



Sara K. Sams

Associate

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Sara Sams is an Associate in Ice Miller's Workplace Solutions and Litigation practice groups. She has experience representing and counseling employers through pre-suit discovery, motion drafting, the formal discovery process, dispositive motions, and settlement of the litigation. Sara has represented companies in the Ohio Court of Claims, state courts in Ohio and New York, and federal and state agencies, including the Equal Opportunity Commission and Ohio Civil Rights Commission.

Additionally, Sara has represented private and public sector employers in union negotiations, labor arbitrations, unfair labor practice proceedings, and representation elections. She has also represented employers before the National Labor Relations Board. With respect to general litigation, Sara has defended private and public hospital systems in putative class actions arising from the use of analytical data software. She has extensive experience in e-discovery, including managing a document universe of nearly two million documents and negotiating ESI search terms.

Sara earned her juris doctor from The Ohio State University Moritz College of Law, where she served as editor-in-chief of *The Ohio State Journal on Dispute Resolution* and competed at the American Bar Association Appellate Advocacy competition.

Education

- Ohio University (B.A., *magna cum laude*, 2017)
- The Ohio State University Moritz College of Law (J.D., *cum laude*, 2020)

Admissions

- Ohio
- United States District Court - Southern District of Ohio

Awards & Honors

- Ohio *Super Lawyers Rising Stars*®, 2026
- National Order of the Barristers

Services & Industries

- Advertising & Marketing
- Tech, Privacy & Cyber Risk
- Employment Litigation & Disputes
- Labor & Employment
- Labor Relations & Collective Bargaining
- Litigation

Thought Leadership

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Quade Blog

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April 15, 2025

The Highly Compensated Employee Exemption Under the FLSA – Misclassification of Highly Compensated Employees Can Be Costly

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