

Samera S. Ludwig

Partner

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Services

Labor & Employment

Litigation

Industries

Health & Life Sciences

Retail & Consumer Goods

Financial Institutions

Samera Syeda Ludwig focuses her practice on labor and employment and business immigration. For more than 20 years, she has represented employers in both state and federal courts and in administrative proceedings throughout the country. As an experienced litigator, Samera counsels and represents businesses on matters involving employee discipline, employee claims of discrimination, harassment and retaliation, OSHA compliance and counseling, EEO compliance and reporting, and conducts internal investigations. Samera also advises employers on immigration policies and employment related issues including obtaining non-immigrant and immigrant visas, providing immigration related guidance during corporate mergers and acquisitions, and assisting employers with I-9 employment eligibility and verification compliance.

Prior to joining the firm, Samera was a partner at a well-established litigation law firm in its Chicago, Illinois office where she concentrated her practice on commercial litigation, labor and employment, immigration, and alternative dispute resolution. Samera also served as the firm's administrative partner where she was involved in many aspects of its management including working with the firm's senior management team, acquiring legal talent, and overseeing administrative operations. Previously, Samera was a partner in the Chicago, Illinois office of a Global 100 law firm where she led diversity initiatives.

While attending Columbia Law School, Samera was Editor-in-Chief of the *Columbia Journal of Gender and Law*.

Samera received the 2023 Vanguard Award from the Asian American Bar Association of Greater Chicago, which honored Samera for making the law and legal profession more accessible to and reflective of the community at large. She was recognized as one of its "Notable Women Lawyers" in 2024 and 2026 by *Crain's Chicago Business*. Samera was selected as a member of the Leadership Council on Legal Diversity's 2024 Class of Fellows and is recipient of the 2024 LCLD Atlas Award.

Experience

*Lead trial counsel for FMLA retaliation case in five-day jury trial in the U.S. District Court for the Eastern District of Virginia.

*Successfully obtained asylum for a Pakistani woman fearing persecution after three-day hearing in Chicago Immigration Court.

*Served as national employment counsel for a *Fortune* 50 company based in Burlington, North Carolina defending claims in federal and state courts.

*Secured the dismissal via summary judgment of a disability discrimination claim brought by a former flight attendant against a major U.S. airline company.

*Successfully defended a large automaker in a consumer class action relating to alleged defects of specific tires equipped on certain models of vehicles.

*Successfully represented a laboratory testing company against claims of defamation and negligence relating to its testing and results.

*Won the dismissal for a *Fortune* 50 pharmaceutical company through a summary judgment of false advertising claims under the Lanham Act.

*Represented former officers of a lease financing company in a securities fraud action brought by a special purpose investment vehicle alleging claims under Section 10 and 20(a) of the Securities and Exchange Act and the Illinois Consumer Fraud and Deceptive Practices Act.

*Experience gained by attorney prior to joining Kilpatrick

Education

Columbia Law School J.D. (1997)

Wesleyan University B.A. (1994) *with honors*

Admissions

Illinois (2001)

New York (2000)

Court Admissions

U.S. Court of Appeals for the Ninth Circuit

U.S. Court of Appeals for the Second Circuit

U.S. District Court for the Eastern District of New York

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Northern District of Indiana

U.S. District Court for the Northern District of Texas

U.S. District Court for the Southern District of Indiana

U.S. District Court for the Southern District of New York

Professional & Community Activities

Leadership Council on Legal Diversity, 2024 Class of Fellows

American Immigration Lawyers Association (AILA) Chicago Chapter, ICE Workplace Enforcement Committee, Member

American Immigration Lawyers Association (AILA), Member

The Alliance of Bar Associations for Judicial Screening, Investigator

Asian American Bar Association of Chicago, Board of Directors, Member

Chicago High School for the Arts, Foundation Board of Directors, Member

Heart of Chicago, American Heart Association, Board Member

DePaul University College of Law, Adjunct Professor

University of Illinois Chicago School of Law, Adjunct Professor

Insights

Events

The New Form I-9 Compliance and Enforcement Issues

June 24, 2026

Alert

Reclassification of Form I-9 Violations from Procedural to Substantive: Increased Penalty Risk for Employers

April 15, 2026

News

Kilpatrick's Samera Ludwig and Sam Breslow Named Crain's 2026 "Notable Women in Law"

March 3, 2026

Alert

State Department to Suspend Visa Processing for Nationals of 75 Countries: Key Implications for U.S. Employers

January 14, 2026

Events

DEI Executive Orders – An Update

November 6, 2025

Blogs

Government Contracting

DOJ Defines "Unlawful Discrimination" For Federal Funding Recipients

August 13, 2025