SpencerFane®

Pablo Orozco

Partner

Contact

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Overview

Pablo Orozco 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. He has represented some of the largest multinational retail chains and corporations, effectively anticipating short- and long-term risks, improving processes and internal communications, mitigating workplace conflict, and resolving high-stakes disputes.

In his daily practice, Pablo diligently ensures businesses' compliance with all local, state, and federal laws with a specific focus on compensation practices. A meticulous strategist, he 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.

Pablo previously 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 is notably bilingual in Spanish.

Education

- University of California, Los Angeles, 2010 (J.D.)
- University of Chicago, 2006 (M.A.)
- Reed College, 2004 (B.A.)

Bar Admissions

- Connecticut, 2020

- Minnesota, 2014
- California, 2010

Community Involvement

- Advocates for Human Rights, pro bono attorney for asylum seekers
- Minnesota Hispanic Bar Association, mentor

Distinctions

- *Minnesota Super Lawyers*, Rising Star, 2019-2021
- *Southern California Super Lawyers*, Rising Star, 2014-2016
- Leadership Council on Legal Diversity, Fellow, 2020

Memberships

- National Employment Law Council, Regional Conference Committee, Co-Chair; Annual Conference Wage-and-Hour Panel, Organizer
- Minnesota Hispanic Bar Association, Member Relations Committee, Board Member & Co-Chair
- National Employment Law Council
- Leadership Council on Legal Diversity
- Hispanic National Bar Association

Presentations and Publications

- "Is Internal Audit Reducing Risk – or Creating It?," *Corporate Compliance Insights*, September 2026
- "DEI and Anti-Discrimination: Updates on Changing Obligations and Enforcement," Spencer Fane WorkSmarts Virtual Seminar, September 2026