



Catherine Strauss

Office Managing Partner

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Catherine Strauss is the Columbus Office Managing Partner and a member of the firm's Board of Directors. She is an adviser and problem solver for employers with national workforces. Preferring practical outcomes based on a keen knowledge of the law and common sense judgment, Catherine is an effective adviser in managing risks and avoiding conflict.

When disputes are unavoidable, Catherine is a tenacious trial attorney, having successfully represented employers and businesses in all types of legal proceedings, both in Ohio and nationally.

Catherine is an astute investigator for all types of alleged misconduct.

Education

- The Ohio State University (B.A., *Honors Program*, 1997)
- The George Washington University Law School (J.D., 2000)

Admissions

- Ohio
- United States District Court - Northern District of Ohio
- United States District Court - Southern District of Ohio
- United States Court of Appeals - Sixth Circuit
- United States Court of Appeals - Seventh Circuit

Professional Affiliations

- Member, Columbus Bar Association
- Past Member, National Association of Women Lawyers (NAWL)
- Past Member, Ice Miller Finance Committee
- Past Member, Ice Miller Attorney Feedback and Development Committee
- Past Member, Ice Miller Foundation

Services & Industries

- Employment Litigation & Disputes
- Commercial Litigation
- Employment Policies & Training
- Higher Education Labor & Employment Services
- Food & Agribusiness
- Labor & Employment
- Real Estate Litigation
- Title IX
- Workplace Investigations

- Past Member, Ice Miller Women's Initiative Steering Committee

Awards & Honors

- YWCA Woman of Achievement, 2026
- *Columbus Business First*, Women of Influence Award - Trailblazer, 2024
- Thomson Reuters Stand-Out Lawyer, 2024-2025
- *Columbus CEO's* Top Lawyers List, 2022-2025
- *The Best Lawyers of America*® Litigation - Labor and Employment, 2022-2026; Employment Law – Management 2024-2026; Labor Law – Management, 2024-2026
- *Chambers USA*, Labor & Employment, 2018-2026
- Ohio *Super Lawyers*, Employment & Labor, 2022-2026
- American Bar Foundation - Fellow, 2018-present
- Ohio Women's Bar Foundation - Leadership Institute Class, 2016-2017

Community Involvement

- YMCA of Central Ohio Metropolitan General Board, Chair, 2025-present; Vice-Chair 2023-2024; Executive Committee & Development Committee 2021 - present; Board Member April 2017- present; CEO Search Committee 2019
- Columbus Metropolitan Library, Board of Trustee 2018-present; Nominating Committee Chair 2025-2026; President 2022-2023; CEO Search Committee, 2024; Member of Successful Levy Campaign, 2023; Secretary 2020-2021; Capital Campaign Steering Committee Co-Chair 2013-2014
- Columbus Metropolitan Library Foundation, Board of Directors, 2021, 2024-2025
- Urban Libraries Council, Treasurer, June 2026-present; Board Member, 2023-present; Audit Committee Chair, June 2025-present
- Columbus Chamber of Commerce, Board Member, 2023-present
- Human Resources Association of Central Ohio (HRACO), Vice President of Government Affairs, 2023
- Columbus Metropolitan Library, Celebration of Learning Committee, Member, 2016-2024
- Upper Arlington Community Foundation, Board of Director April 2018-2023; Secretary 2021-2023
- Hands On Central Ohio, Board President March 2019-March 2020; Vice-Chair June 2017-2019; Board Member June 2016-March 2020
- Ohio Women's Bar Association, Trustee 2017-May 2020; Member of Leadership Luncheon Planning Committee, 2017
- Stef's Celebrate Life Foundation, Board Member, 2017-2018
- Women's Fund Keyholder Advocate and Committee Member, 2017
- Barrington Elementary PTO, Upper Arlington - Chair, Academic Enrichment, 2012-2014
- The Childhood League Center, League Member, 2011-2016
- United Way Young Leadership Group, Member, Aug. 2002-Aug. 2005
- Childrens' Hospital Black Tie Ball, Trustee, 2002–2005
- The Mentoring Center of Central Ohio, Board Member, 2001-2003

Published In

- "Maximizing Opportunities: Commercial Real Estate Workforce Considerations," *Columbus Business First*, March 10, 2023
- "What's That Smell? Accommodating Employees Who Are Sensitive to Fragrance Chemicals," *PIASCNative.news*, September 20, 2021
- "Lutheran Social Services Takes Over 211 Help Line," *The Columbus Dispatch*, February 11, 2020
- "Are Customers Always Right?" *Inside Indiana Business*, July 25, 2019
- "Employment Cases, Trends, and Regulations to Watch for in 2019," *Ohio Women's Bar Association Network Newsletter*, Winter 2019
- "To Ask or Not to Ask? That is the Question!" *Inside Indiana Business*, March 16, 2018 and May 11, 2018; *Daily Herald Business Ledger*, March 13, 2018; and *Indiana Manufacturers Association HR Memo*, March 23, 2018
- Contributing Author, "2018 Midwinter Meeting Report of 2017 Cases," American Bar Association's Section of Labor and Employment Law Committee on Federal Labor Standards Legislation Subcommittee on the Family and Medical Leave Act, February 2018
- "Labor Department Rescinds Joint Employer and Independent Contractor Guidance: What It Means for Employers," *Building Excellence*, August 2017
- "Labor Department Rescinds Joint Employer & Independent Contractor Guidance: What it Means For Employers," *Inside Indiana Business*, June 16, 2017
- Contributing Author, "2017 Midwinter Meeting Report of 2016 Cases," American Bar Association's Section of Labor and Employment Law Committee on Federal Labor Standards Legislation Subcommittee on the Family and Medical Leave Act, February 2017
- "Limit the Impact of the Overtime Rules," *ARPM Inside Rubber*, Summer 2016
- "Confidential Information, Ohio Uniform Trade Secrets Act and the Economic Espionage Act of 1996," OSBA/CLE's Post Employment Litigation Seminar Written Materials, Oct. 2001

Success Stories

Ice Miller Represents Forge Biologics in \$620M Acquisition by Ajinomoto

Forge Biologics Holdings, LLC, a Columbus, Ohio-based premier gene therapy contract development & manufacturing organization, has been acquired by the Ajinomoto Group, a Japanese multinational food and biotechnology public company, in an all-cash \$620M deal.

The Ice Miller deal team was led by Edward Braum and Dann Bruno, with additional corporate support from Erik Olson, Kevin Burns, Ben Goodman, Chris Michael, Chelsea Abramowitz, Brigid Sharek, Huidi Shu, and Lisa Samblanet. Kathleen Scheidt, Dan Corsaro, Nick Casto, Sean Kim, Holly Banta, Cathy Strauss, Anthony Aaron, Grace Dahm, Nick Reuhs, and Brian Harvey provided specialist support.

Ice Miller has represented Forge since its inception in 2020 through its various rounds of venture capital financing, including its \$40M Series A financing in 2020, \$120M Series B financing in 2021, and \$90M Series C financing in 2022. Ice Miller Business Group partners Edward Braum and Sean Kim have represented Forge through its growth, with Ed overseeing the structuring and financing of the company, and Sean facilitating licensing and day-to-day commercial transactions.

This representation further highlights Ice Miller's rapidly growing life sciences practice, with the acquisition placing Forge in a position for long-term growth. The transaction also supports Ajinomoto's desire to extend its development and manufacturing of gene therapies worldwide.

Thought Leadership

January 7, 2026

New Year, New AI Laws and Focus

December 2025

***Hotel Executive* | Planning and Preparing for the Arrival of Government Agents**

Hotel Executive

November 21, 2025

***HR Dive* | Have Employees in Multiple States? Avoid a PTO Quagmire by Planning Ahead**

HR Dive

July 9, 2024

***Chevron* Deference Is a Thing of the Past – Consequences for Employers**

December 27, 2023

Employment Law Changes to Prepare For in 2024

August 16, 2023

New U.S. Department of Labor Rule Updates the Davis-Bacon and Related Acts Regulations

May 17, 2023

The End of an (Covid) Era?

October 17, 2022

Next-Day Pay – Is It Here to Stay?

August 9, 2022

Indiana Passes Near-Total Abortion Ban

August 1, 2022

Update on Indiana's Abortion Bill

February 23, 2022

Non-Compete Agreements Face Continued Legislative Hostility, and Coupled with Remote Work, Employers Should Take Heed

June 30, 2021

Employee Non-Solicits: Drastic Times Call for Drastic Measures or Maybe Just an Old Faithful Will Do?

June 30, 2021

What's That Smell?

November 18, 2020

This Commercial Break from COVID-Related News is Sponsored by the Department of Labor, Wage and Hour Division

Speaking Engagements

- Panelist, "Brutus Luminaries Series: Glass Ceilings and Master Plans Breakfast," March 5, 2026
- "How to Conduct an Investigation," 2025 YMCA North American Network HR Summit, October 2025

- Presenter, "Investigation Training" Ohio Alliance of YMCAs Leadership Conference, September 26, 2024
- Panelist, "Emerging Professionals Roundtable", HRACO, September 17, 2024
- Presenter, "Risk Avoidance for YMCA Leaders," Ohio Alliance of YMCAs Leadership Conference, March 20, 2024
- Moderator, "Unions In The Workplace: Former NLRB Member Shares Insights on Recent Decisions," Ohio Chamber of Commerce, December 6, 2023
- "Legalized Recreational Marijuana - What Does that Mean for Employers," HRACO, November 29, 2023
- Panelist, "Teaching Diversity, Equity and Inclusion," FMA (Financial Management Association International), October 12, 2023
- Moderator, "Privacy in Action, and AI on the Horizon," HRACO Legal Conference, October 10, 2023
- "Feature Hidden Gems: Where to Find Your Next Great Team Member," 10th Annual BradyWare Women's Leadership Conference, C-Suite Panel, June 16, 2023
- Panelist, "Hidden No More: The Female Managing Partner," Ohio Women's Bar Association Annual Meeting, May 12, 2023
- Moderator, Ohio CEO Summit: Ohio's Emerging & Transforming Industries, April 27, 2023
- "Down to Business", Ohio Chamber of Commerce Podcast, April 10, 2023
- "Negotiations 101" Ohio Chamber of Commerce, Women in Business Conference, March 8, 2023
- "The Ten(ish) Commandments for Interviewing and Hiring," HRACO Legal Trends, December 21, 2022
- "Critical Race Theory," Ohio Women's Bar Association, April 21, 2022
- "Speak Up / Speak Out: Conversations About Race," Columbus Metropolitan Library, November 16, 2021
- "Workmen's Compensation and Employment Issues in a Pandemic," The American Council of Engineering, February 25, 2021
- Panelist, "Where do I clock-in now? COVID Era Off-the-Clock" Bridgeport Continuing Education, January 28, 2021
- "Business Contingency & Continuity" Ohio Hotel & Lodging Association's Annual Gala, November 24, 2020
- "Sexual Harassment: Respect in the Workplace," American Council of Engineering Companies of Illinois, September 16, 2020
- "Sexual Harassment and Respect in the Workplace," Illinois Society of Professional Engineers, July 15, 2020
- "Testing Through the Lens of the Employer," Columbus Chamber of Commerce, June 18, 2020
- "COVID-19 Small Business Panel Discussion," The Simonton-Walsh-Hanosek-Mangum Wealth Management Group, Merrill Lynch, April 22, 2020
- "Small Business Town Hall: Surviving the Coronavirus Crisis," City of Upper Arlington and the UA Community Foundation, April 9, 2020
- "COVID-19: Employment Related Matters," GBQ, April 9, 2020
- "FMLA Updates for COVID-19," Association for Rubber Products Manufacturers, March 31, 2020
- "The Transparency Trend: Cultural and Legal Ramifications in the Workplace," 2019 HR Indiana Conference, August 14, 2019
- "Recordkeeping Requirements for Your Temp Workforce," EHS Safety Summit, July 18, 2019
- "Best Practices in a Post #MeToo World," Ice Miller Webinar, July 16, 2019
- "The Tenure Relationship: Time to Make Up or Break Up? Tips to Either Get Back on Track or Avoid a Messy and Prolonged Split," National Association of College and University Attorneys, June 23, 2019
- "The New Rules of Workplace Harassment: Policy, Prevention and Protection," Willis Towers Watson, April 10, 2019

- "Legal Update," Central Ohio Chapter of Financial Executives International, Jan. 22, 2019
- "Changing the Conversation from #MeToo to Not Here," Ohio Hotel & Lodging Association Conference, Nov. 20, 2018
- "From Sexual Harassment & Discrimination to #MeToo - What You Need to Know," Ohio Lobbyist Association's Certification Class, Aug. 30, 2018
- "Implicit Bias in the Legal Profession: What Can We Do About It," Annual Meeting & Conference of the Ohio Women's Bar Association/Ohio Women's Bar Foundation, April 26, 2018
- "Changing the Conversation from #MeToo to #Not Here," Ice Miller Webinar, Feb. 27, 2018
- "Updates on Employment Discrimination Law," Big Lots Stores, Inc., Nov. 29, 2017
- "Title IX Sexual Misconduct Investigations: Where We Are; Where We're Going," Ice Miller Legal Issues in Higher Education Seminar, Nov. 7, 2017
- "Fair Labor Standards Act: Overtime Exemptions and What You Need to Know," Ohio Travel Association Conference on Travel, Nov. 1, 2017
- "What to Expect in Labor and Employment in 2017," The Ohio Society of CPAs Not for Profit Advisory Committee Conference, Columbus, Ohio, June 27, 2017
- "Human Resources in the New, New Economy: When Codes, Culture, and Culpability Collide", Webinar, May 23, 2017
- "FLSA and Employee Contact", Wage and Hour Defense Institute, May 5, 2017
- "Labor and Employment Update," The Women's Presidents Organization, Columbus, Ohio, April 2017
- "What to Expect from the Department of Labor in 2017," Executive's Guide to Nonprofit Success, Columbus, Ohio, Jan. 26, 2017
- "Executive Liability Update and Trends," Travelers/Overmyer Hall Associates, Columbus, Ohio, Oct. 11, 2016
- "Amendments to the Federal Rules of Civil Procedure: How Will They Impact Litigation?" Ice Miller CLE Forum for In-House Counsel, Columbus, Ohio - Dec. 1, 2014
- "The YMCA and Contracts," Columbus YMCA Board of Directors and Management, Columbus, OH, Sept. 4, 2001

Events

September 24, 2026

Smart Business Dealmakers Conference Columbus

Columbus Hilton Downtown

June 9, 2026

International Public Library Fundraising Conference | Leading with Purpose: Why Board Leadership Matters in Library Fundraising

Columbus Metropolitan Library

May 29, 2026

Women's Leadership Conference | Finding Your Voice as a Leader: Leading with Confidence, Clarity, and Purpose

Quest Conference Center

May 7, 2026

2026 CEO Summit | Employer Strategies for Mental Health

Covelli Center at The Ohio State University

March 13, 2025

2025 Women in Business | Conflict Resolution

Renaissance Hotel Columbus

December 6, 2023

Ohio Chamber of Commerce | Unions in the Workplace: Former NLRB Member Shares Insights on Recent Decisions

Ohio Chamber of Commerce

June 16, 2023

2023 Brady Ware Women's Leadership Conference | C-Suite Panel

Quest Conference Center Polaris

News

June 4, 2026

Catherine Strauss Receives Ohio Women Affordable Housing Network's Mentor of the Year Award

June 4, 2026

Ice Miller Announces Top National Rankings in Chambers USA 2026

April 29, 2026

Catherine Strauss Celebrated as a 2026 Woman of Achievement by YWCA Columbus

January 16, 2026

Catherine Strauss Quoted in *Columbus Business First*: "Columbus Lawyers Weigh in on Top Legal Issues Facing Employers in 2026"

December 3, 2025

Catherine Strauss Featured in *The Columbus Dispatch*: "YWCA Columbus Announces New Women of Achievement. Meet the 2026 Class"

September 5, 2025

Ice Miller Featured in 2025 *Columbus CEO's Best of Business List* with Multiple Top Lawyer Honors

August 21, 2025

134 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2026 Rankings

June 5, 2025

Thirty Ice Miller Attorneys and Nine Practice Groups Ranked by *Chambers USA*

May 20, 2025

Ice Miller Partner Catherine Strauss Named Chair of the YMCA of Central Ohio's Board of Trustees

January 2, 2025

Ice Miller Announces New Leadership and Board of Directors Addition

December 23, 2024

Ice Miller Announces Five Lawyers Named 2025 Ohio *Super Lawyers*

September 5, 2024

Catherine Strauss Mentioned in *The Columbus Dispatch*: "After National Search, Columbus Metropolitan Library Picks its CFO to Lead 23-Branch System"

August 15, 2024

130 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2025 Rankings

June 6, 2024

Thirty Ice Miller Lawyers and Nine Practice Groups Ranked by *Chambers USA*

May 23, 2024

Catherine Strauss Selected as a Trailblazer for *Columbus Business First's* 2024 Women of Influence Awards

February 9, 2024

Ice Miller Represents Forge Biologics in \$620M Acquisition by Ajinomoto

December 29, 2023

Ice Miller Announces Seven Lawyers Named 2024 Ohio Super Lawyers

October 2, 2023

Catherine Strauss Quoted in *Columbus Dispatch*: "Open to All. Here's Why You Should Vote Yes on the Columbus Library Levy"

August 17, 2023

133 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2024 Rankings

June 1, 2023

34 Ice Miller Lawyers and Eight Practice Groups Ranked by *Chambers USA*

April 12, 2023

Cathy Strauss and Masallay Komrabai-Kanu Featured in the *Down To Business Podcast*: "How to Negotiate"

January 5, 2023

Ice Miller Announces Eight Lawyers Named 2023 Ohio Super Lawyers

August 18, 2022

108 Ice Miller Attorneys Listed in *The Best Lawyers in America*® 2023 Edition

August 17, 2022

Ice Miller Forms Post-Roe Task Force

June 30, 2022

Ice Miller Congratulates Partners Named to *Columbus CEO's* Best Lawyers List

June 1, 2022

26 Ice Miller Attorneys and Seven Practice Groups Ranked by *Chambers and Partners*

August 19, 2021

Ice Miller Attorneys Recognized by *Best Lawyers*® as 2022 "Lawyers of the Year," "Best Lawyers in America" and "Best Lawyers: Ones to Watch in America"

May 20, 2021

27 Ice Miller Attorneys and Nine Practice Groups Ranked by *Chambers and Partners*

April 23, 2020

27 Ice Miller Attorneys and Eight Practice Groups Ranked by *Chambers and Partners*