

Karen P. Gaster, Esq., *Shareholder*



Karen P. Gaster focuses her practice on claims involving employment discrimination, wrongful termination, retaliation, other related labor and employment claims, civil rights violations, and higher education law. Among others, Ms. Gaster has litigated cases under Title VII, ADEA, ADA, Equal Pay Act, Wage Payment and Collection Law, Sarbanes Oxley Act of 2002, and the Rehabilitation Act.

In 2008, Ms. Gaster co-chaired the first two Sarbanes-Oxley trials in the Third Circuit, which were among the first such trials in the nation. In the first matter, Ms. Gaster represented a corporate client and successfully defended a SOX retaliation claim. Two months later, she co-chaired a plaintiff's SOX trial in federal court that resulted in a \$1.8 million jury verdict on SOX and wrongful termination claims. Ms. Gaster also advises clients on employment policies and procedures, progressive discipline, and separation of employment.

Contact

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Education

Peirce College (B.S., 1999)

Temple University (J.D., 2003)

Practice Focus

Employment Litigation - Employers
Employment Litigation - Individuals
Employment Counseling - Employers
Employment Counseling - Individuals
Employment and Related Agreements

Admitted to Practice

Pennsylvania, 2003
New Jersey, 2003
US District Court for the District of New Jersey, 2003
US District Court for the Eastern District of Pennsylvania, 2004
US Court of Appeals for the Third Circuit, 2006
Supreme Court of the United States of America, 2008
New York, 2009
US Court of Appeals for the Sixth Circuit, 2009



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Speaking Engagements

- Presenter, 2009 Employment Law Institute: “Whistleblower Retaliation Claims Under Sarbanes-Oxley”

Awards & Honors

- Selected for inclusion in Super Lawyers–Rising Stars Editions in 2010 and 2011
- First Year Scholar Award at Temple University

Practice Highlights

- Merrill Lynch, Pierce, Fenner & Smith Inc. v. Carl E. Choy, Lynne R. Kinney, and Ronald C. Wo, FINRA Dispute Resolution No. 09-06111, Honolulu, Hawaii (2011): Obtained \$4.6 million in compensatory damages and successfully defended multiple claims by respondents, including breach of contract, wrongful termination, unfair and deceptive trade practices
- Oswaldo Feliciano and Innovative Media Machine, Inc. v. Parexel International, et al. U.S. District Court for the Eastern District of Pennsylvania, Civil Action No. 04-3798: Jury verdict of \$1.8 million under SOX and wrongful termination claims
- Richard Blagrave v. Nutrition Management Company, et al., 2008 U.S. Dist. LEXIS 52404 (E.D. Pa. 2008): Successful jury defense verdict on SOX claims
- ZsaZsa Millington v. Temple University, 261 Fed. Appx. 363 (3d Cir. 2008): Successful defense of an ADA claim
- James Wnek v. City of Philadelphia, et al., 2007 U.S. Dist. LEXIS 34622 (E.D. Pa. 2007): Successful defense of civil rights claims
- Richard N. Edie v. Thomas Jefferson University, et al., 2006 U.S. Dist. LEXIS 13604 (E.D. Pa. 2006): Successful prosecution of age discrimination and breach of contract claims
- James Collins v. Parexel International, et al., 2008 U.S. Dist. LEXIS 47128 (E.D. Pa. 2008): Successful prosecution of SOX and defamation claims
- Jeff Klimaski v. Parexel International, et al., 2008 U.S. Dist. LEXIS 47125 (E.D. Pa. 2008): Successful prosecution of SOX and defamation claims
- Jacqueline Young v. Temple University Hospital, 2009 U.S. App. LEXIS 28715 (3d Cir. 2009): Successful defense of gender discrimination and retaliation claims
- Louis Telerico v. Merrill Lynch, Pierce, Fenner & Smith Incorporated, Civil Action No. 08-1680 (N.D. Ohio 2009): Successful defense of age discrimination claims and prosecution of breach of contract claims

News, Events, & Publications of Interest

- SOX Breach Trumps At-Will Doctrine in Employment Case, Legal Intelligencer, September 29, 2008 (rubinfortunato.com/news)
- Jury's rejection of Sarbanes-Oxley whistleblower retaliation suit may comfort employers, National Law Journal, August 11, 2008 (rubinfortunato.com/news)



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