



→ Katherine H. Oblak

Partner

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Katherine H. Oblak is a partner in the Labor and Employment Practice Group in the firm's Chicago office.

Areas of Practice

Katherine's practice covers a wide range of employment litigation and counseling. She defends employers in state and federal courts and before various administrative agencies such as the Equal Employment Opportunity Commission and the Illinois Department of Human Rights.

In her practice, Katherine routinely represents clients in various industries against retaliation, discrimination and harassment claims based on race, color, sex, age and disability. She also regularly represents clients in high-stakes class and collective action litigation. Katherine also prosecutes and defends against breach of restrictive covenant and misappropriation of trade secret claims. Additionally, Katherine has experience with the Illinois Biometric Information Privacy Act compliance and related litigation.

In addition to her litigation practice, Katherine regularly counsels clients and assists them in drafting employee handbooks and other employee agreements.

Prior to joining Sheppard Mullin, Katherine worked at a national labor and employment law firm where she counseled and represented employers and management in both state and federal litigation. Katherine also previously represented large commercial enterprises, financial institutions, and entrepreneurs in complex commercial disputes, including but not limited to business divorces, shareholder derivative suits, as well as in actions in fraud and breaches of fiduciary duty. Katherine also worked for a national law firm headquartered in Chicago where she focused on consumer finance and class action litigation.

While attending law school, Katherine served as an executive editor of the *Loyola Law Journal* and a Legal Writing Tutor. She also received the CALI Award for Excellence in Legal Writing I and II. Katherine worked as a judicial extern for the Honorable Samuel Der-Yeghiayan in the U.S. District Court for the Northern District of Illinois, and for the Honorable James Epstein in the Circuit Court of Cook County, Chancery Division. Katherine earned a National Institute of Trial Advocacy certification in 2018.

Prior to her legal career, Katherine worked as a journalist. Her published works appear in *Condé Nast Traveler*, *Chicago* magazine, *Chicago HOME* magazine and mylifetime.com.

Community & Professional

- National Immigrant Justice Center

Honors

"Ones to Watch," *Best Lawyers*, 2024-2026

Articles

Counsel's Kitchen Law Blog Posts

- "Massachusetts 'Junk Fee' Ban Hits Businesses Hard," December 4, 2025

Labor & Employment Law Blog Posts

- "FTC Signals Shift to Targeted Enforcement of Non-Competes in the Healthcare Industry," December 10, 2025
- "Maine Governor's Veto of Non-Compete Ban Bucks Growing Trend Among States and Federal Trade Commission," July 11, 2024
- "Washington's Amended Non-Compete Law Creates New Considerations for Employers," May 20, 2024
- "Chicago's Paid Leave and Paid Sick and Safe Leave Ordinance Ushers in Some of the Nation's Most Generous Employee Leave Entitlements," November 21, 2023
- "Illinois is the Latest State to Enact a Salary Transparency Law," August 21, 2023
- "States' Increased Policing of Artificial Intelligence in the Workplace Serves as Important Reminder to Employers," August 16, 2023
- "New Year Brings New Laws for Illinois Employers," December 12, 2022
- "Illinois Imposes New Restrictions on Non-Competes and Non-Solicits," January 26, 2022

Events

Charting the Course: Key Updates in Labor & Employment Law for 2024
04.09.2024

Memberships

- Chicago Bar Association
- Women's Bar Association of Illinois

Practices

Class Action Defense

Discrimination, Harassment, and Retaliation
Employee Hiring/Discipline/Termination
Employee Privacy and Defamation
Employment Agreements
Handbooks and Personnel Policies
Harassment Investigation and Training
Labor and Employment
Labor and Employment Counseling
Labor and Employment Litigation
Litigation
Trade Secrets
Unfair Competition and Trade Secrets
Wage and Hour Class Actions
Wage and Hour Regulations
Wrongful Termination
Intellectual Property

Industries

Food and Beverage

Education

J.D., Loyola University Chicago School of Law, *Cum Laude*; *Law Review*

B.S., Northwestern University, Medill School of Journalism, *Dean's List*

Admissions

Illinois