



## KAREN L. ODASH

Associate

Philadelphia / Minneapolis

610.230.2165

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### Service Focus

- AI, Data, and Analytics
- Counseling and Advice
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials

### Industry Focus

- Financial Services

## OVERVIEW

Karen L. Odash is an associate in the firm's Philadelphia and Minneapolis offices, where she advises employers on the full spectrum of labor and employment matters. As a key member of the firm's Artificial Intelligence Team, she helps employers navigate the rapidly evolving intersection of AI and the workplace—offering guidance on compliance, risk mitigation, and best practices for implementing AI-driven technologies in hiring, performance management, and other workforce functions.

Karen is a frequent speaker and author on cutting-edge employment and AI topics. She regularly conducts trainings for HR professionals and in-house legal teams and

contributes insights on emerging developments in workplace law. She is well-versed in the complex legal and practical issues surrounding AI's use in the employment context.

Her practice also encompasses a wide range of traditional employment law matters, including defending Title VII discrimination and harassment claims, litigating restrictive covenant and trade secret disputes, and counseling employers on day-to-day workplace issues such as hiring, termination, policies, and regulatory compliance. She represents clients in both district and appellate courts and has worked on hundreds of arbitrations before the Financial Industry Regulatory Authority (FINRA), including trade secret and non-compete matters, U5 defamation and expungement matters, and employment arbitrations involving allegations of wrongful termination, discrimination, and harassment.

Before earning her law degree, Karen spent a decade at a nationally recognized securities broker-dealer, ultimately serving as Director of Legal Programs. In that role, she advised corporate and field leadership on high-stakes employment issues, recruiting practices, and restrictive covenant enforcement, and she played a key role in developing national risk management policies and workforce programs. Earlier in her career, she worked as a paralegal in employment and litigation, giving her a strong foundation for anticipating challenges and crafting proactive solutions for her clients.

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## Credentials

### Education

- Mitchell Hamline School of Law, J.D., 2020
- University of Minnesota, B.A., 2005

### Bar Admissions

- Pennsylvania
- Minnesota

### Court Admissions

- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania

- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the District of Minnesota

## INSIGHTS

**Insights**

**Feb 19, 2026**

Labor Department Shows Employers How to Boost AI Literacy for Workers: Your Guide to New Training Framework

**Event**

**Dec 8, 2025**

FP AI Forum: How to Hire Someone With Real AI Skills in a Sea of Buzzwords

**Insights**

**Nov 17, 2025**

What AI Skills Should Hiring Employers Look For? How to Define and Seek Out Workers with "AI Literacy"

**Insights**

**Sep 11, 2025**

Government Puts AI Companies on Notice About Boastful Advertising: 5 Practical Lessons for the Tech Sector

**Insights**

**Aug 15, 2025**

Another Employer Faces AI Hiring Bias Lawsuit: 10 Actions You Can Take to Prevent AI Litigation

Republished Insight: Federal Appeals Court Rejects Remote Worker's State Law Claim Based on Physical Presence: Key Takeaways for Employers