



Karen DuWaldt

Counsel

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Karen DuWaldt is Counsel in the Litigation practice group, focusing on labor and employment issues. She practices out of the Firm's office in Denver, Colorado.

Karen has extensive experience in the labor and employment arena. From providing employment advice and counseling, training, and litigation and dispute resolution services, to advising on sensitive, high-profile employment matters, she is the attorney clients want in their corner. Karen's years as an in-house lawyer, leading the employment, labor and benefits law group for a Fortune 500 company, make her particularly attuned to her clients' needs for practical, workable solutions. She is well-versed in employment, labor, wage and hour, executive compensation, and benefits law issues and is always available to her clients when issues arise. In addition to providing day-to-day advice on the never-ending challenges arising in the workplace, Karen drafts policies and handbooks, conducts investigations and responds to agency complaints of discrimination and other types of misconduct, drafts and negotiates executive employment and separation agreements, advises on layoffs, conducts wage and hour audits and job analyses, and handles all types of employment litigation and administrative agency matters.

Karen is also very active in the community. She is co-chair of the Denver Career Services Board, which oversees the Office of Human Resources and Career Service Hearing Office for the City and County of Denver. Since 2010, she has served as a volunteer Guardian ad Litem in numerous cases for the Rocky Mountain Children's Law Center, where she represents the interests of children in domestic violence cases. She was one of the founders of a pro bono program providing legal services to clients of The Gathering Place, and has provided legal services to women, transgender individuals, and their children who are experiencing poverty and homelessness for more than 30 years.

When Karen finds some free time, she enjoys playing the flute, traveling, hiking, gardening, and riding a tandem bicycle with her husband.

Awards

- *Colorado Super Lawyers®* in the areas of Employment & Labor: Employer and Employment Litigation: Defense (2018-Present)
- Named Denver Bar Association's "Volunteer Lawyer of the Year" (2002)

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Work History

- Jackson Kelly PLLC (2021-Present)
- Hensen | DuWaldt, Partner (2020-2021)
- Kiovsky | DuWaldt LLC, Partner (2010-2021)

- Law Office of Karen DuWaldt (2009-2010)
- Qwest Corporation, Vice President and Deputy General Counsel (1999-2009)
- Williams, Youle & Koenigs, P.C., Shareholder (1991-1999)
- Sherman & Howard, Associate (1986-1991)

Practices

- Labor & Employment
- Litigation

Education

- University of Buffalo School of Law (J.D., 1986)
 - *Buffalo Law Review*, Editor-in-Chief
 - Philip J. Halpern Award for Excellence in Writing
 - Moot Court Board
- State University of New York at Fredonia (B.S. in Economics, Business Administration, *magna cum laude*, 1983)
 - Omicron Delta Epsilon (Economics Honor Society)

Admissions

- Colorado (1986)
- U.S. District Court, District of Colorado (1987)
- U.S. Court of Appeals, Tenth Circuit (1987)

Community

- Into Your Hands Africa, Board of Directors (2018-Present)
- Denver Career Services Board, Co-chair (2017-Present)
- Rocky Mountain Children's Law Center, Guardian ad Litem Volunteer (2010-Present)
- The Gathering Place, Pro Bono Legal Services Volunteer (1988-Present); Board of Directors (2004-2010)