



Molly R. Gwin

Partner

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614 462 2222

Molly Gwin serves as a partner in Ice Miller's Real Estate, Environmental & Energy Law (REEL) practice group, where she represents builders and developers with their real estate needs, including contract drafting and review, drafts of easements and related documents, zoning, land use and entitlements, tax increment financing and tax abatements, and negotiation of development agreements. She has successfully handled arbitration and real estate litigation as well.

Molly also has experience in Labor & Employment law, where she has successfully defended employers in Title VII, ADA, FMLA, and related state law litigation and has experience drafting employee handbooks and defending Ohio Civil Rights Commission charges.

Education

- Miami University (B.A., *cum laude*, 2008)
 - English Literature
 - Mass Communication
- The Ohio State University Moritz College of Law (J.D., 2011)

Admissions

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

Professional Affiliations

- Building Industry Association of Central Ohio
- Columbus Bar Association
- Ohio State Bar Association

Services & Industries

- Housing Affordability
- Data Centers
- Development
- Real Estate
- Real Estate Litigation
- Zoning & Land Use

Awards & Honors

- Building Industry Association of Central Ohio Washburn Schofield Memorial Award, 2026
- Ohio *Super Lawyers*®, 2023-2026
- Ohio *Super Lawyers*® Rising Stars, 2017–2021
- *The Best Lawyers In America*®, Commercial Litigation and Land Use and Zoning Law, 2026-2027; Employment Law - Management, Litigation - Real Estate, and Real Estate Law, 2027

Community Involvement

- Board of Trustees, Building Industry Association, 2019

Thought Leadership

January 21, 2026

Navigating Administrative Land Use Decisions in Ohio

Published In

- "OSHA Mandates Vaccines for Employers with 100 or More Employees." *Building Insider Magazine*, November 25, 2021
- "Changes to the Law on LLCs in Ohio," *Building Insider Magazine*, May 17, 2021
- "Recent Developments from Federal Appellate Courts in Zoning Issues," *Building Insider Magazine*, July 25, 2019
- "Employment Law: Making it Official with Love Contracts," *Columbus CEO*, January 17, 2019
- "Address Consensual Work Relationships with 'Love Contracts'." *Hotel Management*, August 21, 2018
- "Love Contracts: What Restaurant Owners Should Know about Consensual Relationships Between Employees." *Modern Restaurant Management*, August 2, 2018
- "Employee Romance in the Age of #MeToo." *Restaurant Hospitality*, May 10, 2018
- Columbus Moves Into Top 10 Hottest Housing Markets in the U.S. – How Do We Spur More Building?" *Columbus Business First*, April 2, 2018
- "Best Practices for Non-compete Agreements." *Construction Executive*, January 12, 2018
- "Start Preparing Now for Paid Family Leave, Employers," *Columbus CEO*, April 2017
- "Employee Manuals: What You Don't Have, Can Hurt You," *Builder Update Magazine*, Building Industry Association, July 2015

Speaking Engagements

- Presenter, "Advanced Residential Real Estate," Ohio State Bar Association
- "Update on Status of National Association of Realtors Settlement," Building Industry Association of Central Ohio
- Co-presenter, "Leave Under the ADA, Pregnancy Workers Fairness Act ("PWFA"), and FMLA," HRACO, August 30, 2023
- "R.C. 4722 Updates and Ohio Right to Cure," Ohio State Bar Association, October 2017
- "Spoliation of Evidence," Industrial Parkway Association, February 2015

- “Conducting a Debtor’s Exam,” Ohio State Bar Association, October 2012
- “Change in Ohio Law regarding Home Construction Service Suppliers,” Building Industry Association, Annually