

Sameer S. Karim



Shareholder [Houston](#)
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Education

J.D. from Baylor University School of Law *cum laude*
▪ Order of the Barristers
B.A. from The University of Texas at Austin

Bar Admissions

Texas
United States District Court for the Northern, Southern
and Western Districts of Texas

Related Practices

Labor & Employment
Covenants Not to Compete
Employment Litigation
FLSA
Trade Secrets
Litigation
Appellate
Arbitration
Employment Litigation
Real Estate Litigation
Trade Secrets

Related Industries

Overview

Sameer, Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization, leads Munsch Hardt's Labor & Employment Practice Group and serves on the Firm's Compensation Committee. A seasoned commercial litigator, he blends sharp legal strategy with practical business insight to support businesses, executives and investors in achieving their objectives.

In his employment practice, Sameer offers comprehensive guidance on litigation, daily counsel and transactional matters. He frequently handles disputes involving trade secret misappropriation, non-compete and non-solicitation agreements, workplace discrimination, harassment, and wage and hour issues. He also advises on employment aspects of mergers and acquisitions, including executive transitions, restrictive covenants and post-transaction integration, leveraging his litigation experience to manage risks and ensure compliance.

Sameer's commercial litigation practice focuses on business and real estate disputes, including contracts, leases, title issues and property rights. His expertise extends to complex disputes involving breach of contract, breach of fiduciary duty, fraud and conflicts among business partners or shareholders, often referred to as "business divorce" cases, where private company owners dispute ownership, management, or exit terms. Sameer's business divorce expertise lends itself to providing exceptional support to family law attorneys in high-net-worth divorce proceedings. He partners with divorce counsel to navigate complex business and governance issues, evaluate claims of fiduciary breaches or fraud, and protect assets in family businesses, family offices, or large enterprises. In this capacity, he focuses on preserving business value, ensuring operational

Financial Services
Construction
Energy
Health Care
Hospitality
Retail

continuity, evaluating asset transfers in accordance with governing documents and safeguarding assets through strategic planning and legal solutions.

Achievements

Houstonia Magazine – Top Lawyer, Labor and Employment (2022-2023)

Thomson Reuters – Texas Rising Stars (2014-2024); Texas Rising Stars: Up-and-Coming 100 (2020, 2023-2024)

Woodward/White, Inc. – Best Lawyers in America, Employment Law – Management (2025); Best Lawyers in America, Litigation – Labor and Employment (2025)

Memberships

Houston Bar Association, Health Law and Litigation Sections

National Association of Federal Equity Receivers

State Bar of Texas, Business Law, Entertainment and Sports, Health Law and Litigation Sections

Experience

Lead Counsel in Major Arbitration Victory

Sameer served as lead counsel in a complex three-panel arbitration, a spin-out proceeding from a high net-worth divorce case, involving numerous individuals and nearly 100 entities. The arbitration resolved claims of fraud, breach of fiduciary duty and related allegations, with hundreds of millions of dollars at stake. Sameer secured a unanimous award, achieving a decisive victory on all issues and obtaining the maximum authorized expense recovery.

Lead Counsel for Receiver in High-Profile David Salinas Ponzi Scheme

Sameer served as lead counsel for the Receiver in the widely publicized David Salinas Ponzi scheme litigation in Houston, Texas. This \$50 MM fraud, investigated by the SEC, victimized more than 100 investors, including collegiate basketball and football coaches, professional athletes and the perpetrator's personal acquaintances. Through complex litigation and detailed forensic accounting investigations, Sameer and the Receiver meticulously traced misappropriated funds and successfully recovered substantial assets. These recoveries included proceeds from life insurance policies that the perpetrator had redirected to defrauded acquaintances prior to his suicide, real property and other valuable assets. Overcoming significant legal challenges, their efforts resulted in substantial pro rata distributions to defrauded investors. The strategic approach and exceptional outcomes in this case received widespread media attention and significantly exceeded typical recoveries achieved in similar Ponzi scheme cases.

Employment Litigation

Obtained injunctive relief and substantial damages against two former employees who started a competing business in violation of non-competition agreements. Judgment included forfeiture of all fees earned by competing business, claw back of salary paid to former employees for the period in which they were competing while still employed by former employer and payment of all attorneys' fees and costs incurred.

Employment Litigation

Obtained summary judgment on behalf of a former C-level executive of a publicly-traded company after the company breached employee's executive employment agreement. As part of judgment, Munsch Hardt obtained complete relief including back pay, front pay through remaining two year term of agreement and payment of all attorneys' fees and costs incurred.

Employment Litigation

Obtained summary judgment against a former executive of a large hospital system individually relating to a substantial loan made by our client to assist the hospital system in covering expenses and payroll during a period of transition and sale of the hospital system. Judgment against individuals included payment of outstanding loan balance, default interest and payment of all attorneys' fees and costs incurred.

Newsroom

In The News: Munsch Hardt Launches Sports + Entertainment Practice

Press Release: Munsch Hardt Formalizes Sports + Entertainment Practice with Addition of Shareholder Sunil Jamal

Blog: Federal Court Blocks FTC's Noncompete Ban

Press Release: Fifty-Six (56) Munsch Hardt Attorneys Honored in 2025 Best Lawyers in America Directory

Blog: Important Update Regarding Non-Compete Agreements and FTC Ruling

Press Release: 2024 Texas Super Lawyers® Rising Stars Highlights 15 Munsch Hardt Attorneys

Press Release: 2023 Texas Super Lawyers® Rising Stars Recognizes 11 Munsch Hardt Attorneys

Press Release: Eight Munsch Hardt Attorneys Named as 2022 Texas "Rising Stars" by Super Lawyers®

Press Release: 6 Munsch Hardt Attorneys Named as 2021 Texas "Rising Stars" by Super Lawyers®

Newsletter: COVID-19: What Employers Need to Know (March 27, 2020)

Article: The Families First Coronavirus Response Act

Newsletter: COVID-19: What Employers Need to Know (March 18, 2020)

Press Release: Eight Munsch Hardt Attorneys Named to Super Lawyers® 2020 Texas "Rising Stars" List

In The News: Apartments Seller Wins Toss Of 'Bogus' Overpayment Suit

In The News: The final chapter of a \$50 million Ponzi scheme that caught many high-profile coaches

In The News: Retailer Conn's Says Ex-Counsel's New TCPA Suit Improper

Press Release: Munsch Hardt Announces 2019 Promotions to Equity Shareholder and Shareholder

Press Release: Eight Munsch Hardt Attorneys Named on the Super Lawyers 2019 Rising Stars List

In The News: Engineering Firm Hit With \$21M Suit Over Terminal Project

Press Release: Seven Munsch Hardt Attorneys Named to 2018 Texas Rising Stars List

Press Release: Introducing Munsch Hardt's Newest Shareholders

Press Release: Five Munsch Hardt Attorneys Recognized as 2017 Rising Stars by Thomson Reuters

Press Release: Karim Completes Board Certification from the TBLS

Press Release: Six Munsch Hardt Attorneys Recognized as 2016 Texas Super Lawyers Rising Stars

Press Release: Munsch Hardt Attorneys Recognized by Super Lawyers as 2015 Rising Stars

Speech: End-of-Year Labor & Employment Seminar

Press Release: Munsch Hardt Attorneys Recognized as 2014 Rising Stars by Super Lawyers

Article: Presenting a Receivership Distribution Plan

Speech: Update on Texas Non-Competition Law