



Karen A. Confoy

Director

PHONE: 609.989.5012

FAX: 609.392.7956

E-MAIL: kconfoy@sternslaw.com

PRACTICE AREAS

Administrative/Governmental

Employment Law
Public Contracts Law

Gaming

Litigation

Business and Commercial Law
Employment Law
Intellectual Property Law

EDUCATION

Rutgers University School of Law,
Camden (J.D., 1985)

Rutgers College, Rutgers University
(B.A., 1981)

BAR ADMISSIONS

New Jersey (1985)
United States District Court for the
District of New Jersey (1985)
United States District Court for the
Eastern District of Pennsylvania (1987)
United States Court of Appeals,
Third Circuit (1994)

Karen A. Confoy

Karen Confoy has extensive litigation experience in the New Jersey federal district court, including handling complex litigation matters and business and intellectual property disputes; and representing clients in multi-district litigations, class actions, multi-party actions and nationally coordinated multi-jurisdictional litigations. She serves as New Jersey litigation local counsel for leading law firms across the United States in a variety of cases involving, among other things, patent actions spanning a range of technologies, patent actions filed under the Hatch-Waxman Act, copyright and trademark infringement, and trade secret misappropriation.

Ms. Confoy's practice also includes a wide range of New Jersey administrative and regulatory work, including handling contested cases before numerous New Jersey agencies and the New Jersey administrative and trial courts; arguing matters before the New Jersey Appellate Division and the New Jersey Supreme Court; representing clients involved in contested public (State and local) contract awards; drafting significant pieces of New Jersey legislation and agency regulations; and counseling clients on contract and regulatory compliance matters.

In addition, Ms. Confoy has comprehensive experience providing employment counseling services, including employee benefits, wage and hour laws, state and federal leave laws, individual and group terminations, drafting employee policies, conducting in-house seminars and training sessions; and negotiating employment contracts and separation agreements.

Ms. Confoy is currently a member of the Lawyers Advisory Committee for the District of New Jersey. She served as a judicial clerk to the Honorable Garrett E. Brown, Jr., United States District Judge for the District of New Jersey, in 1986-1987.

PROFESSIONAL MEMBERSHIPS AND APPOINTMENTS

Lawyers Advisory Committee for the United States District Court, District of New Jersey

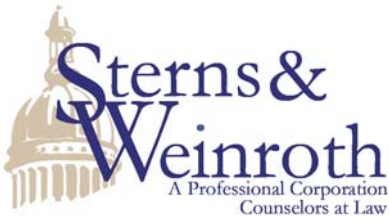
Served on two Merit Selection Committees for the selection and reappointment of Federal Magistrate Judges

District VII (Mercer County) Ethics Committee of the New Jersey Supreme Court (2003 - 2007)

Member, New Jersey State Bar Association (Federal Practice and Procedure Section)

The Association of the Federal Bar of the State of New Jersey
Mercer County Bar Association

American Bar Association (Litigation and Intellectual Property Sections)



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United States District Court for the
Eastern District of Pennsylvania
(1987)

United States Court of Appeals,
Third Circuit (1994)

COMMUNITY ACTIVITIES

Ms. Confoy is the past president and serves on the board of Directors of Mobile Meals of Trenton/Ewing, a nonprofit service organization that delivers meals to the homebound.

PUBLICATIONS

June 2009 Employment Law Update

- The Fair Pay Act of 2009 Expands the Time Within Which an Employee May File a Claim for Discriminatory Compensation
- New Jersey Supreme Court Holds That Striking Workers are Entitled to Unemployment Benefits Under Certain Circumstances
- Considerations for Implementing a Reduction in Work Force
- General Considerations Prior to Implementing a Reduction in Work Force
- The Honorable Jerome B. Simandle, United States District Judge for the District of New Jersey, is one of the First District Judges to Apply the Lilly Ledbetter Fair Pay Act of 2009

Winter 2007 Employment Law Update

- The New Jersey Civil Union Act and the Recent Amendments to the New Jersey Law Against Discrimination: How Will Employers be Affected?

Fall 2004 Employment Law Update

- New Jersey Supreme Court Sets Low Evidentiary Threshold for Recovery of Damages for Emotional Distress and Harassment Cases
- Employer Liable for Failure to Advise of FMLA Rights Prior to Employee's Leave

Spring 2004 Employment Law Update

- New Jersey Domestic Partnership Act
- Supreme Court Rejects CEPA Challenge to Non-Competes
- Improper Denial of Family Leave is Basis for Unemployment Benefits

Spring 2002 Employment Law Update

- Workers' Compensation
- The Definition of Disability Under The ADA
- ADA - Absent Special Circumstances An Accommodation is not Reasonable if it Violates a Seniority System
- Handicap Discrimination

Summer 2001 Employment Law Update

- Confidentiality, Loyalty and Business Ethics
- Effective Arbitration Provisions

Spring 2000 Employment Law Update

- Disabilities, Handicaps and Absences
- The Finer Points of the Law of Employee Handbooks

November 1999 Employment Law Update

- Implied Contracts in the Employment Relationship