

## Karen Reinhold

Shareholder

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- **Industries**

- Banking & Financial Services
- Food & Beverage
- Industrial & Manufacturing
- Retail
- Technology

- **Services**

- Employment & Labor Law
- Litigation

## Overview

Karen Reinhold is the Co chair of Hopkins & Carley's Employment Law Practice. Karen primarily represents employers and executives on matters related to the employment relationship.

Karen provides advice and counsel, and also serves as lead counsel in litigation on a broad range of employment issues. Karen has successfully tried many cases to jury verdict in state and federal court or to successful conclusion in arbitration. Karen counsels clients and represents clients in litigation regarding the following issues:

- Employee mobility and restrictive covenants
- Protection of trade secrets
- Compliance with the Labor Code
- Discrimination
- Sexual harassment
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Employment contracts

- Leave of absence issues
- Termination of employment
- Wage and hour compliance

Prior to Hopkins & Carley, Karen served for 15 years as in house employment and trial counsel for a large publicly-traded corporation and also practiced law for many years with a large multinational law firm.

## Experience

- Represented a co founder against the company that acquired his start up; obtained a binding arbitration award in favor of the co founder after the acquiring company failed to honor a restricted stock agreement signed during the acquisition.
- Represented a group of game designers when they left their employment to join a competing game company and were sued for misappropriation of trade secrets, unfair competition, fraud, conversion and breach of contract by their former employer.
- Representing an employer, obtained a defense jury verdict in federal court against claims by a supervisor that he had been discriminated against based on age and national origin.
- Obtained a defense jury verdict in state court for a company against a whistle-blower contractor who claimed that the company had intentionally interfered with his employment relationship.
- Obtained a defense jury verdict in state court against an employee with 30 years of service who claimed that he was terminated because of his age and in retaliation for filing a discrimination charge.

## Insights

### Publications

- "Time For California Employers To Check Hours Worked Policies," *Law360*, January 2015
- "Employee Wellness Programs a Plus, But Have Hurdles," *Daily Journal*, November 2014
- "Putting California Workplace Bullies in Their Place," *Law360*, October 2014
- "EEOC Now Taking Aggressive Position on Severance Agreements," *Daily Journal*, June 2014
- "To Sit, or Not to Sit? Question Answered," *Daily Journal*, April 2014
- "Frontier: Litigating Restrictive Covenants in Employment," *Daily Journal*, January 2014

## Speaking Engagements

- "Hiring Correctly to Avoid Tax and Other Legal Problems," IRS SJSU Small Business Tax Institute Conference on Tax Strategies for Small Business Success, June 2015

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- “Restrictive Covenants: Enforcing Non-Solicitation, Non-Compete and No-Hire Clauses,” NCHRA HR West Conference, 2014
- “Why Employers With a Non-Union Workforce Should Worry About the NLRB,” NCHRA HR West Conference, 2013
- “Managing the Risks of Social Media in the Workplace,” NCHRA Legal & Legislative Conference, 2013
- “Key Topics in Wage & Hour Law,” NCHRA Total Rewards Conference, 2012
- “Overview of Employment-Related Legal Issues for Emerging Companies,” California Program for Entrepreneurship, 2011 and 2010
- All-Hands Meeting, Silicon Valley Association of General Counsel, 2013 and 2010

## Bar Admissions

- State Bar of California

## Education

- J.D., (cum laude), Santa Clara University
- B.A., Political Science, University of California, Riverside