Shumaker

Katherine S. Decker

PARTNER

@: kdecker@shumaker.com

P: 419.321.1452

LinkedIn VCard



As a partner in the Labor & Employment Service Line, Kate represents employers in a broad range of state and federal employment matters, including wrongful termination, discrimination, and retaliation litigation and administrative agency investigations. Her practice also includes representing clients in a wide range of litigation and appellate matters, including the Employment Retirement Income Security Act (ERISA), employee benefits, business torts, breach of contract, foreclosures, landlord/tenant disputes, and administrative appeals. Kate also has extensive experience litigating complex wage and hour actions and defends and counsels employers in state and federal wage and hour disputes.

In addition to defending employers in litigation matters, Kate's labor and employment practice involves:

- Assisting clients in their state and federal employment law compliance efforts
- Handling personnel issues
- Navigating complex wage and hour issues, including exemption designations, independent contractor classifications, permissible salary deductions, and tipped employee concerns
- Policies, procedures, and processes that are tailored to clients' business and workforce needs

SERVICE LINE

Labor & Employment

INDUSTRY SECTOR

Financial Institutions & Insurance
Manufacturing

PRIMARY LOCATION

Toledo, OH

Besides spending time with her husband, two sons, and their three unruly dogs, Kate enjoys cycling, giving back to the Toledo community, and doing *New York Times* crossword puzzles.

BAR & COURT ADMISSIONS

Ohio, 2009

United States Court of Appeals, Fourth Circuit, 2013

United States District Court, Southern District of Ohio, 2010

United States District Court, Northern District of Ohio, 2009

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Ohio State Bar Association
- Toledo Bar Association
- Ohio Women's Bar Association Mentoring Circles Committee and Mentor (2014, 2015)
- Ohio Women's Bar Association Nomination Committee (2015)
- Toledo Zoo, Zoo-To-Do Committee (2014, 2015)
- Vanderbilt CORPS Program, member
- Women's Initiative of United Way, Board Member (2015)
- Women's Initiative, Imagination Library Committee Chair (2014, 2015)
- Leadership Toledo, Class of 2014
- Toledo Zoo, Companies for Kids Committee (2013, 2014)

HONORS

- 20 Under 40 Leadership Award
- *Best Lawyers in America*,2026
- Best Lawyers: Ones to Watch, 2023-2026
- Ohio State Bar Foundation Community Service Award for Attorneys 40 & Under, 2017
- The National Trial Lawyers 40 Under 40, 2012
- Ohio Association for Justice, Distinguished Service Award, 2012

EDUCATION

J.D., The Ohio State University Moritz College of Law, 2009

B.A., *magna cum laude*, Vanderbilt University, 2006

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