



Kayla Ernst

Partner

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Kayla Ernst advises employers on all aspects of employment law and represents employers when complaints are filed against them. Kayla advises employers on issues relating to managing their workforce, terminations, employee complaints, discrimination, leave and accommodation, employee classification, wage payment, and more. She also assists employers in the drafting and implementation of employment policies. On the litigation side, Kayla regularly represents employers in state and federal courts and before state and federal agencies such as the EEOC or NLRB.

Kayla received her juris doctor from The Ohio State University Moritz College of Law, where she graduated *summa cum laude*, Order of the Coif, and finished first in her class. At law school, Kayla served as a managing editor of the *Ohio State Law Journal*, and she worked in the Justice for Children Legal Clinic, where she represented children in immigration and delinquency matters. During law school, Kayla also worked as a legal intern at the Ohio Industrial Commission.

Prior to law school, Kayla received her Bachelor of Arts, *magna cum laude*, from Kenyon College, where she majored in English. During college, Kayla played on the varsity basketball team for four years and was a three-time first team All-Conference player. Her senior year she was named North Coast Athletic Conference Player of the Year and Academic All-American, among other honors. Since college, she was named to the NCAC Women's Basketball All-Decade Team. She now enjoys playing on Ice Miller's basketball team in a local lawyers basketball league.

During summers prior to and during college, Kayla worked as a factory worker at a manufacturer of concession equipment in Cincinnati, Ohio. Her experience included working in the wiring department and working on the assembly line. Kayla also spent a summer as an office clerk at a law firm in Cincinnati where she filed documents in various courts, worked as a receptionist and performed other office-related jobs for secretaries and attorneys. From these experiences, Kayla gained an appreciation for the complex issues faced in both blue-collar and white-collar workplaces, which motivated her to enter labor and employment law.

Kayla is admitted to practice in all Indiana state courts, the U.S. District Courts in the Northern and Southern Districts of Indiana, and the Court of Appeals for the Seventh Circuit.

Services & Industries

- Employment & Independent Contractor Agreements
- Employment Discrimination
- Employment Litigation & Disputes
- Employment Policies & Training
- Higher Education Labor & Employment Services
- Human Resources Audit
- International Legal Services
- Labor & Employment
- Labor Relations & Collective Bargaining
- Wage & Hour/Fair Labor Standards Act
- Workplace Investigations
- Wrongful Termination

Education

- Kenyon College (B.A., 2013)
 - English
- The Ohio State University Moritz College of Law (J.D., 2016)

Admissions

- Indiana
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana
- United States Court of Appeals - Seventh Circuit

Awards & Honors

- *Indianapolis Business Journal* Forty Under 40, 2026
- *The Best Lawyers in America®: Ones to Watch*, Litigation – Labor and Employment, 2023-2026; Labor and Employment Law - Management, 2026
- *Legal 500 U.S. City Elite Rankings* in Indianapolis for Labor & Employment, 2026
- *The Indiana Lawyer* Leadership in Law, Up and Coming Lawyer, 2022
- *Indiana Super Lawyers* Rising Stars, 2022-2026

Community Involvement

- Board of Directors, Gleaners Food Bank
- Board of Directors, Firefly Children & Family Alliance
- Participant, Leadership Indianapolis LEAD program, October 2022

Success Stories

Ice Miller Represents Clients in the Acquisition of an IT Services Company

Ice Miller represented Virtual Technologies Group (VTG), a single source IT solutions provider backed by Jacmel Partners, on its acquisition of Whitlock Infrastructure Solutions (Whitlock). Whitlock is a software solutions and IT services firm specializing in IT operations management for enterprise organizations.

The acquisition strengthens VTG's commercial enterprise service capabilities and federal government services experience by leveraging Whitlock's managed IT services and deep relationships with leading software providers. The combined VTG platform, which is supported by strategic capital from Jacmel, will deliver comprehensive end-to-end managed IT and cybersecurity solutions to government agencies, education organizations, non-profits, and enterprise customers across diverse sectors including energy, manufacturing, healthcare, aerospace and defense, financial services, and technology.

The Ice Miller deal team was led by Michael Zaino with support from our Private Equity group, including Peter Frintzilas, Lisa Samblanet, Brian Schultz, Huidi Shu, Macey Miller, Nancy Kartos, Ben Goodman, and Devin Routie. Additional assistance was provided by Drew Miroff, Sandeep Kathuria, Tami Earnhart, Kayla Ernst, Kathleen Scheidt, Maria Montero, Ben Burdick, Clare Van Prooyen, Tiffany Releford, Nick Reuhs, and Jotionette Jones.

Ice Miller has been active in the private equity industry for over 40 years, representing both management teams building great companies and the private equity firms and individuals that invest in them. We have acted as lead counsel in numerous

domestic and international transactions and in the past five years, our attorneys have closed over 1,500 transactions worth in excess of \$60 billion.

[Learn more](#) about how Ice Miller serves private equity clients and gets complex deals done.

Ice Miller Assists Milestone Partners in its Acquisition of FORTH

Ice Miller represented Milestone Partners, a Philadelphia-based private equity firm specializing in technology-enabled services, in its [majority equity investment in Set Forth, LLC](#) (FORTH). FORTH is a leading provider of technology and payment processing solutions for the consumer debt settlement industry and specialty finance markets.

Milestone Partners collaborates with niche, high margin businesses with a focus on the financial solutions and technology sectors. This strategic investment will give FORTH and the management team the support needed to continue executing their vision of delivering reliable and innovative technology and payment solutions tailored to the needs of their clients, consumers, and business partners.

The Ice Miller deal team was led by [Brian Korman](#) and [Ben Goodman](#), with additional support provided by the firm's robust bench of attorneys from across our Philadelphia, Chicago, New York, Baltimore, Indianapolis, and Columbus offices.

Ice Miller has been active in the private equity industry for over 40 years, representing both management teams building great companies and the private equity firms and individuals that invest in them. We have acted as lead counsel in numerous domestic and international transactions. In the past five years, our attorneys have closed over 1,500 transactions worth in excess of \$60 billion.

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Ice Miller Represents White Wolf Capital Portfolio Company in Its Acquisition of Magenta

Ice Miller represented NewCo Plastics, a custom molded plastic parts manufacturer, and the portfolio company of White Wolf Capital Group, Inc., in its acquisition of Magenta and its affiliates, Permian Plastics LLC and MM Plastics LLC. Magenta and its affiliates provide a diversified custom injection plastic molding solution for customers within a wide array of target markets, including the healthcare, personal care, food and beverage, biotechnology, and chemicals industries.

The Ice Miller team was led by private equity partners [Thomas Kesoglou](#) and [Sam Raboy](#), with additional support from the deal team of Chelsea Abramowitz, [John Acquaviva](#), Barbara Bacon, [Holiday Banta](#), [Greg Barr](#), Jared Berkle, [Paul Bittner](#), [Sid Bose](#), [Ben Burdick](#), [Nick Casto](#), [Terri Czajka](#), [Grace Dahm](#), [Kayla Ernst](#), [George Gasper](#), [Ben Goodman](#), [Thomas Green](#), [Brian Harvey](#), [Ida Hyvarinen](#), [Nancy Kartos](#), [Brian Korman](#), [Matthew Kriege](#), [Cody Laska](#), [Jackie Lesser](#), [Amy Luce](#), [James McDonough](#), [Jackie Perrotta](#), [Nicholas Reuhs](#), [Devin Routie](#), [Lisa Samblanet](#), [Kathleen Scheidt](#), [Brian Schultz](#), [Connor Skelly](#), [Dale Stackhouse](#), and Mike Tirman. Xuan Feng, who was a law clerk at the time, also assisted with the deal.

Ice Miller has represented White Wolf Capital, a private investment firm, in a multitude of transactions focusing on investment opportunities in North America across several industries, including manufacturing, business services, information technology, security, and aerospace and defense.

Published In

- ["Union and Open-Shop Contractors Alike Should Consider the NLRA When Workers Refuse to Work Based on COVID-19 Safety Concerns," AGC Human Resource and Labor Newsletter Issue No. 06-20, June 18, 2020](#)
- ["How to Avoid Being a Grinch When Managing Holiday Leave Requests," Inside Indiana Business, December 19, 2019](#)
- "Reflections on 2020: An Extraordinary Time to be an Employment Lawyer and Important Time to be a Pro Bono Lawyer," [Res Gestae the Indiana State Bar Association Member Journal](#) and [Inside Indiana Business](#)
- Ice Miller's *Informed Employer Briefing*

Thought Leadership

May 12, 2026

Blink and You're Behind: The Shifting Landscape of Noncompete Laws

August 18, 2025

Back to School May Mean School Activity Leave for Parents

January 21, 2025

Quade | Salary Bumps No Longer Required in the New Year After Federal Court Decision

Quade Blog

November 25, 2024

Federal Court Strikes Down FLSA Overtime Rule Again: It's the Duties, Not Dollars, That Matter

June 11, 2024

Updates on the Legal Challenges to the White-Collar Salary Increases: Once Again, Down to the Wire

April 2, 2024

DOL Updated Overtime Rule Likely Imminent – What Can Employers Do Now?

August 2, 2023

The Supreme Court Ends Race Conscious Admissions: What Higher Education Institutions Should Consider Moving Forward

July 26, 2023

Does the SCOTUS Decision on Race-Conscious College Admissions Impact How Private Employers May Recruit and Hire? Depends on Who You Ask

June 30, 2023

SCOTUS Announces Tougher Standard for Rejecting Religious Accommodation Requests, Leaves Details to Lower Courts

January 17, 2023

Another Blow to the Federal Contractor Vaccine Mandate

December 27, 2022

Federal Contractor Vaccine Mandate Continues to Crumble

July 13, 2022

Navigating the International Waters of Utilizing a Global Workforce

March 24, 2021

Are Employees Working or Watching March Madness®? The Legal Implications of Employee Monitoring

January 7, 2021

Reflections on 2020: An Extraordinary Time to be an Employment Lawyer and Important Time to be a Pro Bono Lawyer

July 29, 2020

With a Nod to Challenges Posed by COVID-19, DOL Publishes New FMLA Forms and Request for Information

July 29, 2020

NLRB Decision Gives Employers More Leeway in Disciplining Employees Who Engage in Abusive Conduct in Connection with Protected Activity

June 18, 2020

Unionized or Not—Don't Overlook the NLRA When Addressing Workers Who Refuse to Work Based on COVID-19 Safety Concerns

AGC Human Resource and Labor Newsletter

April 2, 2020

DOL Rolls Out FFCRA Regulations as New Leave Requirements Go Into Effect

March 27, 2020

UPDATED: New DOL Q&As Help Clarify Unsettled Items in the Families First Coronavirus Response Act