

Kara Sturtz

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Overview

Kara concentrates her practice on executive compensation and employee benefits, advising public and private companies, private equity firms, and executive teams on the design, negotiation, and implementation of sophisticated compensation arrangements.

She regularly drafts and negotiates employment and severance agreements, equity and incentive compensation plans, and compensation-related provisions in corporate transactions.

Kara counsels boards of directors, compensation committees, and management teams on governance, retention strategies, and regulatory compliance, including the tax and securities implications of executive pay, including Sections 409A, 280G, and other key provisions of the tax code.

Kara is analytical and deeply invested in helping clients understand the full scope of their compensation structures. She works closely with them to evaluate both the legal and business considerations involved in each decision, including how compensation strategies support leadership transitions, corporate growth, and long-term value creation.

Representative Matters

- Represented Clarendon Capital in its acquisition of O'Donnell Metal Deck & Bar Joist (OMD), a leading value-added distributor of metal decking, steel bar joists, and related structural products serving the commercial construction industry.
- Represented Gridiron Capital in its acquisition of Centroid, a premier Oracle Cloud Infrastructure service provider.

- Advised COEO Solutions, backed by private equity firm Riata Capital Partners, on its acquisition of NetWolves Network Services.
- Advised Alia Software Inc., an AI-powered pop-up and email/SMS list-growth platform for e-commerce merchants, such as Shopify, in its acquisition by Dotdigital Group plc (AIM: DOTD), a global provider of AI-driven customer experience and data platforms.
- Represented MyFitnessPal, a portfolio company of Francisco Partners, in its acquisition of Cal AI, the founder-led AI-powered calorie counting app.
- Advised Currier Plastics in its investment partnership with Sheridan Capital Partners.
- Represented Harbor Global, a portfolio company of BayPine, in its acquisition of Encoretech, a specialized training and user adoption services company focused on the legal sector.
- Represented Palmetto in its acquisition of The Cool Down, the world's leading clean lifestyle media platform, marking the first time a clean energy company has acquired a clean lifestyle platform and expanding Palmetto's reach in the home energy marketplace.

Credentials

EDUCATION

- Capital University Law School, 2022, J.D., *summa cum laude*
  - Articles Editor, Capital University Law Review
  - CALI Awards: Employment Law, Negotiations, Federal Personal Income Tax, Estates & Trusts
  - Research and Teaching Assistant, Constitutional Law & Criminal Procedure
- The Ohio State University, Fisher College of Business, 2018, B.B.A.

BAR & COURT ADMISSIONS

- Ohio
- New York

News & Insights

- Benesch Advises COEO Solutions on its Acquisition of NetWolves
  August 12, 2026 | Press Releases
- Benesch Advises Gridiron Capital on its Investment in Centroid
  July 20, 2026 | Press Releases
- Benesch Advises COEO Solutions on its Acquisition of S-NET Communications
  May 5, 2026 | Press Releases

- Benesch Represents Alia Software Inc. in Acquisition by Dotdigital Group plc
  March 17, 2026 | Press Releases
- Benesch Advises MyFitnessPal on Acquisition of Cal AI, the Viral Calorie App
  March 5, 2026 | Press Releases
- Benesch Advises Riata Capital Group on Acquisition of COEO Solutions
  February 2, 2026 | Press Releases
- Benesch Advises Revelar Capital on Acquisition of Lettermen's Energy, Building National Propane Platform
  February 2, 2026 | Press Releases
- Benesch Advises Harbor on Acquisition of Encoretech, Accelerating Digital Transformation Across the Legal Sector
  December 8, 2025 | Press Releases
- Benesch Advises Riata Capital Group on Acquisition of Government Window
  October 10, 2025 | Press Releases
- Benesch Advises Currier Plastics in Investment by Sheridan Capital Partners, Accelerating Growth in Healthcare Manufacturing
  October 3, 2025 | Press Releases