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**Moore, Costello & Hart, P.L.L.P.**  
**55 East Fifth Street #1400**  
**St. Paul, Minnesota 55101**  
**(651) 602-2649**  
**pkarasov@mchlaw.com**

## Phyllis Karasov

### **Education:**

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- Emory University School of Law, Atlanta, Georgia, Juris Doctor (1976)
- University of Rochester, Rochester, New York  
Bachelor with Distinction (1973)

### **Professional Profile:**

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#### **Admitted to Practice Law**

- United States Court of Appeals - 8th Circuit (1982)
- United States District Court - Minnesota (1978)
- Minnesota Supreme Court (1976)
- United States District Court - Georgia (1976) (Inactive)
- Georgia Supreme Court (1976) (Inactive)

#### **Moore, Costello & Hart, P.L.L.P.**

- Partner (1984 to Present)
- Associate (1981 to 1984)

#### **National Labor Relations Board**

- Minneapolis Regional Office, Field Attorney (1976 to 1981)

### **Recognition:**

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- Martindale-Hubbell Law Directory Rating “AV”
- Recognized as a “Minnesota Super Lawyer” by *Minneapolis St. Paul Magazine*, *Twin Cities Business* and *Minnesota Law and Politics* and as a “Minnesota Leading Attorney” by *Leading American Attorneys*

- Recognized as one of the “Top 40 Employment Attorneys in Minnesota” by *Minneapolis St. Paul Magazine*, *Twin Cities Business* and *Minnesota Law and Politics*
- Recognized as one of the “Top 100 Women Super Lawyers” by *Minnesota Law and Politics*

### ***Practice Areas:***

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- Alternative Dispute Resolution.

Ms. Karasov is a certified neutral for mediation, arbitration, summary jury trials, early neutral evaluations, moderated settlement conferences, and as a consensual special magistrate. She serves as a mediator/ADR neutral in cases involving a wide range of issues, including labor and employment law, construction law, contracts, property damage, professional liability and insurance and general commercial disputes. Ms. Karasov also serves on panels for the American Arbitration Association and the Financial Industry Regulatory Authority (FINRA) and was on the panel for the National Arbitration Forum.

- Labor and Employment Law.

Ms. Karasov regularly consults with clients regarding the legal consequences of specific employment practices, as well as broad program and policy planning and decisions. She provides employers with advice in all areas of personnel and human resources, including such issues as: local, state and federal discrimination laws; employee handbooks; Americans with Disabilities Act; collective bargaining; hiring, discipline and termination; sexual harassment; employee relations; regulatory compliance; and Family and Medical Leave Act.

Ms. Karasov has extensive experience representing clients in front of administrative agencies and state and federal court. She counsels clients on wage and hour laws, OSHA, and day-to-day employee relations matters. She drafts, enforces and interprets noncompetition agreements, confidentiality agreements, separation agreements, employee handbooks and other types of employment documents and policies. She has represented clients in court proceedings both defending and challenging noncompetition and confidentiality agreements.

She also has significant experience representing clients in labor union matters. This experience includes union arbitration, negotiation of collective bargaining agreements and administration and interpretation of union contracts.

- Education Law.

Ms. Karasov has an active practice in representing educational institutions. Her practice includes advising both private independent schools and institutions of higher education in all aspects of their operation, including labor and employment law, student affairs, regulatory and compliance issues, campus security, employee benefits, tax exempt and governance and volunteer issues. Ms. Karasov assists in reviewing and drafting institutional catalogs and handbooks, including staff, faculty and student handbooks. Ms. Karasov has conducted numerous training seminars for educational institutions on issues related to liability, labor and employment law, managing academic departments and study abroad programs, to name a few. Ms. Karasov also represents educational institutions in administrative and court proceedings and has negotiated labor union contracts on behalf of educational clients. She advises educational institutions on disciplinary proceedings and issues relating to student affairs such as suicide, drug and alcohol use, sexual assault and academic dismissal. Ms. Karasov also represents organizations which work with educational institutions and whose mission is to support the advancement of educational institutions.

#### **Professional/Community Organizations and Activities:**

- Ms. Karasov is a member of the governing boards of Dodge Nature Center, Friends of the Saint Paul Public Library, Bloomington Noon Rotary Club and Jewish Family Service. She is the Secretary of the Jewish Family Service and Vice President of Friends of the Saint Paul Public Library, and is a past President of the United Jewish Fund and Council.
- Ms. Karasov has served as President of the Ramsey County Bar Association and as a member of the governing board of the Minnesota State Bar Association.

#### **Recent Seminars and Symposia: Alternative Dispute Resolution:**

- Minnesota Continuing Legal Education  
“Understanding the Role of the Arbitrator and Managing the Arbitration Process”  
May 26, 2005
- Minnesota Continuing Legal Education  
Certified Civil Arbitration Training  
“Understanding the Role of the Arbitrator and Managing the Arbitration Process”  
June 6, 2003

- Minnesota State Bar Association  
Certified Civil Arbitration Training  
“How to Manage the Arbitration Process”  
June 7, 2001
- Minnesota Continuing Legal Education  
Certified Civil Arbitration Training  
June 4, 1999
- Minnesota Continuing Legal Education  
“How to Manage the Arbitration Process”  
April 17, 1998
- Minnesota Continuing Legal Education  
“Certified Arbitration Training”  
October 23, 1997
- Minnesota State Bar Association  
“Certified Arbitration Training”  
May 14, 1997

**Recent Seminars and Symposia: Labor and Employment Law:**

- Minnesota Continuing Legal Education  
2010 Upper Midwest Employment Law Institute  
“Privacy Basics”  
May 24, 2010
- Ramsey County Bar Association  
“Advising Small Businesses about Employment Discrimination Claims”  
May 5, 2010
- Associated General Contractors  
Safety Committee Panel  
“Managing the Safety Professional’s Liability”  
April 8, 2010
- Associated General Contractors  
Safety Day – Minneapolis  
“Ethics”  
February 23, 2010

- Associated General Contractors  
18<sup>th</sup> Annual Construction Safety and Leadership Day  
“Diversity Challenges in the Changing Workplace”  
February 9, 2010
- Minnesota State Bar Association Health Law Section  
“What Health Law Attorneys Should Know about Employment Law”  
March 20, 2009 (with George Chresand)
- Associated General Contractors  
Safety Day  
“The Supervisor’s Role in Labor Relations”  
March 5, 2009
- Associated General Contractors  
Annual Conference  
“Current Trends in Labor Relations”  
January 15, 2009
- PMI-MN Chapter  
“An Intellectual Property Primer”  
September 15, 2008
- Lorman Education Services  
Workers’ Compensation Update in Minnesota  
“Overview of the Family and Medical Leave Act”  
December 7, 2007
- National Business Institute  
Wage and Hour Claims: A Practical Guide to Claim Resolution  
“Common Areas of Dispute”  
June 8, 2007
- Midwest Society of Association Executives Legal Symposium  
“Dealing with Mental Illness in the Workplace”  
April 27, 2006
- Rotary - Districts 5950 and 5960  
President-Elect Training Seminar  
March 18, 2006
- National Association of Women Business Owners  
Finding and Keeping the Best Employees  
“Getting Started. . . The Legal Employment Relationship”  
September 29, 2005

- Minnesota Continuing Legal Education  
The 22nd Annual Upper Midwest Employment Law Institute  
“Depression in the Workplace - The Problem, the Law and Real Life Examples”  
June 3, 2005
- Lorman Education Services  
“Terminating the Problem Employee: Maximizing Safety and Minimizing Liability”  
September 21, 2004
- Lorman Education Services  
“Terminating the Problem Employee: Maximizing Safety and Minimizing Liability”  
May 13, 2004
- Chrysalis A Center for Women  
“Women in Non-Profit Management”  
April 6, 2004
- Minnesota Department of Human Rights  
Human Rights Day and Education Forum  
“Religion and National Origin Discrimination Issues on College and University Campuses”  
December 5, 2003
- Midwest Society of Association Executives  
Association Legal Symposium  
“Employment Law and Associations”  
December 3, 2003
- Minnesota Society of Association Executives  
Annual Meeting and Expo  
“Legal Issues”  
May 20, 2003
- Lorman Education Services  
“EEOC Psychiatric Guidelines and Accommodation Guidelines”  
April 11, 2003
- Minnesota Continuing Legal Education  
“Nonprofits and Employment Law”  
April 4, 2003

- Midwest Society of Association Executives and Minnesota Association of Convention & Visitors Bureaus  
“Legal Issues”  
September 30, 2002
- All District Legal Education  
“Hot Trends in Securities Arbitrations”  
April 12, 2002
- Chrysalis A Center for Women  
“Women in Non-Profit Management”  
February 21, 2002
- Associated General Contractors  
2002 Annual Convention  
“New Department of Transportation Drug and Alcohol Testing Regulations”  
January 24, 2002
- Minnesota Institute of Legal Education  
Employment Law Institute  
“Employment Law in the University Setting”  
January 17, 2002

**Recent Seminars and Symposia: Education Law:**

- National Association of College and University Attorneys  
2010 Annual Conference  
Panel Moderator – “Operating in a Regulatory Soup of Privacy Rules and Disclosure Requirements”  
June 30, 2010
- The Collaboration for the Advancement of College Teaching and Learning  
2008 Winter Conference – Pre-Conference Session  
“An Intellectual Property Primer”  
February 15, 2008
- National Association of College and University Attorneys  
“Student Privacy - From Facebook to FERPA”  
June 25-28, 2006
- The Collaboration for the Advancement of College Teaching and Learning  
“Sexual Harassment Workshop”  
Morningside College  
Sioux City, Iowa  
August 24, 2005

- Association of Departments of English (ADE)  
“Legal Issues Facing Department Chairs”  
June 30, 2004
- The Collaboration for the Advancement of College Teaching and Learning  
“Managing Departments Legally and Ethically”  
January 15, 2004
- National Association of College and University Attorneys  
“Harassment Update: The Extension of Institutional Liability”  
June 22-25, 2003
- Midwest Association of Departments of English  
Summer Seminar  
“Legal Issues Facing Department Chairs”  
June 7, 2003
- The Collaboration for the Advancement of College Teaching and Learning,  
“Managing Departments Legally and Ethically”  
October 1, 1999
- Collaboration for the Advancement of College Teaching and Learning  
“Managing Departments Legally and Ethically”  
December 4, 1998

***Publications:***

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- Faculty Development, the Bush Regional  
Collaboration Newsletter  
“Mentoring and Implications for Sexual  
Harassment Issues”  
April, 1994
- Bench & Bar of Minnesota  
“Lovers At Law”  
September, 1993
- Legal Comments Associated General Contractors of Minnesota  
Co-Author  
“Construction Site Picketing”  
November 11, 1986
- Author  
“Governmental Interference in Labor Management Relations”  
August 12, 1986

- Midwest Labor and Employment Law Journal  
Co-Author  
“Hot Cargo Agreements Under Section 8(e) of the National Labor Relations Act and Anti-Trust Law”  
December 1985/February 1984
- Minnesota State Bar Association  
Labor Law Section Newsletter  
Editor 1983-84

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