

Partner, Los Angeles

Labor and Employment Law



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Education

J.D., Harvard Law School, 1987

B.A., University of California,
Los Angeles, 1984 (*magna cum laude*)

Bar Admissions

California

Associations

Board of Directors, Los Angeles
Regional Food Bank

Publications

"Status of Recent Federal and NYC
Workplace Vaccination and Testing
Mandates," *Skadden, Arps, Slate,
Meagher & Flom LLP*, January 3, 2022

"Ninth Circuit Largely Upholds
Controversial California Law Targeting
Employer-Mandated Arbitration
Agreements," *Reuters*, October 1, 2021

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Karen Corman's diverse practice covers a broad range of labor and employment matters. Ms. Corman's litigation experience includes defending employers in both federal and state court in individual and class action wage and hour, discrimination, harassment and retaliation litigation, as well as in arbitration and mediation, including:

- class actions brought in state court on behalf of employees claiming to have been misclassified as exempt and on behalf of exempt and nonexempt employees claiming unpaid overtime and vacation wages and meal and rest break violations;
- a putative class action charging that an employer's recognition of economic losses under its net profit-based bonus plan resulted in illegal deductions from employee pay;
- a class action by the Equal Employment Opportunity Commission charging a popular local hotel with racially discriminatory recruitment and hiring practices; and
- obtaining summary adjudication of a former employee's key claims against an entertainment industry trade association in a retaliatory discharge suit implicating high-profile movie industry figures.

Ms. Corman has represented clients before federal and state agencies, including the EEOC, state human rights agencies, the IRS and the U.S. Department of Labor, including:

- successfully settling a threatened race and sex harassment "affected class" action by the EEOC against a national restaurant employer;
- representing restaurant and retail employers in wage and hour compliance audits by state and federal departments of labor; and
- establishing the classification of workers as independent contractors before the IRS and various state employment tax agencies.

An important focus of Ms. Corman's practice is prevention through counseling, compliance audits and training. She regularly consults with clients in training management regarding hiring practices, sexual harassment laws and other employment laws. In addition, she assists employers with developing workplace policies and procedures, and advises a variety of clients on ESG-related matters, including conducting pay equity reviews.

Ms. Corman regularly advises employers regarding employment contracts, arbitration agreements and restrictive covenants designed to prevent theft of trade secrets and protect their customer base, and assists in conducting workplace internal investigations and planning and implementing reductions in force. She has extensive experience in the employment aspects of business transactions, including conducting due diligence, drafting and negotiating employment, consulting and severance agreements, and structuring transitional services agreements. Among her recent matters, she represented Intel Corporation in its \$4.2 billion spin-off and joint venture with TPG Capital, L.P. to form the independent cybersecurity company McAfee.

Ms. Corman has been recognized in *Chambers USA*, named one of the leading U.S. Corporate Employment Lawyers by Lawdragon and named to the Most Powerful Employment Attorneys list by Human Resource Executive. She also has been repeatedly listed in *The Best Lawyers in America*, recognized by *Los Angeles and Orange County Business of Law Magazine* as a Legal Visionary, and named among the Top Labor & Employment Attorneys in California by the *Daily Journal*, in addition to being named one of the Most Influential Women Lawyers by the *Los Angeles Business Journal*. Ms. Corman was a key member of the

deal teams recognized by the *Daily Journal* with California Lawyer Attorneys of the Year (CLAY) awards for innovative work on behalf of Livongo Health, Inc. in its \$18.5 billion acquisition by Teladoc Health, Inc., the largest-ever M&A transaction in the digital health sector (2021); Intel Corporation in its acquisition of Mobileye N.V. (2018); and Broadcom Corporation in its acquisition by Avago Technologies (2016).

Publications, cont.

“Prop 22 Ruling Adds Uncertainty to Sizeable Industry,” *Daily Journal*, August 31, 2021

“Key Labor Considerations for Return-to-Office Plans,” *Skadden, Arps, Slate, Meagher & Flom LLP*, June 28, 2021

“Four Questions on Directors’ Minds as the World Returns to Work,” *Skadden’s The Informed Board*, June 16, 2021

“A Closer Look at the New Exemptions to AB 5,” *Daily Journal*, September 21, 2020

“Answering the Call for Pay Equity,” *Daily Journal*, September 10, 2020

“City of Los Angeles Enacts COVID-19-Related Ordinances Regarding Worker Rights of Recall and Retention,” *Skadden, Arps, Slate, Meagher & Flom LLP*, May 2020

“Considerations for Returning to Workplaces in the Wake of COVID-19,” *Skadden, Arps, Slate, Meagher & Flom LLP*, April 30, 2020

“COVID-19 Entertainment Update: Guidance for Entertainment Companies,” *Skadden, Arps, Slate, Meagher & Flom LLP*, March 27, 2020

“Unemployment Insurance Benefits and Loans to Employers,” *Skadden CARES Act Overview*, March 27, 2020

“Coronavirus/COVID-19 Update,” *Skadden, Arps, Slate, Meagher & Flom LLP*, March 4, 2020

“AB25: Exempts Employment-Related Information From CCPA Until January 1, 2021,” *Daily Journal*, January 2020

“Conducting a Pay Equity Audit,” *Practical Law Thomson Reuters*, September 2019

“California Passes Landmark Bill Restricting Classification of Contract Workers,” *Skadden, Arps, Slate, Meagher & Flom LLP*, September 16, 2019

“SB 1300: #MeToo Movement Fuels Legislative Change,” *Daily Journal New California Laws*, January 2019

“SB 1343: Employers Big and Small Must Provide Sexual Harassment Training to Nearly all California Employees,” *Daily Journal*, January 2019

“SB 306: Whistleblower Protection Enhanced,” *Daily Journal*, January 2018

“AB 1843: Criminal History Check Rules,” *Daily Journal New California Laws*, January 2017

“AB 1506: Amends PAGA Chance to Cure,” *Daily Journal New California Laws*, January 2016

“Protecting Clients from Liability in a Significantly Shifting Employment Landscape,” *Inside the Minds*, 2015-2016

“The Landscape of CEO Succession Issues,” *Skadden, Arps, Slate, Meagher & Flom LLP*, June 20, 2013

Presentations

Panelist, “Returning to the Workplace: Legal Considerations for Employers,” *Skadden, Arps, Slate, Meagher & Flom LLP*, July 29, 2021

Panelist, “Practical Approaches to Gender Pay Audits,” *Skadden, Arps, Slate, Meagher & Flom LLP*, December 6, 2018

Panelist, “Equal Pay Audits: Current State of the Law,” *Skadden, Arps, Slate, Meagher & Flom LLP*, September 20, 2018

Panelist, “No Poaching Allowed? Navigation of Antitrust and Employment Guidelines Webinar,” *Skadden, Arps, Slate, Meagher & Flom LLP*, March 6, 2018

Panelist, “Managing Risk in the Whistleblower Nation,” *Skadden, Arps, Slate, Meagher & Flom LLP*, July 12, 2017

Panelist, “The Risk from Within: Handling Whistleblower Cases,” Seventh Annual Pharmaceutical, Medical Device and Biotech Enforcement and Litigation Seminar, *Skadden, Arps, Slate, Meagher & Flom LLP*, February 8, 2017

The Franchised Business and the FLSA,” *Employer’s Guide to the Fair Labor Standards Act* (Vol. 18, No. 6.), February 2011

“DHS Targets Employers of Unauthorized Workers,” *The National Law Journal*, April 19, 2010

Skadden’s Employment Flash, Recurring

Panelist, “Cybersecurity: A Live Cyberattack Tabletop Exercise,” *Skadden, Arps, Slate, Meagher & Flom LLP*, March 2, 2016

Panelist, “Getting Your Settlement Approved,” *JAMS*, September 24, 2014

Panelist, “California Family Rights Act (CFRA),” *National Employment Law Institute*, July 16, 2014

Panelist, “Developments and Trends in E-Data: What to Look for When Employees Leave,” *Association of Corporate Counsel*, June 1, 2012

Panelist, American Conference Institute’s 14th Annual National Forum on Wage and Hour Claims and Class Actions, January 30-31, 2012

Panelist, “Worker Classification Seminar,” *Skadden, Arps, Slate, Meagher & Flom LLP*, May 10, 2011