

# Stephanie N. Scheck

She/Her

## PARTNER

stephanie.scheck@stinson.com

Direct: 316.268.7948

Office: Wichita



Clients and peers praise Stephanie's work ethic, describing her as "quick to respond, attentive and very helpful with her opinions," "a diligent student of the law and a substantially effective trial lawyer" and "bright, responsive and a pleasure to work with," according to *Chambers USA*.

First and foremost a strategic legal advisor, Stephanie provides her clients with practical business and legal solutions in all areas of employment law compliance. Stephanie's focus is always on the business objectives of her clients in reaching the best possible outcome. Whether she is defending employment litigation cases, defending clients in wage and hour claims before the Department of Labor (DOL), or providing daily employment counseling on a variety of complex employment issues, including disability and religious accommodations, Stephanie takes a refreshingly straightforward approach when navigating challenging legal issues.

In addition to her broad-based litigation experience, Stephanie has specialty practice areas including representing clients in Affirmative Action Plan (AAP) audits and administrative claims before the Office of Federal Contract Compliance Programs (OFCCP) and related state agencies. She provides consulting, training and audits on a variety of employment law compliance issues, including consultation in the development and implementation of affirmative action plans, pay equity audits,

## PRACTICES & INDUSTRIES

Labor, Employment & Benefits  
Employment Litigation  
Government Contracts & Investigations  
Aviation & Aerospace  
Employment Investigations & Compliance  
Trade Secret Litigation  
Transportation

## ADMISSIONS

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

## EDUCATION

University of Kansas, J.D.  
• *Kansas Journal of Law & Public Policy*  
Kansas State University, B.S., Business Administration, Human Resources Management, *cum laude*

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diversity programs, personnel policies and procedures. Stephanie also represents companies in high-stakes internal investigations related to various employment and Title IX-related issues including sexual harassment, misconduct and assault investigations. In addition, she utilizes her experience to serve as lead labor and employment specialty counsel in M&A transactions as well as to advise on public company board diversity and ESG issues.

### EXPERIENCE

Stephanie has represented federal contractors and subcontractors throughout the United States in various industries, including transportation, rail, manufacturing, construction, health care, technology, food processing and energy, during affirmative action plan (AAP) audits and administrative proceedings before the OFCCP. Stephanie's experience includes full service preparation of affirmative action plans and related compliance assistance to successfully resolving OFCCP and state-related audits, including compensation focused audits, with no findings of discrimination and no requirement of back pay awards or offers to unsuccessful applicants. Stephanie has experience working with various offices of the OFCCP including Atlanta, Baltimore/Washington, Chicago, Kansas City, Houston, Minneapolis, Omaha, Philadelphia, Phoenix, San Diego, Seattle and St. Louis.

More than 25 years' experience successfully advising and defending employment administrative charges, litigation matters and matters before the 10th Circuit Court of Appeals for global aviation manufacturing company, including the defense and successful resolution of multiple OFCCP affirmative action plan audits and EEOC-filed disability discrimination class action lawsuit.

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

Successful defense of cases for a large, Kansas-based energy company for more than 20 years, including the defense of ADA discrimination and Title VII retaliation cases affirmed by the Tenth Circuit Court of Appeals; a state law whistleblower claim arising out the criminal trials of two former executives; federal court disability discrimination cases; worker's compensation retaliation cases; and OFCCP affirmative action plan audits.

### RECOGNITIONS

Consistently recognized in Best Lawyers in America® for Labor and Employment – Management and Litigation – Labor & Employment. Selected as a Lawyer of the Year in 2022 and received Women in the Law recognition in 2017.

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Recognized with the highest ranking in Chambers USA: America's Leading Lawyers for Business.

Listed as a Missouri/Kansas Super Lawyer® for Employment Litigation: Defense.

Nominated by her peers as one of the leading practitioners in her field in Who's Who Legal USA: Management Labor & Employment.

Received recognition in the Wichita Business Journal's Women Who Lead series.

Recognized for her community involvement by being selected to the Wichita Business Journal's 2003 "40 Under 40" recognition.

Awarded the "President's Award" in recognition for her service on the Wichita Bar Association's Diversity Action Plan Drafting Committee who worked to develop a Plan to promote diversity in the legal community in Wichita.

## PROFESSIONAL & CIVIC ACTIVITIES

Mark Arts, Board of Directors, 2022-present

Kansas and Wichita Women Attorneys Association

Society for Human Resource Management Member and Frequent Speaker

North Wichita YMCA, Advisory Board and Strong Kids Campaigner of the Year

Dress For Success Wichita, former President and Vice President

The Independent School, former member of the Board of Trustees

## NEWS

Stephanie Scheck Shares Career Journey, Offers Guidance and Insight in Women's History Month Q&A with *The Legal Intelligencer*

03.11.2024

*Wichita Business Journal* Highlights Scheck's Elevation to Office Managing Partner

01.25.2024

Stinson Names Scheck as Wichita Office Managing Partner

01.19.2024

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175 Stinson Attorneys Selected to the 2024 *Best Lawyers in America* List  
08.17.2023

*Chambers USA 2023 Legal Guide* Recognizes Stinson Attorneys and Practice Groups  
06.05.2023

152 Stinson Attorneys Selected to the 2023 *Best Lawyers in America* List  
08.18.2022

The 2022 *Chambers USA* Guide Recognizes Stinson Attorneys and Practice Groups  
06.02.2022

Stinson Recognized with "2021 Volunteer of the Year" Award by Wichita's Mark Arts  
04.01.2022

103 Stinson Attorneys Selected to the 2022 *Best Lawyers in America* List  
08.19.2021

Stinson and Association of Corporate Counsel Hold Virtual Nonprofit and Small Business Pro Bono Legal Clinic  
06.16.2021

*Chambers USA* Recognizes Stinson Attorneys and Practice Groups Nationwide  
05.25.2021

112 Stinson Attorneys Selected to the 2021 *Best Lawyers in America* List  
08.20.2020

*Chambers USA* Recognizes Stinson Attorneys and Practice Groups Nationwide  
04.29.2020

### **SPEAKING ENGAGEMENTS**

Stephanie speaks several times a year on various trending employment law topics. Below are some recent and representative presentations including:

- "New Challenges for HR - OFCCP Update" seminar series, 2008-2023
- "Equal Pay for Equal Work," Independent Bankers of Colorado, 2020
- "EEO Compliance and Positive Workplace Training," 2017-2023

Directors' Institute and 2024 Proxy Season Workshop  
11.09.2023

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New Challenges for HR in 2023 - Wichita  
02.08.2023

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

New Challenges for HR in 2022  
02.03.2022

New Challenges for HR in 2021  
02.04.2021

New Challenges for HR in 2020 - St. Louis  
Stinson LLP - St. Louis, 02.06.2020

New Challenges for HR in 2020 - Wichita  
Mark Arts Center, 01.28.2020

## PUBLICATIONS

["OFCCP Revises Directive on Pay Equity Audits/Compensation Analysis,"](#) *Stinson's Government Contracting Blog*, August 25, 2022

["OFCCP Adopts Two New Directives On Compliance Evaluations and Pay Equity Audits,"](#) *Stinson's Government Contracting Blog*, April 7, 2022

["New Executive Order May Require Contractors to Review Their Diversity and Inclusion Trainings,"](#) *Stinson's Government Contracting Matters Blog*, September 25, 2020

["Government Contractors Susceptible to Increased Liability as Joint Employers After Court Strikes Portions of DOL's New Joint-Employer Rule,"](#) *Stinson's Government Contracting Matters Blog*, September 17, 2020

["Are You Due for an OFCCP Audit?"](#) *Stinson's Government Contracting Matters Blog*, September 17, 2020

["Updates on EEO-1 Reports, Non-Binary Self-Identification, and VETS-4212 Reports,"](#) *Stinson's Government Contracting Matters Blog*, September 10, 2020

EEOC Releases its Final Rule for the Pregnant Workers Fairness Act Covering a Broad Range of Accommodations  
04.17.2024

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EEOC Proposes New Regulations For Pregnant Workers Fairness Act

08.14.2023

Supreme Court Clarifies Standard for Religious Accommodations

06.29.2023

New Protections for Pregnant and Nursing Employees

06.01.2023

Federal Contractors Must Update Voluntary Self-Identification of Disability Form

04.27.2023

OFCCP Contractor Portal Open Until June 29, 2023

04.03.2023

NLRB Ruling Renders Routine Confidentiality and Non-Disparagement Provision Unlawful

02.23.2023

Eleventh Circuit Court Upholds Stay of the Government Contractor Vaccine Mandate but Limits the Scope of its Injunction

08.29.2022

New Kansas Law Creates Uncertainty and Risk for Employers Complying with Federal COVID-19 Vaccination Requirements

11.24.2021

Mandatory COVID-19 Vaccination Rule for Government Contractors Continues to Develop

11.02.2021

City of Wichita Expands Discrimination Protections for Employees

10.13.2021

Vaccinations Required for Covered Federal Contractor Employees by December 8

09.27.2021

President Biden Sets Stage for Workplace Vaccination Game Changer

09.10.2021

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

06.10.2021

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2019 and 2020 EEO-1 Component 1 Data Collection is Now Open

04.29.2021

New Executive Order May Require Contractors to Review Their Diversity and Inclusion Trainings

09.25.2020

Colorado Employers Face a Bevy of New State Laws

03.12.2020

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