



(She/Her)

Principal, St. Louis

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Stephanie O. Zorn is a principal in the St. Louis, Missouri, office of Jackson Lewis P.C.

Stephanie has over twenty years of experience representing management in employee benefits and employment matters, both as in-house counsel and in private practice.

Stephanie is co-lead of the firm's Transactional Services group and spends a substantial amount of her practice assisting clients with the employment and employee benefits matters implicated in mergers and acquisitions, with a special focus on clients in the private equity, technology, consumer goods, manufacturing and healthcare sectors. Stephanie leads due diligence review, the drafting and negotiation of definitive deal documents, insurer and co-investor interface and closing and post-closing business integrations.

Stephanie's employee benefits practice includes assisting clients with all aspects of a broad range of plans including retirement plans, health and welfare plans, nonqualified plans, executive compensation plans, severance plans and voluntary early retirement plans. Stephanie also defends plans and plan administrators in disability, group health plan and life insurance claim litigation including ERISA section 502(a)(1)(B) and (a)(3) claims. Stephanie's practice also includes counseling clients on Internal Revenue Code, ERISA, COBRA, ACA, HIPAA and fiduciary compliance including investment selection, service provider reviews and plan committee issues.

Stephanie's employment practice consists of counseling employers in connection with discrimination, harassment, disability accommodations, family and medical leave and wage and hour matters. Stephanie also assists clients with reductions in force and reorganizations, noncompete and confidentiality agreements, retention agreements, service provider classification, outsourcing and international labor and employment matters.

Stephanie is a frequent speaker on employee benefits and employment law issues.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" and "Litigation - Labor and Employment" (2018-present)
- *Legal 500 USA*, "Recommended Attorney" (2017)

Practices

- Financial Services
- Employee Benefits
- Transactional Services
- Private Equity

Education

- New York University School of Law, LL.M.
- Hamline University School of Law, J.D.
- Macalester College, B.A.

Admitted to Practice

- 6th Circuit Court of Appeals 2021
- 8th Circuit Court of Appeals 1996
- Missouri - E.D. Mo. 2014
- Missouri 1995