



# Karen Vladeck

PARTNER

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Karen represents corporate, start-up, and non-profit clients in the resolution of disputes pending before the EEOC, state employment agencies, and state and federal court. Karen has extensive practice defending employers against claims involving Title VII, the ADEA, the ADA, the Pregnancy Discrimination Act, the FLSA, and the False Claims Act. Karen also counsels clients to seamlessly accomplish the on-boarding and termination of employees, reductions in force (RIFs), the development of employee handbooks and policies, resolution of medical and disability leave issues, conducting internal investigations, and compliance with state and federal wage statutes, among other issues. She also represents individual clients seeking advice on employment and severance agreements. Karen has worked with clients across an array of industries, including hospitality, fashion and luxury goods, higher education, real estate, sports, insurance, television, technology startups, trade associations, and non-profits.

Karen began her career as a law clerk for Chief Judge Mary Ellen Barbera of the Court of Appeals of Maryland. After that, she practiced in the Washington, DC office of Arent Fox LLP before moving to Texas in 2016. Karen has been recognized as a Thomson Reuters Super Lawyers "Rising Star" (Washington, DC – 2014, 2015 and Texas – 2017, 2018). Karen and her husband Stephen, a professor at the University of Texas School of Law, live in Austin with their two daughters.

## Education

- University of Miami School of Law (J.D., Magna Cum Laude; Order of the Coif; Soia Mentschikoff full scholarship recipient)
- Cornell University (B.S., Industrial and Labor Relations)

## Bar & Court Admissions

- Bar & Court Admissions
- Maryland (2009)
- District of Columbia (2011)
- Virginia (2012 – Inactive)
- Texas (2016)
- The U.S. Supreme Court
- The U.S. Courts of Appeals for the Fourth and Fifth Circuits
- The U.S. District Courts for the Western and Northern Districts of Texas, the District of Maryland, the District of Columbia, and the Eastern District of Virginia

## Clerkship

- The Honorable Mary Ellen Barbera, Chief Judge, Court of Appeals of Maryland (2009-2010)

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## Professional Activities

- Code2College (Board Member)
- Travis County Women's Lawyers (Member)
- Mother Attorneys Mentoring Association (MAMAs Austin) (Member)
- Texas State Bar Association (Member)
- Texas Bar Foundation (Fellow)

## Publications/Recognitions

- Super Lawyers Rising Star (Washington DC) – 2015, 2016
- Super Lawyers Rising Star (Texas) – 2017, 2018