



## **Karen L. Odash**

### ***Associate***

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Email



### ***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 provides strategic counsel on a broad spectrum of labor and employment matters. She is a key member of the firm's Artificial Intelligence Team and regularly advises clients on the evolving intersection of AI and the workplace, helping employers to navigate compliance, risk mitigation, and best practices in implementing AI-driven technologies. Karen is well-versed in the legal (and practical) complexities that surround AI in the workplace, frequently conducts trainings on a variety of employment topics, and prepares legal Insights on breaking developments.

Karen's practice spans a range of employment law issues, including Title VII claims such as sexual discrimination and harassment, in addition to disputes involving restrictive covenants, and trade secrets. She provides day-to-day guidance on hiring, termination, workplace policies, and regulatory compliance, while also representing clients in litigation in both district and appellate courts.

Before earning her law degree, Karen built a distinguished career in the legal field, gaining more than a decade of experience for a Fortune 250 financial services company, including serving most recently as the Director of Legal Programs. In that role, she focused extensively on employment law,

recruiting practices, compliance, and restrictive covenant enforcement, as well as advised corporate leadership on risk management and developed policies and procedures. Karen's prior background as a paralegal in employment law and litigation has further strengthened her ability to anticipate challenges and craft proactive solutions for her clients.

## ***Credentials***

### **Education**

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

### **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***

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INSIGHTS

04/16/25

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

Gregory D. Ballew, Karen L. Odash

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NEWS

03/31/25

### **Republished Insight: Employer FAQs About AI Agents**

Karen L. Odash, Brett P. Owens, David J. Walton, Erica G. Wilson

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INSIGHTS

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### **AI Screening Systems Face Fresh Scrutiny: 6 Key Takeaways From Claims Filed Against Hiring Technology Company**

Vance O. Knapp, Karen L. Odash

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## **Attorney Discusses the Dangers of Relying on AI-Powered Hiring Tools**

Karen L. Odash

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02/06/25

## **There is Nothing Artificial about the Impact of AI on the Workplace**

Karen L. Odash, Christina M. Michael

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INSIGHTS

01/17/25

## **Employer FAQs About AI Agents**

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NEWS

11/20/24

## **Republished Insight: New Study Shows AI Resume Screeners Prefer White Male Candidates: Your 5-Step Blueprint to Prevent AI Discrimination in Hiring**

Amanda M. Blair, Karen L. Odash

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INSIGHTS

11/11/24

## **New Study Shows AI Resume Screeners Prefer White Male Candidates: Your 5-Step Blueprint to Prevent AI Discrimination in Hiring**

Amanda M. Blair, Karen L. Odash

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EVENT

11/06/24

## **The Intersection of Law and Technology**

Karen L. Odash

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INSIGHTS

10/04/24

## **Workplace Law Update: 10 Essential Items on Your October To-Do List**

Kathleen McLeod Caminiti, Jessica D. Causgrove, Leanne Lane Coyle, Jonathan Crook, Katherine M. DiCicco, Kate Dedenbach, Benjamin M. Ebbink, Lauren G. Goetzl, Rick Grimaldi, Rosa Hernandez, Danielle M. Kays, Madison Keller, Danielle Krauthamer Zobel, Braden Lawes, Emily N. Litzinger, Kile E. Marks, Eleanor F. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Lizbeth Ochoa, Karen L. Odash, Monica Snyder Perl, Deniz Uzel Reilly, Robert M. Robenalt, Rachel Song, Shane Stover, Serineh Terzyan, Megan E. Walker, David J. Walton, Sarah Wieselthier, David Witkin

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