

Grace M. Karam

Cleveland
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Overview

Grace maintains a broad labor and employment practice, where she represents management in a wide range of matters. Her practice encompasses day-to-day counseling, complex litigation and transactional support.

She regularly advises employers on common employment issues and has extensive experience drafting, reviewing and interpreting a variety of employment-related documents, including employment agreements, employee handbooks, separation and settlement agreements, and restrictive covenant agreements. She works closely with clients to ensure that these documents reflect current legal requirements and align with each organization's business objectives.

In her litigation practice, Grace has experience defending employers nationwide in federal and state courts against claims of discrimination, harassment and retaliation under Title VII, ADEA, ADA, FMLA, FLSA, and other state-law equivalents. She oversees all phases of litigation, from pre-suit assessment through trial and appeal, drafting motions, managing complex discovery and assisting in negotiating favorable settlements. Grace also provides critical support in mergers, acquisitions and other corporate transactions. She identifies employment-related risks during due diligence, advises on workforce integration issues and prepares transaction-related employment documents.

Given her broad range of experience, Grace provides adaptable and collaborative support to clients to help them achieve both immediate and long-term business objectives.

Representative Matters

- Advised TowerBrook Capital Partners in acquiring a majority stake in Rael, a leading women's wellness brand focused on holistic cycle care.
- Represented American Equipment Solutions, a portfolio company of Rotunda Capital Partners, in its divestiture of Kanawha Scales & Systems and related industrial weighing business to Investcorp.
- Assisted with strategizing procedure and preparing notice for the termination and re-hire of employees in conjunction with the company's restructuring.
- Advised a national transportation and logistics company on workforce transition planning, including strategy development and preparation of termination and rehire notices in connection with a corporate restructuring.
- Represented Alpine Investors and its portfolio company Ascend, a provider of practice management services to accounting businesses, in an add-on acquisition.
- Defended client against a claim of unpaid wages and unpaid overtime for a remote, on-site ATM technician. Secured a complete victory at arbitration by proving that NCR's policies and practices appropriately paid for all time worked by such remote technicians, provided the technicians follow company policy and appropriately report their time worked. Also successfully defeated novel claims by claimant's counsel that imputed income for personal use of a vehicle or insurance premium credits for being healthy should be considered wages to increase the regular hourly rate and overtime premiums and not fringe benefits.

Credentials

EDUCATION

- Cleveland State University College of Law, 2021, J.D., *magna cum laude*
  - Co-Captain, Trial Advocacy Team
  - Research Editor, *Journal of Law and Health*
- The Ohio State University, 2018, B.S., Health and Rehabilitation Sciences
  - Minor in Psychology

BAR & COURT ADMISSIONS

- Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio

Memberships

- Member, Cleveland Metropolitan Bar Association

News & Insights

- Benesch Advises TowerBrook Capital Partners on Its Investment in Rael
  August 24, 2026 | Press Releases
- Benesch Advises Revelar Capital on Acquisition of Lettermen's Energy, Building National Propane Platform
  February 2, 2026 | Press Releases
- Benesch Advises American Equipment Holdings LLC and Kanawha Scales & Systems in Sale to Investcorp
  November 17, 2025 | Press Releases
- EEOC Shakeups Under the Trump Administration Targeting Gender Identity, Abortion Accommodations, and AI Bias
  February 21, 2025 | Client Alerts & Insights
- Ohio Senate Bill Seeks To Ban Non-Competes
  February 7, 2025 | Client Alerts & Insights
- Fifth Circuit Expands Legal Standard for Employment Discrimination Cases
  August 21, 2023 | Client Alerts & Insights
- NLRB and DOL Clamp Down on Anti-Union Activities, Expand Unfair Labor Practice Remedies, and Restrict Handbook Policies
  August 3, 2023 | Client Alerts & Insights
- Grace Karam mentioned in Crain's Cleveland People on the Move
  July 24, 2023 | Media Mentions
- Paid Family and Medical Leave Continues to Expand in Several States
  July 11, 2023 | Client Alerts & Insights
- On June 29, 2023, the United States Supreme Court Released Two Opinions that will have Widespread Effects on Employers
  June 30, 2023 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- No More Non-Competes? An Overview of Federal and State Trends | Hannah J. Kraus, Grace M. Karam, Phil Eckenrode
  November 21, 2024 | Speaking Engagement