



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

- 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.
- Counseled a private equity fund on the separation and transition of the entire executive team following the closing of a large public acquisition.

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 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
- [Benesch Represents Truven in Springbuk Acquisition, Offering Employers a Powerful Health Intelligence Combination](#)
September 11, 2025 | Press Releases
- [Benesch Represents Algar Inc. in Sale of Grade A Auto Parts, Advancing Fenix Parts' National Footprint](#)
August 7, 2025 | Press Releases