



Karen Blake*

Conflicts Attorney

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Karen Blake practices exclusively as a member of the internal Conflict Review Division of Baker Donelson's Office of General Counsel.

Ms. Blake is responsible for the evaluation of potential ethical conflicts in new matters and advises Firm attorneys regarding these conflicts.

Prior to joining the Firm, Ms. Blake advised municipal courts across Tennessee for the Municipal Technical Advisory Service of the University of Tennessee. She has represented, advised and trained municipalities, boards, commissions, counties and other public officials in Tennessee and Georgia, both in-house and as outside counsel. Formerly the first in-house city attorney of Franklin, she handled matters from animals issues to zoning. She developed special areas of concentration in telecommunications contract negotiation and code development and enforcement.



Representative Matters

- Provided pro bono assistance to Ukrainian nationals in the United States by preparing applications for Temporary Protected Status and Employment Authorization Documents.



Professional Honors & Activities

- Chair, Baker Donelson's Nashville Office Charitable Contributions Committee
- International Municipal Lawyers Association
- Tennessee Municipal Attorney's Association
- Williamson County Bar Association (past president)
- Recipient – Baker Donelson BakerFit Award, 2021
- Inns of Court, John Marshall Chapter, 2008



Leadership & Community Engagement

- Selected as a Fellow of the Nashville Bar Foundation (2020)
- Chair – Nashville Bar Association's Health and Wellness Committee
- Board of Directors – Arthritis Foundation of Middle Tennessee (Chair, Bone Bash; Adult Honoree)
- Member – Sister Cities of Nashville-Kamakura Sister City (Liaison /Volunteer, Cherry Blossom Festival)
- Leadership Cobb County, Georgia
- Leadership Franklin, Tennessee



Publications

- "Burnout: You Are Not Alone (Lawyer Wellness)," *Municipal Lawyer Journal of Local Government* (March/April 2022)
- "Out of Juice? Identifying and Addressing 'Burnout'," *Litigation News*, American Bar Association (May 2021)
- "Baker's Dozen: Gift Giving," *Women's Initiative Newsletter* (December 2019)
- "Baker's Dozen: Women Leaders We Admire," *Women's Initiative Newsletter* (August 2019)

- "What's It Going to Take? A Challenge to Beat Holiday Stress," *Nashville Bar Journal* (December/January 2018-2019)



Speaking Engagements

- Author/Presenter – "The Safari Experience: Ethics and Practice Tips for Survival in the Wild," International Municipal Lawyers Association's 2023 Annual Conference, LaQuinta, California (October 2023)
- Author/Presenter – "Burnout: You Are Not Alone (Lawyer Wellness)," International Municipal Lawyers Association Annual Conference, Minneapolis, Minnesota (2021)



Education

- Golden Gate University School of Law, J.D., 1996, cum laude
- University of Delaware, B.A. in International Relations and Communication, 1988



Admissions

- Tennessee, 2003
- Georgia, 2003
- California, 1996

* Baker Donelson professional admitted to the practice of law in Tennessee, Georgia, and California, but not in Florida.