JKW LAWYERS

JENNINGS HAUG KELEHER MCLEOD WATERFALL LLP



720.509.0273

acs@jkwlawyers.com

3300 E 1st Avenue
Suite 590
Denver, CO 80206

Services

- Employment Law & Litigation
- Employment Law Advice and Counseling (link to Employment Law & Litigation)
- Drafting Employment Handbooks/Policies (link to Employment Law & Litigation)
- Litigation
- Appellate Practice
- Business Law
- Mediation & Arbitration

Adrienne Scheffey

Adrienne serves as Strategic counsel for employers and business executives navigating both routine and complex issues so that they can focus on what matters. Her areas of focus and extensive experience include:

- Wage & Hour Compliance and Litigation: FLSA audits, wage and hour class actions, overtime regulations, classification guidance, Colorado's wage and hour laws, and policy development.
- Employment Defense: Defending against discrimination, harassment, wrongful termination, and retaliation claims with extensive experience with claims arising out of the ADA, FMLA, Title VII, CADA.
- Classification Matters: Independent contractor agreements, exempt vs. non-exempt determinations, and other everyday issues that can help businesses minimize their risks.
- Preventive Counseling: Policy drafting, training programs, and compliance strategies.
- Severance and Employment Agreement Drafting and Negotiation.

Adrienne is regularly called upon by clients to advise on all phases and aspects of common employment issues, including initial counseling, agency proceedings, and in court. Because of her depth of knowledge, she serves as a trusted advisor for many small and large businesses.

In addition, Adrienne has conducted multiple internal investigations related to employee misconduct and has helped guide businesses through the complexities of adverse findings. She understands that when an issue arises, it is important to quickly investigate the potential wrongdoing and minimize the impact on the business and its team. When businesses require internal investigations, Adrienne effectively and efficiently develops and implements an investigation plan.

Clients also rely on Adrienne for her broad civil trial experience. She frequently advises clients through each phase of litigation and trial, when necessary. Her trial experience ranges from representing clients in single plaintiff matters in state courts and arbitration to managing trial teams on multi-million-dollar class actions in federal courts throughout the Western United States. Adrienne also frequently assists clients and litigation teams during complex litigation by helping to find and develop creative solutions for difficult issues, including those where the stakes are highest, like "Bet-the-Company" litigation.

(Continued)

Proactive Partnership Approach

Adrienne believes that the best employment law strategy is prevention. By working closely with HR teams and management, she helps clients establish robust policies, conduct regular compliance audits, and provide ongoing training to minimize workplace disputes before they arise. When litigation is unavoidable, she provides aggressive, strategic defense tailored to each client's business objectives.

Industry Experience

- Healthcare & Medical Practices
- Technology & Startups
- Manufacturing & Industrial
- Retail & Hospitality
- Professional Services
- Staffing and People Management
- Non-Profit Organizations

Prior to joining JKW, Adrienne worked for both national and local law firms where she served clients across the country. She also clerked at the Colorado Court of Appeals with the Honorable Judge Freyre as a new attorney.

Adrienne is an avid Denver Broncos and Colorado Buffaloes fan. When she is not cheering on her favorite teams, Adrienne enjoys spending time with her dogs, her daughter, and her husband, appreciating all that Colorado has to offer.

Representative Engagements

- Successfully defended companies in multiple wage and hour class action lawsuit, using creative procedural mechanisms to reduce exposure.
- Decertified a nationwide class action in a hotly contested case.
- Conducted over 40 workplace investigations.
- Achieved favorable settlements in high-stakes employment disputes.
- Assisted several large employers with compliance audits for employee misclassification and assisted with the transition of misclassified employees to the correct status.

Bar Admissions

- Colorado
- Tenth Circuit Court of Appeals
- U.S. District Court, District of Colorado
- Northern District of Illinois
- Western District of Michigan
- Massachusetts

Education

University of Miami School of Law, summa cum laude, J.D. (2015)

University of Colorado, B.A. political science

Seminars & Presentations

Adrienne frequently speaks on various areas of employment law to local and national groups, ranging from general business groups and human resources associations. She also provides presentations for companies seeking to increase their knowledge of the law and compliance and routinely presents legal updates to her local bar association's employment law section.