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**BAC-2001**

<b>Board Name</b>	Career Service Board	<b>Status</b>	In Process
<b>Application Date</b>	6/1/2017	<b>Type</b>	Appointment
<b>Salutation</b>	Ms.	<b>Preferred Email</b>	karen@kdeploymentlaw.com
<b>First Name</b>	Karen	<b>Other Email</b>	
<b>Last Name</b>	DuWaldt	<b>Preferred Phone</b>	720-971-8569
<b>Contact Name</b>	Karen DuWaldt	<b>Other Phone</b>	303-293-2301
<b>Middle Name</b>			

**Work and Home Address**

<b>Work Address</b>	2820 Welton St.
<b>Work City</b>	Denver
<b>Work State</b>	CO
<b>Work Zip</b>	80205

<b>Home Address</b>	[REDACTED]
<b>Home City</b>	[REDACTED]
<b>Home State</b>	[REDACTED]
<b>Home Zip</b>	[REDACTED]

**Additional Information**

<b>Are you a registered voter?</b>	Yes	<b>Gender</b>	Female
<b>If so, what county?</b>	Denver	<b>Other Gender</b>	
<b>Denver City Council District No</b>	9	<b>Ethnicity</b>	Caucasian
<b>Occupation/Employer</b>	Attorney/Kiovsy   DuWaldt LLC	<b>Other Ethnicity</b>	
		<b>Objection to appointment?</b>	No
		<b>Special Information</b>	

**Reference Details**

<b>Reference Name #1</b>	Elizabeth Kiovsy	<b>Reference Email #1</b>	beth@kdeploymentlaw.com
<b>Reference Phone #1</b>	303-759-2577		
<b>Reference Name #2</b>	Gina Casias	<b>Reference Email #2</b>	gmcasias@gmail.com
<b>Reference Phone #2</b>	720-732-9489		
<b>Reference Name #3</b>	Cynthia Delaney	<b>Reference Email #3</b>	cynthia.delaney@coag.gov
<b>Reference Phone #3</b>	303-882-1391		
<b>Owner</b>	Denver Integration	<b>Created By</b>	Denver Integration, 6/1/2017 2:34 PM
		<b>Last Modified By</b>	Denver Integration, 6/1/2017 2:34 PM

# KAREN DUWALDT

[REDACTED] 720-971-8569 • karen@kdemploymentlaw.com

## EXPERIENCE

**Kiovsky | DuWaldt LLC – Workplace Law Solutions, October 2010 – present**  
*Partner*

Co-founder of boutique employment law firm dedicated to finding efficient, practical solutions to workplace legal issues. Handle all aspects of litigation, appeals, investigations and advice on a wide variety of labor, employment and benefits issues.

**Qwest Corporation, May 1999-April 2009**  
*Vice President and Deputy General Counsel*  
*Employment, Labor and Benefits Law (2003-2009)*

- Responsible for all employment, labor, and benefits law and policy issues for telecommunications company with operations in nearly every state. Reported to General Counsel and worked closely with senior executives. Periodically reported to Board of Directors on employment issues.
- Built and led high-performing, diverse team of 25-30 attorneys and professionals who provided thorough, practical, business-focused advice and training on all aspects of the employment relationship. Created and implemented a structure in which employment attorneys developed strong relationships with the HR managers and business leaders for their assigned business units and understood their business objectives, workforce and unique employment problems and trends and developed strategies to provide targeted training, audits, effective policies and procedures, minimize risks and help the business unit achieve its goals. This strategy helped to reduce the number of employment disputes by more than 50% from 2003-2009.

**Law Office of Karen DuWaldt, August 2009-September 2010**  
*Owner*

Part of litigation team in wage and hour collective action. Took and defended depositions of plaintiffs and company witnesses. Handled wide variety of fact development and trial preparation issues. Served as expert witness regarding a client's investigation process. Handled numerous *pro bono* cases for women's shelter.

**Williams, Youle and Koenigs, P.C. 1991-1999**  
*Shareholder*

Substantial experience in all aspects of employment and civil litigation from case intake through trial and appeal. Tried cases and argued appeals in federal and state courts and

before administrative agencies, including six-week False Claims Act trial in federal court. Participated in mediations and negotiated settlements.

**Sherman and Howard 1986-1991**

*Associate*

Represented clients in federal and state court and before administrative agencies in wide variety of commercial litigation matters. Participated in exchange program with Denver City Attorney's office prosecuting and plea bargaining municipal ordinance violations. Tried more than 40 cases to the court, jury, arbitrator or ALJ.

### **EDUCATION**

**State University of New York at Buffalo, J.D. 1986**

Editor-in-Chief, *Buffalo Law Review*

Member of the Moot Court Board

Received Philip Halpern award for excellence in writing on the Law Review

**State University of New York at Fredonia, B.S. 1983**

Double Major – Economics and Business Administration

### **PRO BONO AND COMMUNITY SERVICE ACTIVITIES**

**Rocky Mountain Children's Law Center, 2009-present.** Served as *Guardian ad Litem* in numerous domestic violence cases.

**The Gathering Place, 1988-present.** Served on the Governing Board of Directors from 2004-10 (2007-08, Chair). Developed and served in pro bono program providing legal services to hundreds of indigent women and children since 1988.

Named 2002 Denver Bar Association **Volunteer Lawyer of the Year** in recognition of long service to The Gathering Place

Participated in **Colorado Supreme Court's Pro Bono Commitment** program (50+ hours of pro bono work) each year since 2010.

- Member of the **Colorado Access to Justice Commission** from 2006-2009 and member of the **Deans' Diversity Council** from 2007-2009.
- **University of Denver Moot Court judge** (2005-present).
- Admitted to practice before Colorado state and federal courts; admitted *pro hac vice* in several other states and circuits.