



Samantha Banks

Associate

sbanks@schnader.com

Offices: Philadelphia, PA, Cherry Hill, NJ

Phone Number: 215-751-2287

Samantha Banks is an Associate in the Litigation Services Department, and a member of the Labor and Employment practice group, Class Action practice group, and the Internal Investigations, Ethics and Compliance practice group. Ms. Banks has litigated a broad range of cases in state and federal courts, including employment discrimination claims, wage claims, breach of contract claims, and complex commercial litigation. She has experience in all aspects of litigation, including drafting pleadings, facilitating pre-trial discovery and document production, motion practice, taking and defending depositions, drafting and arguing dispositive motions, and at trial. Her practice also includes counseling and advising employers in addressing issues that arise in the workplace, including negotiating employment agreements and non-compete agreements, and assisting in internal investigations for corporate clients and private and public schools and universities. Ms. Banks serves as co-chair of the firm's Associates Committee.

Ms. Banks previously served as a judicial intern to the Honorable Thomas J. Rueter in the U.S. District Court for the Eastern District of Pennsylvania. She also was a legal intern at the Support Center for Child Advocates and the Pennsylvania Innocence Project.

Representative Matters

- Argued in the United States District Court for the Eastern District of Pennsylvania for employers seeking summary judgment on claims of employment discrimination under the Americans with

Disabilities Act, the Age Discrimination in Employment Act, and the Family Medical Leave Act.

- Took and defended depositions of co-workers and managerial employees in defending employers in Title VII discrimination claims.
- Defended global retailer in claims of breach of contract, fraud, and antitrust violations.
- Represented public figure in federal and state employment discrimination claims.
- Filed Complaint and facilitated discovery in wage and hour class action brought under Pennsylvania's gaming regulations.
- Drafted responsive pleadings and Motion to Dismiss filed with Pennsylvania Human Relations Commission on behalf of employer defending claim of employment discrimination under Pennsylvania Human Relations Act.
- Facilitated electronic discovery, including production and review of hundreds of thousands of documents, in complex commercial dispute.
- Represented employer bringing breach of contract claim against insurance broker for failing to obtain desired Wage and Hour insurance coverage.
- Prepared reply brief in support of motion to vacate, set aside, or correct criminal sentence for criminal conspiracy and possession.
- Argued before New Jersey Workers' Compensation Court on behalf of insurer to be dismissed from claim for coverage under state statutes and regulations

Community and Pro Bono

Ms. Banks has been active in Schnader's *pro bono* practice. She has litigated two separate prisoner civil rights claims, one for failure to provide medical care while incarcerated, and one for the excessive use of force during an arrest. She also worked with the Pennsylvania Innocence Project defending a claim of actual innocence.

Ms. Banks currently serves as a volunteer attorney for the Support Center for Child Advocates. She is also a board member of the Friends of Young Scholars Charter School in Philadelphia.

Education

- Villanova University School of Law, J.D., 2014
- Lehigh University, B.S., Business and Economics, 2011

Bar Admissions

- Pennsylvania, 2014
- New Jersey, 2014

Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania
- U.S. District Court for the District of New Jersey

Other Distinctions

- Named to *The Best Lawyers in America: Ones to Watch* for Commercial Litigation, 2021-22*
- Listed in "Pennsylvania Super Lawyers Rising Stars," 2022*

**No aspect of this advertisement has been approved by the Supreme Court of New Jersey. Further information on methodologies is available via these links.*

Practices

- Class Action
- Internal Investigations, Ethics & Compliance
- Labor and Employment Counseling
- Labor and Employment Practices
- Litigation

Industries

- Communications and Media
- Higher Education