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Spencer Fane Labor and Employment Team Grows Again; Adds Minneapolis Partner

Spencer Fane LLP is pleased to welcome Pablo Orozco to the firm's Minneapolis office as a partner in the Labor and Employment Practice Group.

Pablo counsels local, regional, and national employers across diverse industries through a wide range of conventional and complex labor and employment matters, allowing business leaders to seamlessly maintain operational efficiency and prioritize successful business outcomes. In his daily practice, he ensures businesses' compliance with all local, state, and federal laws with a specific focus on compensation practices.

Pablo also collaborates with in-house counsel to develop robust narratives for class action defense as well as single-plaintiff suits, including discrimination, retaliation, wage-and-hour violations, whistleblower claims, and defamation.

With a book of business spanning some of the largest multinational retail chains and corporations, Pablo has a deserved reputation for effectively anticipating short- and long-term risks, improving processes and internal communications, mitigating workplace conflict, and resolving high-stakes disputes. Prior to joining Spencer Fane, he served as Assistant General Counsel – Employment of a Fortune 500 company focused on global sustainability products for water treatment, sanitation, and hygiene. In this role, he managed the company's employment litigation for North America, developed and improved policies and processes with an eye toward proactive, long-term risk mitigation, and routinely advised HR partners on sensitive employee relations issues.

"Pablo joins us with a diverse background of both in-house and private practice labor and employment experience, lending to a comprehensive, anticipatory legal

acumen that will complement our team's proactive approach," said Randi Winter, office managing partner for Spencer Fane in Minneapolis. "As our Minnesota footprint continues to grow, we look forward to collaborating with an accomplished partner boasting well-rounded industry insights."

Pablo attended Reed College for his bachelor's degree before obtaining his master's from the University of Chicago. He earned his Juris Doctor from the University of California, Los Angeles, and is admitted to practice in California and Connecticut in addition to Minnesota. He is notably fluent in Spanish, and joins the firm with multiple distinguishments, including completing the Leadership Council on Legal Diversity's Fellows Program in 2020.