Sarah Laren
Partner



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Overview

Sarah is a lawyer in the Firm's **Litigation** department and **Labor & Employment** Practice group. She represents clients in a variety of matters pending before state and federal courts, as well as administrative agencies. She is also provides advice and counseling on labor and employment issues, including leave and accommodation processes, compliance with wage and hour laws, implementation of employee handbooks and personnel policies, and arbitration agreements.

Sarah is a frequent writer and presenter on matters related to labor and employment.

Experience

- **Confidential client:** Obtained a favorable outcome in binding arbitration for a national retailer accused of workers' compensation retaliation
- **Confidential client:** Secured summary judgment for a petroleum company as to employment discrimination and retaliation claims asserted in federal court
- **Confidential client:** Obtained dismissal of an employment discrimination and retaliation lawsuit initiated against a transcription service in federal court
- **Confidential client:** Conducted in-depth workplace investigation regarding age discrimination allegations on manufacturing company's behalf

Recognition

News

- **Dentons recognized by Best Lawyers in America® in 2025 rankings**
- **Dentons recognized by Best Lawyers in America® in 2024 rankings**

- **Dentons recognized by Best Lawyers in America® in 2023 rankings**
- **Dentons recognized by Best Lawyers in America in 2022 rankings**
- **Dentons recognized by Best Lawyers in America in 2021 rankings**

Honors and Awards

- Selected as a "One to Watch" by *The Best Lawyers in America*, in the areas of Labor and Employment - Management, 2021-2025; Litigation - Labor and Employment, 2023-2025, Employee Benefits (ERISA) Law, 2024-2025; Labor and Employment - Employee, 2024-2025
- Selected to *Kentucky Super Lawyers Rising Stars* list in Employment and Labor, 2020-2023

In the Media

- **"How to protect your intellectual property without noncompete agreements,"** CNN Underscored Money, May 10, 2024
- **Business of Law: How businesses should consider ADA compliance on the web**, November 11, 2022
- **"How Small Businesses Should Consider ADA Compliance,"** *Louisville Business First,* November 11, 2022

Insights

- Co-author, Dentons, **"FDA approves Pfizer vaccine, OSHA updates workplace guidance, and the White House urges more businesses mandate the COVID-19 vaccine for employees: Key takeaways for employers,"** August 24, 2021
- Contributor, Dentons Quarterly Employment Lawyer, Issue 2, May 2021
- Contributor, Dentons COVID-19 Return to Work Toolkit, June 3, 2020
- Co-editor, "A Guide to ADA/FMLA for Kentucky Employers," Kentucky Chamber of Commerce, 3rd edition, 2021
- Co-author, "DOL releases new proposed independent contractor rule," Dentons client alert, September 24, 2020
- Co-author, "Pay Equity: A Continuing Trend of State Legislative Action in 2018," HR Professionals Magazine, November 26, 2018

Dentons Employment Class Action Defense Blog Insights

- **Michigan Federal Court Applies “Strong Likelihood” Standard Showcasing The Higher Burden Plaintiffs Now Face**, May 15, 2024

Activities and Affiliations

- Fayette County Bar Association Board of Directors, May 2022-present

Community Involvement and Pro Bono

- Board of Directors, International Book Project (Secretary)

Presentations

- Co-presenter, “Employment Law Update 2025,” Kentucky Association for Healthcare Recruitment, March 4, 2025
- Presenter, “Legal Update: Ten Things Your Employment Attorney Wants You to Know,” Bluegrass Society for Human Resources Management, January 14, 2025
- “Key Concepts and Best Practices for Leave of Absence and Workplace Accommodations,” training presented to human resources staff at large employer, November 4, 2024
- Presenter, “Legal Update: What 2023 Has in Store for Human Resource Professionals,” Bluegrass Society for Human Resources Management, February 14, 2023
- Presenter, “Legal Update: Navigating the Workplace of the Future,” Bluegrass Society for Human Resources Management, February 8, 2022
- Presenter, "Considerations When Returning Employees to the Workplace after COVID-19 Restrictions," Bluegrass Society of Human Resource Management (BGSHRM), May 11, 2021
- Presenter, An ADAToolkit, 36th Annual Kentucky Society for Human Resource Management Conference (KYSHRM), October 14, 2020
- Presenter, An FMLA Toolkit, 36th Annual KYSHRM Conference, October 15, 2020
- Presenter, Legal Update, Bluegrass Society of Human Resource Management (BGSHRM), February 2020
- Presenter, Drug Testing, Bingham Greenebaum Doll (BGD) Breakfast Briefing, January 2020
- Presenter, "Preventing Sexual Harassment in the Workplace and What to Do When Claims Are Made," Kentucky Association of Corporate Counsel (ACC), May 17, 2019
- Presenter, "#MeToo Movement and Retaliation and Other Employment Law Updates," Louisville Bar Association, April 17, 2019
- Presenter, "Challenging Workplace Disability Scenarios," Kentucky Society for Human Resource Management Conference (KYSHRM), August 30, 2018
- Presenter, Wage and Hour Update, Kentucky Association of Corporate Counsel (ACC), April 24, 2018
- Presenter, Wage and Hour Update, Kentucky Association of Corporate Counsel (ACC), November 2017
- Presenter, "FMLA Issue Spotting: Twenty Common Missteps," Elizabethtown Society for Human Resource Management Conference (SHRM), October 2017

Prior and Present Employment

- Associate, Littler Mendelson, P.S.C, August 2017- August 2019
- Law Clerk to The Honorable Joseph M. Hood, U.S. District Court, Eastern District of Kentucky, August 2016-August 2017
- Law Clerk to The Honorable David L. Bunning, U.S. District Court, Eastern District of Kentucky, August 2013-August 2016

Areas of focus

Practices

- **Employment and Labor**
- **Employment Disputes**
- **Litigation and Dispute Resolution**

Education

- University of Kentucky College of Law, 2013, JD (with Distinction),
- University of Kentucky, 2010, BA, Foreign Language & International Economics (French); Minor, Japan Studies, summa cum laude

Admissions and qualifications

- Kentucky
- Ohio
- Sixth Circuit Court of Appeals
- US District Court for the Eastern District of Kentucky
- US District Court for the Northern District of Ohio
- US District Court for the Southern District of Ohio
- US District Court for the Western District of Kentucky

Languages

- French
- Japanese

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