and discharge. Obtained summary judgment on five of the six plaintiffs and assisted in negotiation of a "walk away" settlement for the remaining plaintiff prior to trial.

Successfully defended two separate dismissals of Plaintiff's claims on appeal before the Tenth Circuit.

Briefed appeal to the U.S. Supreme Court.

Ten years of experience advising and defending administrative charges.

## RECOGNITIONS

Named a Missouri & Kansas *Super Lawyers*® Rising Star, 2019

## PROFESSIONAL & CIVIC ACTIVITIES

American Society for Health Care Human Resources Administration (ASHHRA)

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Society for Human Resource Management (SHRM)

Lawyers' Association of Kansas City, Board of Directors, 2018-Present

Lawyers' Association of Kansas City, Young Lawyers' Section

- Board of Directors, 2013-2017
- Public Service Officer, 2014-2015
- Vice President, 2015-2016
- President, 2016-2017

Kansas City Metropolitan Bar Association Leadership Academy

American Bar Association

Kansas Bar Association

Member of the Firm's Pro Bono Committee

Prior member of the Firm's Recruiting Committee and actively serves as a mentor to summer and full-time associates

## NEWS

Stinson's Pro Bono Nonprofit Legal Clinic Continues to Serve Kansas City-Area Communities  
06.29.2023

Dillon, Keppler Discuss Wage Transparency Laws in *Bloomberg* Column  
02.16.2023

Stinson Establishes Coronavirus Task Force to Support Clients  
03.12.2020

## SPEAKING ENGAGEMENTS

"New Challenges for HR," Stinson LLP Seminar Series, 2013-Present

"Performance Management: Disciplining, Documenting, and Investigating Employee Issues," November 2018

"Administrator Compliance Training," October 2018

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"EEO Compliance Training," 2014, 2017, 2018

"Wage and Hour Update: Where We've Been and What to Expect," SHRM, February 2017

"HR Issues and Concerns Facing Employers in 2015: Social Media," Missouri Bankers Association, Women Bankers Conference, April 2015

"Contractor Management Training – Independent Contractor Relationship and the Law," Hendy Industries Managing Team, Kansas City, March 2014

"Whistleblowing in the Technology Era," KC Chapter of Accounting and Financial Woman's Alliance Group, September 2013

Developments in Employment Law: Impacts on Diversity, Equity & Inclusion in the Workplace  
04.09.2024

2023 Business Law Update  
03.02.2023

New Challenges for HR in 2023 – St. Louis  
02.02.2023

New Challenges for HR in 2023 – Kansas City  
Kansas City, 01.26.2023

New Challenges for HR in 2022  
02.03.2022

Can't Touch This: Managing Return to Work Complications and Concerns Webinar  
05.14.2020

New Challenges for HR in 2020 - Kansas City  
Overland Park Convention Center, 02.13.2020

## PUBLICATIONS

Judicial Holdings Throw Vaccine Mandate Implementation into Disarray  
12.01.2021

OSHA Publishes Wide-Ranging Emergency Standard Formalizing Vaccination, Testing and/or Face Covering Requirements  
11.04.2021

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New Missouri Law Provides Job-Protected Leave for Victims of Domestic and Sexual Violence

10.14.2021

OSHA (Finally) Issues COVID-19 ETS Applicable to Healthcare Industry Along with Updated Guidance for All Workplaces

06.10.2021

Keep the Face Coverings On: Safe Workplace Considerations Remain as Mask Mandates Lifted

03.04.2021

Best Practices and Lessons Learned for Employers as Pandemic Continues into Fall

10.01.2020

New Order from Arizona Governor and New OSHA Guidance Put Multi-State Employers in a Quandary with Reopening Plans

06.19.2020

Return-to-Work Best Practices During the COVID-19 Pandemic

04.30.2020

DOL Issues Temporary Rule Promulgating Regulations on the FFCRA

04.03.2020

Federal Families First Coronavirus Response Act: Employer Leave Requirements

03.19.2020

Recommended Employer Response to Coronavirus Outbreak

02.28.2020

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