

Courtney L. Sauer



Overview

Shareholder [Dallas](#)
500 N. Akard Street, Suite 4000
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Education

J.D. from Southern Methodist University, Dedman School of Law

- Hatton W. Sumners Scholar
- *International Law Review*

B.A. from Duke University

Bar Admissions

Texas

United States District Courts for the Eastern, Northern and Western Districts of Texas

Related Practices

Labor & Employment

- Covenants Not to Compete
- Employment Litigation
- FLSA
- Trade Secrets

Litigation

- Antitrust
- Arbitration
- Employment Litigation
- Energy Litigation
- Financial Institution Litigation

Courtney is a well-rounded trial attorney who practices complex commercial litigation and employment law. With nearly twenty civil jury trials under her belt, Courtney is confident and poised in the courtroom. Courtney draws upon more than ten years of combined experience at internationally-recognized law firms and as in-house counsel in order to advise her clients of the potential risks and rewards of litigation.

Courtney has successfully defended clients in antitrust, products liability, breach of contract, fraud, insurance and business tort disputes. She also advocates for employers in arbitration, court and before government agencies against Title VII, ADA, ADEA, FLSA and state discrimination claims. Her clients have included airplane and automobile manufacturers, telecommunications companies, financial institutions, retailers, business solutions providers and social media platforms.

Courtney's litigation skills extend beyond the courtroom. She has studied alternative dispute resolution in depth and resolved many disputes at mediation. She is also a clear, persuasive writer and has achieved complete dismissal for clients through motions to dismiss and summary judgment. She is currently a member of the Dallas Bar Association's WE LEAD: Women Empowered to Lead in the Legal Profession program and is also a member of the Firm's Women's Initiative Group committee.

Insurance Litigation
Products Liability
Real Estate Litigation
Trade Secrets

Related Industries

Financial Services
Energy
Insurance
Real Estate
Retail
Technology & Telecommunications
Transportation

Achievements

Dallas Bar Association's WE LEAD: Women Empowered to Lead in the Legal Profession (2021)

Woodward/White, Inc. – Best Lawyers: Ones to Watch, Commercial Litigation (2023-2024); Best Lawyers: Ones to Watch, Litigation - Labor and Employment (2023-2024)

Certifications

National Institute of Trial Advocacy (NITA) Certified

Memberships

American Board of Trial Advocates
Attorneys Serving the Community (ASC)
Dallas Bar Association
Dallas Bar Foundation (Life Fellow)
Dallas Young Lawyers Association
Duke Club of North Texas
Genesis Women's Shelter Young Leaders (Board Member, 2016-2019)
St. John's School Alumni Association
UPWARD
State Bar of Texas

Experience

First-Chair Litigation Counsel

Won defense verdicts as first-chair counsel in nearly 20 civil jury trials in Texas state courts.

Dispositive Motion Practice

Successfully moved to dismiss a defamation and wrongful termination lawsuit on behalf of a social networking platform; obtained summary judgment of claims against remaining employer and individual defendants.

Employment Arbitration

Defended clients against Title VII, FLSA, ADA, ADEA, retaliation, sexual harassment, hostile work environment and tort claims brought in arbitration, including compelling arbitration of claims improperly filed in court.

Antitrust

Engaged in fact and expert discovery, dispositive motion briefing and preparation for a month-long jury trial in the Northern District of Texas in a \$900 MM antitrust, Lanham Act and tortious interference dispute in federal court.

Multi-Million Dollar Arbitration

Obtained a multi-million dollar arbitration award for a software licensor in a breach of contract dispute as second-chair counsel in Kansas City, Missouri.

Employment Law Advice

Provided practical advice to employers regarding employment discrimination, reductions in force, drug testing, background checks, hiring, final pay, equal pay and operating procedures.

Internal Compliance Investigations

Conducted internal investigations for clients to assess regulatory compliance and risk exposure.

Govt. Agency Representations

Drafted position statements in response to charges of discrimination filed with EEOC and state agencies, and prepared responses to related requests for information.

Employment Contracts

Analyzed and edited employment agreements, including non-compete, non-solicitation and confidentiality agreements on behalf of clients.

Antitrust

Represented a group purchasing organization in a \$200 MM antitrust dispute brought by a potential supplier.

Newsroom

Press Release: Fifty-One (51) Munsch Hardt Attorneys Featured in Best Lawyers 'Ones to Watch' 2024 Edition

Speech: Courtney Sauer Collins Moderates Dallas Bar Association - Trailblazer Panel

Press Release: Courtney Sauer Collins Inducted Into American Board of Trial Advocates

Press Release: Munsch Hardt Attorneys Honored as 2023 'Best Lawyers in America®,' 'Ones to Watch', and 'Lawyer of the Year'

Press Release: Munsch Hardt Announces 2022 Promotions to Equity Shareholder and Shareholder

Press Release: Courtney Sauer and Courtney Tawresey Accepted into the Dallas Bar Association WE LEAD Class of 2021

In The News: Texas Firms Sell Recruits On Opportunity As BigLaw Invades