HUSCH BLACKWELL

Jenna Brofsky

PARTNER

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OVERVIEW

Clients benefit from having Jenna on their team, whether they need routine employment counseling or representation for complex litigation.

Jenna frequently advises employers on compliance with federal and state employment laws, including Title VII of the Civil Rights Act, the Equal Pay Act and the Americans with Disabilities Act (ADA), as well as numerous wage payment statutes. She enjoys helping her clients navigate the law and maintain a positive and productive workforce.

Jenna remains at-the-ready to conduct workplace investigations involving complaints by employees and third parties. She also advises on and litigates issues involving non-competition obligations.

Understanding that litigation can be an unwanted distraction, Jenna makes clients' problems her problems so clients can focus on running their businesses. She has experience in federal and state courts and represents clients in mediation and arbitration.

Jenna provides support to businesses and organizations across industries and is well-versed on employment issues that arise in healthcare specifically, as a member of the firm's healthcare group.

Industries

Education
Healthcare
Life Sciences

Services

Employment Class & Collective Actions
Employment Litigation Defense
HR Consultation & Training
Medical Staff & Governance
Non-Competes & Restrictive Covenants
Workplace Diversity, Equity, & Inclusion

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Case Study

Student Entrepreneur Launches Interplay With Pro Bono Assistance

Our team provided corporate, intellectual property, and employment law advice to help a young entrepreneur launch her business.

Featured Experience

Employer Wins Total Defense Victory in Discrimination Case

Jenna, as second chair of the trial team, won a trial victory for an employer that was sued by a former director-level employee who alleged 20 claims under state and federal anti-discrimination laws (Title VII, Section 1981, the Equal Pay Act and the Missouri Human Rights Act) and state tort claims for defamation and invasion of privacy and publicity. The employee alleged discrimination and harassment based on gender, religion, race and national origin, as well as retaliation. Before trial, upon the employer's motion, the court disposed of 13 claims. Following a week-long trial, the federal jury found in the employer's favor on all seven remaining claims of gender, race and national origin discrimination and retaliation under federal law.

Experience

- Successfully represented GEICO before the United States District Court for the District of Kansas and the United States Court of Appeals for the Tenth Circuit in a lawsuit where the plaintiff alleged race and disability discrimination, retaliation, and FMLA interference after GEICO terminated his employment for failing to obtain a state license, which was required for his position. In a published opinion, the panel upheld the District Court's grant of summary judgment in favor of GEICO, dismissing the claims. The Court reiterated that its job was not to "second guess" an employer's business judgment and that an employee must meet bona fide job requirements.

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Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Labor and Employment Law - Employee, 2024 and 2025
  - Labor and Employment Law - Management, 2024 and 2025
  - Litigation - Labor and Employment, 2024 and 2025
- *Benchmark Litigation*, 40 & Under List, 2024 and 2025
- Capital Pro Bono Honor Roll, High Honors, 2022
- *Missouri Lawyers Media*
  - Women's Justice Awards, Pro Bono Award, 2023
  - Up & Coming, 2020
- Capital Area Immigrants' Rights Coalition, 2016 Pro Bono Honor Roll
- *Kansas City Business Journal*, NextGen Leader, 2025

Education

- J.D., The George Washington University Law School
  - high honors
  - Order of the Coif
  - *The George Washington Law Review*
- B.A., Brandeis University
  - *magna cum laude*

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Admissions

- Missouri
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- Kansas
- U.S. District Court, District of Kansas
- District of Columbia
- New York

Community Leadership

Jenna serves her local community through her volunteer work on the City of Fairway, Kansas Parks and Recreation Committee, where she is helping develop a Master Parks Plan. Jenna proudly served as an elected member (and most recently Council President) of the Fairway City Council for five years.

Jenna also serves on the Board of Trustees and as Treasurer for Jewish Vocational Service (JVS), a local nonprofit that engages, encourages, and empowers refugees and immigrants to achieve social, cultural, and economic integration.

Additionally, Jenna is currently participating in Centurions, a two-year leadership program through the Kansas City Chamber of Commerce.

Previously, Jenna served as a coach for Girls on the Run at a local Kansas Public School. Girls on the Run is a program that seeks to inspire girls to be joyful, healthy, and confident using a fun, experience-based curriculum that creatively integrates running.

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2025 Benchmark Litigation - 40 & Under List

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