

## LAUREN M. SOBASKI

Partner

Kansas City

816.460.1237

816.842.8767



### Service Focus

- Litigation and Trials
- Wage and Hour
- Workplace Investigations

### Industry Focus

- Automotive Dealership
- Energy
- PEO
- Sports

## OVERVIEW

Lauren Sobaski focuses her practice on employment discrimination and related litigation, employment law training, wage and hour law, and business immigration compliance. Prior to engaging in the practice of law, Lauren spent 15 years in human resource management. This experience gives her a unique insight into the employment law matters that are most important to her clients. Lauren's significant career in human resources positions her well to work with her clients to identify and obtain practical business solutions to their toughest employment issues.

Lauren regularly advises employers with business compliance matters, including representing clients during government audits by the U.S. Department of Homeland Security (DHS), the U.S. Department of Justice (DOJ), and the U.S. Department of

Labor's Wage & Hour Division (WHD). She also conducts I-9 and E-Verify compliance training, performs I-9 audits and speaks on workplace immigration topics.

Lauren is a certified Senior Professional in Human Resources (SPHR), which is issued by the Human Resource Certification Institute, and a Society of Human Resource Management Senior Certified Professional (SHRM-SCP).

During law school, Lauren served as a judicial intern to the Honorable Fernando J. Gaitan, Jr. in the U.S. District Court, Western District of Missouri. She also interned at the U.S. Department of Labor Office of the Solicitor, where she worked on OSHA and wage and hour investigations.

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## Credentials

### Education

- University of Missouri-Kansas City School of Law, J.D.
- Kansas State University, M.S.
- Bates College, B.A.

### Bar Admissions

- Kansas
- Missouri

### Court Admissions

- Kansas Supreme Court
- Missouri Supreme Court
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Kansas
- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the Western District of Missouri

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## Recognitions

- Recognized in *The Best Lawyers in America, Ones to Watch* (2023 - 2026)
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## Affiliations

### Professional Activities

- Board of Directors, Lee's Summit Chamber of Commerce
- Member, Society for Human Resource Management (SHRM)
- SPHR, Senior Professional in Human Resources. Human Resource Certification Institute
- SHRM-SCP, Society of Human Resource Management Senior Certified Professional
- Member, Missouri Automobile Dealers Association
- Member, New England Small College Athletic Conference, Kansas City Alumni Chapter
- Member, National Association of Professional Employer Organizations (NAPEO)

### Community Activities

- Board Member, Kansas City Metro Girls Lacrosse Association

## INSIGHTS

### Insights

Dec 29, 2025

What Employers Need to Know About Missouri's January 1 Minimum Wage Increase: 3 Practical Tips for Compliance

### Insights

Dec 5, 2025

Comprehensive Checklist to Help Businesses Prepare for Soccer's 2026 World Cup

**Event**

**Oct 30, 2025**

2025 Mo-Kan Labor and Employment Seminar

**Insights**

**Apr 30, 2025**

Missouri Paid Sick Leave to Take Effect May 1: An Employer's Compliance Checklist

**Insights**

**Jan 9, 2025**

Comprehensive Checklist to Help Businesses Prepare for Soccer's 2026 World Cup

**Event**

**Dec 11, 2024**

Brace for Big Changes: Navigating Missouri's New Minimum Wage and Sick Leave Laws