



## VAUGHN BURKHOLDER

PARTNER

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### PROFILE

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Mr. Burkholder represents employers involving ADA, FMLA, harassment, discrimination, wrongful termination, retaliation and other employment issues. He has been the lead defense counsel in numerous successful cases before the EEOC, KHRC and other administrative agencies, and has been the lead attorney for negotiations, settlement, and litigation of employee rights lawsuits. Mr. Burkholder also assists employers with employment policies and procedures, reductions-in-force, investigations, discipline, terminations, and all other workplace issues. A nationally recognized authority on employment law issues, Mr. Burkholder has been quoted in HR Magazine and in the Kansas City Business Journal. Mr. Burkholder enjoys Martindale-Hubbell Law Directory's highest "AV" rating for lawyers. He has been selected by his peers for inclusion in *The Best Lawyers in America*® for the last 20 years, and since 2008, the *Missouri & Kansas Super Lawyers*® list. In 2013, he was named by *Best Lawyers*® the Kansas City, KS Employment Law – Management "Lawyer of the Year." His peer memberships include the Kansas Association of Defense Counsel, on whose Board of Directors he has served, and the Defense Research Institute. Mr. Burkholder has also served on the Kansas Bar Foundation Board of Trustees.

### Education

- Creighton University School of Law (J.D., 1982)  
cum laude
- Midland University (B.A., 1977)  
summa cum laude

### Admissions

- Kansas (1982)

### PRACTICE AREAS

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- Employment & Labor
- Insurance Defense Litigation

- Administrative/Regulatory
- Governmental Liability

## PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

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- Recognized by *Best Lawyers*® as the 2013 Kansas City, KS Employment Law “Lawyer of the Year”
- Selected by peers for inclusion in *The Best Lawyers in America*® in the areas of Employment Law – Management, Litigation – Labor and Employment, and Workers’ Compensation Law – Employers, 1995-2019
- Selected for inclusion in Missouri & Kansas Super Lawyers® List, 2005, 2008-2014 (a Thomson Reuters business)
- Kansas Bar Association
- Kansas City Metropolitan Bar Association
- Johnson County Bar Association
- Kansas Bar Foundation Former Trustee
- Bar Register of Preeminent Lawyers
- Kansas Association of Defense Counsel Former Director

## PRESENTATIONS

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### 2018

- Not as Easy as One, Two, Three: How the FMLA, ADA, and Workers' Compensation Interact with Employee Leave of Absence and Return to Work (Foulston Siefkin LLP, HR Training Series)
- In the Beginning: What Every HR "Newbie" Needs to Know about Employment Law (Foulston Siefkin LLP, HR Training Series)
- #YouToo: In-House Counsel's Ethical Obligations in the Age of #MeToo (Foulston Siefkin LLP, Ethics Seminar for Corporate Counsel)

### 2015

- In the Beginning: What Every HR “Newbie” Needs to Know about Employment Law (Foulston Siefkin LLP, Employment Law Seminar)
- The Craziest Thing I Ever Heard: New Court Rulings and EEOC, NLRB, and DOL Activity that Every Employer Needs to Know About (Foulston Siefkin LLP, Employment Law Seminar)

### 2014

- How to Have Difficult Conversations with Employees (Foulston Siefkin LLP, Employment Law Seminar)
- Perspectives from a Plaintiff's Lawyer: Things Employers Do to Make My Job Easier (and More Profitable) (Foulston Siefkin LLP, Employment Law Seminar)

### 2013

- Employment Law Jeopardy (Foulston Siefkin, Employment Law Seminar)
- Employment Law Jeopardy (Foulston Siefkin, Employment Law Seminar)

## **2012**

- Ten Things Employers Do That Drive Their Lawyers Crazy (Foulston Siefkin Employment Law Seminar)
- Things HR Can Do Now to Take Advantage of the New Kansas Workers Comp Law (Foulston Siefkin, Foulston Siefkin Employment Law Seminar)

## **2010**

- For Ledbetter or Worse: Preventing, Finding, and Fixing Compensation Discrimination (Foulston Siefkin, Employment Law Seminar - Overland Park)
- Too Much Information: The Dangers of Twitter, Facebook, and Other Social Media for the Workplace (Association of Corporate Counsel of America)

## **2009**

- Disability Accommodation Revisited (Foulston Siefkin Employment Law Seminar)
- The Brave New World of Employment and Labor Law: The ADA Amendments Act (Association of Corporate Counsel of America)

## **2008**

- Decisions 2008 – Employment Law Update (Association of Corporate Counsel of America)
- HR 101 (Foulston Siefkin Employment Law Seminar)
- Immigration Update (Foulston Siefkin Employment Law Seminar)
- Hiring Master Class – 50 Legal Hurdles Facing Employers (M. Lee Smith/HR Hero Seminar)
- Kansas Legal- Dissecting a Discharge (Foulston Siefkin Employment Law Seminar)

## **PUBLICATIONS**

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### **2011**

- Worker Classifications Taking on New Importance  
-Ingram's Kansas City Business Magazine

### **2010**

- Quoted in Digital Divide: Employers Should Take Care Not to Cross Lines in Social Media Law -  
Corporate Counsel  
-Kansas City Business Journal

### **2009**

- Difficult Employment Decisions in the Downturn  
-A Business Perspective, The Wichita Eagle

**2007**

- Quoted in - Weapons Policies Under Fire  
-HR Magazine

**2004**

- Conduct unbecoming: what it takes (now) for a civil servant to be fired in Kansas  
-Kansas Employment Law Letter
- FMLA retaliation case fails because of employer's recordkeeping  
-Kansas Employment Law Letter

**2003**

- Employee injury sustained on 'holiday trip' covered by workers compensation  
-Kansas Employment Law Letter

**2000**

- Who wants to be a millionaire? Workers' Comp 'exclusive remedy' in jeopardy  
-Kansas Employment Law Letter