

**Stephanie Gantman Kaplan | Partner**  
Labor & Employment

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## **VICE CHAIR, LABOR & EMPLOYMENT PRACTICE GROUP**

Stephanie Kaplan concentrates her practice in employment litigation, counseling, and deals. Through proactive training and thoughtful auditing of employment policies, Stephanie works with clients to develop best practices and limit legal exposure. She advises and defends companies nationally on a variety of matters, including:

- Litigating and conducting internal investigations on behalf of employers involving discrimination, harassment, retaliation, ADEA, ADA, FMLA, wage claims, and restrictive covenants in federal and state courts, and administrative agencies when applicable
- Managing audits and investigations by federal agencies, such as DOL audits of wage-related issues
- Advising on employment policies and practices
- Assisting with litigation avoidance
- Drafting and negotiating executive employment agreements and restrictive covenants
- Drafting and negotiating separation agreements
- Advising on reductions in force

Stephanie previously served as a federal law clerk to the Honorable Joel H. Slomsky of the United States District Court, Eastern District of Pennsylvania. She has also spoken at labor and employment law seminars and presentations, including at the Pennsylvania Bar Institute on “A Behind the Scenes Look at Employment Litigation in Federal Court.”

## Admissions

- Pennsylvania
- New Jersey
- U.S. District Court - Eastern District of Pennsylvania
- U.S. District Court - New Jersey
- U.S. District Court - Middle District of Pennsylvania

## Education

- University of Pennsylvania, BA, magna cum laude
- George Washington University Law School, JD

## Recognitions

- 2024–2025, Litigation - Labor and Employment in Philadelphia, listed in *Best Lawyers in America*®
- 2020, “Best of the Bar: Employment Litigation,” listed in the *Philadelphia Business Journal*
- 2017, “Millennial to Watch in Law,” listed in *Philadelphia Business Journal*
- 2017, “Lawyer on the Fast Track,” listed in *The Legal Intelligencer*

## Professional Activities

Stephanie is a child advocate who represents abused and neglected children in Philadelphia through the Support Center for Child Advocates. She was named to the First Judicial District of Pennsylvania’s Pro Bono Honor Roll in 2010 through 2014, and 2016 through 2017, and received the 2014 Blank Rome Pro Bono Hero award for her work. Stephanie is also active in her local community, serving as a member of both the Anti-Defamation League and the Jewish Federation of Greater Philadelphia.

Stephanie is also a member of the Temple American Inn of Court and the Philadelphia Bar Association.

## Languages

- Hebrew