

## 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

As a commercial litigation attorney, Sameer focuses his practice primarily on labor and employment and real estate litigation.

Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization, Sameer counsels and represents employers and executives across multiple industries in matters involving the protection of trade secret and confidential information, non-compete agreements, discrimination, harassment and wage and hour disputes. Sameer also helps businesses structure and negotiate labor and employment matters in the context of mergers and acquisitions.

From a real estate perspective, Sameer represents lenders, developers, REITs, property owners, prospective acquirers, purchasers, commercial landlords, joint venture members, investors and brokers in real estate litigation matters that touch on all phases of the real estate business cycle.

In addition, Sameer maintains a broad, complex commercial litigation practice. In this capacity, he regularly counsels and represents public and private companies with contractual disputes, business disputes, and state and federal receivership matters.

Sameer currently serves as a member of Munsch Hardt's Diversity Committee.

Financial Services  
Construction  
Energy  
Health Care  
Hospitality  
Real Estate  
Retail

## 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)

## 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

### International In-House Counsel

Seconded to serve as primary in-house counsel for the U.S. component of international, publicly-traded staffing organization. In this role, Sameer managed all litigation, supervised critical human resource matters and handled day-to-day legal issues for company's seven U.S. based offices.

### 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

**Press Release:** 2024 Texas Super Lawyers® Rising Stars Highlights 16 Munsch Hardt Attorneys

**Press Release:** 2023 Texas Super Lawyers® Rising Stars Recognizes 12 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