

**SEVENTEENTH ADDENDUM  
LEGAL SERVICES AGREEMENT**

**THIS SEVENTEENTH ADDENDUM TO AGREEMENT**, made and entering into on this \_\_\_\_\_ day of \_\_\_\_\_, 2023, by and between **JACKSON COUNTY, MISSOURI**, hereinafter “the County” and **HUSCH BLACKWELL, LLP**, 4801 Main Street, Suite 1000, Kansas City, MO 64112, hereinafter “Legal Counsel.”

WHEREAS, Legal Counsel has entered into a Legal Services Agreement dated March 27, 2013, whereunder Legal Counsel agreed to provide legal advice to the County in connection with general employment law, consultation, representation, and training; and,

WHEREAS, the parties now desire to include County-wide anti-harassment and anti-discrimination training as services rendered under this Agreement; and,

WHEREAS, Legal Counsel has submitted the Attached Proposal to Serve which constitutes the obligations of Legal Counsel for provision of the aforementioned services; and,

WHEREAS, the parties have agreed to the attached “Custom Course Training Agreement” and incorporate it as written;

NOW THEREFORE, in consideration of the foregoing and the terms and provisions herein contained, County and Legal Counsel respectively promise, covenant and agree with each other as follows:

1. Except as expressly provided herein, all provisions of the prior Legal Services Agreement dated March 27, 2013, and all previous addendums, shall remain in full force and effect pursuant to their terms.
2. The fee for these additional services shall not exceed the \$20,000 agreed upon price.

3. This Seventeenth Addendum shall be effective as of October 1, 2023, and shall remain in effect, together with the Agreement of March 27, 2013, and all previous addendums, until December 31, 2023.
4. This Seventeenth Addendum to Agreement, together with the Legal Services Agreement dated March 27, 2013, and all previous addendums, incorporates the entire understanding and agreement of the parties.

IN WITNESS WHEREOF, the parties hereto have signed and executed this Agreement on the date first written above.

HUSCH BLACKWELL, LLP

JACKSON COUNTY, MISSOURI

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Whitney Miller  
Chief Deputy County Counselor

ATTEST:

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Mary Jo Spino  
Clerk of the County Legislature

**REVENUE CERTIFICATE**

There is a balance otherwise unencumbered to the credit of the appropriation to which the expenditure is chargeable and there is a cash balance otherwise unencumbered in the treasury to the credit of the fund from which payment is to be made each sufficient to provide for the obligation herein authorized.

ACCOUNT NUMBER: 060 1101 56756  
ACCOUNT TITLE: Self Insurance Fund  
County Counselors  
Training Expense  
NOT TO EXCEED: \$20,000.00

\_\_\_\_\_  
Date

\_\_\_\_\_  
Sylvya Stevenson  
Chief Administrative Officer

**CUSTOM COURSE TRAINING AGREEMENT**

**Employee Anti-discrimination Training**

This training agreement is entered into by Jackson County, Missouri (Jackson County) and Husch Blackwell, LLP on \_\_\_\_\_, 2023.

Husch Blackwell, LLP agrees to provide the following training program as specified below and in the attached "Proposal to Serve," which is herein incorporated by reference.

Training Title	Discrimination and Harassment Training		
Dates	October 2023	Time	.75-1.0
No. of Sessions	16 (includes 2 virtual sessions)	Maximum Enrollment	1,500
Location(s)	Jackson County Facilities		
Trainers	Julianne Story; Paul Pautler; Ben McMillen; Rachel Kim; Michaeli Hennessy; Courtney Steelman		

**Covenants:**


A total of \$20,000.00 is due to Husch Blackwell, LLP upon invoice receipt at the completion of training.

Alterations to this training agreement require written consent from both Jackson County and Husch Blackwell, LLP.

Jackson County reserves the right to commence and terminate said training program at its discretion. However, if said training program is canceled less than 14 days before the agreed upon training commencement date, or scheduled training sessions, a sum of \$1,600.00 will be due to Husch Blackwell, LLP as a reimbursement for preparation costs and commitments made.

We, the undersigned, have affixed our name to this training agreement, and as such, have caused this document to now be in full force and effect.

Approved as to form.

  
\_\_\_\_\_  
Jackson County Counselor's Office

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Jackson County Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Husch Blackwell, LLP Representative

\_\_\_\_\_  
Date

# HUSCH BLACKWELL

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PROPOSAL TO SERVE

## Jackson County, Missouri



Employee Training on Discrimination, Harassment and Retaliation

November 2022

**Julianne Story, Partner**

4801 Main Street, Suite 1000

Kansas City, MO 64112

Direct: (816) 983-8230

[Julianne.Story@huschblackwell.com](mailto:Julianne.Story@huschblackwell.com)

## Our Labor & Employment Practice Team

Husch Blackwell's Labor & Employment team helps organizations navigate a full range of matters and compliance issues that are unique to their industry and subject to social and political scrutiny. Our experience includes discrimination, harassment, retaliation, contract and wage and hour disputes, employee benefits, compensation, and collective bargaining issues. We proactively counsel clients to implement policies and procedures that ensure compliance and avoid litigation, as well as provide training for managers, employees and human resources professionals.

Our Labor & Employment attorneys proactively counsel and assist clients in implementing mechanisms to effectively manage people and avoid litigation or similar adversarial situations. This includes designing policies and procedures aimed at effective compliance in the areas of employee responsibility, behavior and discipline. As the landscape of employment law often shifts rapidly, we routinely undertake review of employee handbooks and policies on behalf of our clients to ensure up-to-date policies and practices. Our experience also includes drafting and maintaining proper documentation to support disciplinary and termination decisions.

We analyze our clients' procedures to determine how they can best be modified and applied to improve financial conditions, enhance compliance, and avoid liabilities. The Labor & Employment team can help safeguard against problems with governmental agencies, charges, and lawsuits by assessing the processes an employer uses for compliance with statutory obligations, such as disability accommodation, payment or nonpayment of overtime, reporting and investigating employee complaints and concerns, and documenting hiring, disciplinary, and termination actions.

We regularly help employers manage risk and optimize performance by conducting training sessions for managers, non-managers, human resources professionals and in-house counsel on a myriad of labor and employment issues. Examples of topics include prevention of sexual and other unlawful harassment; investigation of internal complaints; navigating the complexities of the Americans With Disabilities Act and its interplay with short-and long-term disability benefits; workers' compensation and the Family Medical Leave Act; application of the Fair Labor Standards Act to managing employees; best hiring, disciplinary, and termination practices for supervisors; and, avoiding problems under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Employee Retirement Income Security Act (ERISA), whistleblower statutes, and the state and local regulatory environment.

## Discrimination and Harassment Training Proposal

We understand that Jackson County is seeking discrimination and harassment training for all employees – both managers and non-managers – and that the employee population is approximately 1,500 with approximately 10% in managerial or supervisory positions. We anticipate numerous training sessions so that there are no more than 50 attendees in the manager sessions and no more than 100 in the non-manager sessions.

The proposed flat fee for this training is \$20,000, which includes preparation of training materials and conducting three sessions for manager employees and thirteen sessions for non-manager employees, including two virtual sessions for remote employees.

This training will be provided by a combination of Husch Blackwell partners and associates: Julianne Story, Paul Pautler, Ben McMillen, Rachel Kim, Michaeli Hennessy, and Courtney Steelman. This team is well-versed and experienced in labor & employment, and they have conducted multiple training for a variety of clients on the at-issue subject matter. A brief summary of their experience is included below, and for more information, please click on the hyperlinked name of each attorney to be directed to their online details.

## Team Member Biographies



**Julianne Story, Partner** Julianne provides strategic counsel to clients navigating the ever-changing landscape of labor and employment law.

Julianne believes employers can often avoid problems by being proactive. She offers guidance on laws involving harassment, discrimination and retaliation; advises on leave issues under the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA); and counsels on wage and hour compliance. She advises clients across a wide variety of industries. Julianne knows that employment disputes distract clients from fulfilling the mission of their business and regularly conducts human resources audits and trainings to ensure effective HR practices. She also has significant experience in investigating all types of workplace misconduct and advises clients on strategies to minimize risk.



**Paul Pautler, Partner** Raised in a family of journalists, Paul built his successful 25-year labor and employment litigation practice on communication basics.

For 25 years, Paul has used media fundamentals to advocate for clients: lead with the important, get to the point and focus on credibility with the jury. He has tried cases and counseled clients in more than 25 states, the District of Columbia and the United Kingdom. Paul prevails for clients in jury trials of delicate harassment and discrimination cases. He also represents management clients in class and collective actions, complex employment lawsuits and arbitration proceedings. He represents clients across a broad range of industries.

Paul is a frequent speaker, trainer and author for business and professional organizations regarding employment obligations and management strategies.



# HUSCH BLACKWELL



**Ben McMillen, Partner** Litigating employment disputes, Ben also counsels on labor and employment issues for private and public employers.

Ben defends and guides employers on a wide array of workplace matters. An experienced litigator, Ben successfully represents clients in state and federal courtrooms and in arbitration hearings involving complex issues such as discrimination, harassment, retaliation, termination, compensation, non-compete agreements and safety. He also helps management navigate the requirements of collective bargaining agreements. Ben represents management at the bargaining table, at arbitration and before the National Labor Relations Board (NLRB). Clients rely on Ben's advice on day-to-day employment issues as they arise.

Ben provides presentations and training for companies on discrimination, harassment and other employment and labor-related topics. In addition, Ben offers consultation on company policies and assists with the preparation, revision and updating of employee handbooks.



**Rachel Kim, Senior Associate** Rachel defends and counsels employers in sensitive labor and employment matters.

Rachel represents employers facing labor and employment claims in state and federal courts and before administrative agencies such as the Equal Employment Opportunity Commission (EEOC) and the Missouri Commission on Human Rights (MCHR). In addition to rigorous defense, Rachel also provides proactive compliance counseling and internal investigations to avoid or mitigate sensitive issues. Rachel understands that internal handbooks, policies and training can decrease exposure and create win-win work environments that not only have legal benefits but may align with client business goals such as productivity or cost savings. As part of her practice, Rachel conducts trainings on employment discrimination and harassment topics.



**Michaeli Hennessy, Associate** Michaeli guides employers through the nexus of managing employees and workforce regulations. Preparedness, compliance, policies and training can be critical components, heading off problems before they develop. Michaeli monitors fast-moving local, state and federal guidance for employers so that she can guide the implementation of best practices regarding, among others: Title VII, Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA), Age Discrimination in Employment Act (ADEA) and the Families First Coronavirus Response Act (FFCRA).

# HUSCH BLACKWELL



**Courtney Steelman, Associate** Courtney puts her experience as an Assistant Attorney General and her logical thinking skills to work on behalf of clients in the courtroom.

Courtney focuses her practice on labor and employment law and business relations. She is a reliable advisor who works closely with clients, key media resources, special interest groups and co-workers. Thorough research and public speaking are second nature for Courtney as she navigates through pretrial, prepares for litigation and participates in mediation, arbitration or negotiation. She previously served as an Assistant Attorney General in the Litigation Section of the Missouri Attorney General's Office. Courtney regularly advises clients on a variety of employment law issues, reviews and drafts employment policies and conducts trainings on workplace compliance matters.