

Sarah Ferguson is a strong advocate, thoughtful strategist and skilled litigator specializing in employment law and complex commercial litigation. She collaborates closely with clients to ensure they are aware of the risks and rewards of a course of action, whether in the courtroom, at mediation or prior to an employment action.



Sarah Ferguson

Shareholder | Reno

Biography

Sarah Ferguson is a shareholder in Parsons Behle & Latimer's commercial litigation, and employment and labor law practice teams. She also advises mining project proponents regarding federal Indian law and cultural resource and religious freedom laws and concerns. Ms. Ferguson has represented clients in industries including mining, energy, financial services, hospitality, aerospace, construction, and manufacturing in state and federal courts.

Having successfully represented clients at trial, including the award of attorneys' fees, Ms. Ferguson has a deep understanding of how to manage risk and leverage her clients' position from the outset of a case until resolution. Her extensive experience handling all phases of litigation informs her approach to crafting strategy, managing case teams, drafting and arguing motions and complex discovery issues. She has represented clients at the Nevada Supreme Court and the Ninth Circuit.

Ms. Ferguson's insights into the regulatory and legal complexities associated with cultural resource concerns also allow her to effectively assist clients proactively navigate these issues.

Ms. Ferguson is committed to serving the Reno community and to that end, has an active pro bono practice, including direct services and community outreach. A Reno native, Ms. Ferguson practiced in New York City, focusing on white collar defense and commercial litigation, before returning to Nevada. Following graduation from New York Law School, where she was editor-in-chief of the *Law Review*, she served as a law clerk for the Hon. Howard D. McKibben of the United States District Court for the District of Nevada.

Contact information

775.789.6555

sferguson@parsonsbehle.com

Capabilities

Employment Litigation
Business & Commercial Litigation
Appeals
Cultural Resource Risk Management

Licensed/Admitted

Nevada
New York
Ninth Circuit

Experience

Wage and Hour Defense

Defended various companies in wage and hour collective actions.

Successful Trial Verdict

Achieved favorable verdict as first chair at trial on behalf of a corporation facing a dissenter's rights action. Awarded attorneys' fees.

Successful Nevada Supreme Court Appeal

Nevada Supreme Court issued order affirming district court's summary judgment and award of attorneys' fees on a breach of warranty case.

Discrimination Defense

Defended various employers in state and U.S. federal court against claims related to alleged Title VII, ADA, ADEA and FMLA discrimination.

Represented Client in Tribal Court

Represented contractor in Tribal Court resulting in favorable decision from Tribal Court Judge.

Breach of Contract for Mining Royalty Payments

Represented a mining company in an action related to breach of contract for claim of royalty payments, culminating in a favorable settlement.

Mining Breach of Warranty

Represented a mining industry leader in a breach of warranty case involving steel pipes for transporting paste fill, which resulted in favorable settlement.

\$50M Medical Device Settlement

Successfully negotiated a \$50m settlement on behalf of medical device manufacturing client.

Accomplishments and Awards

Professional

Best Lawyers in America 2026 "Lawyer of the Year," Litigation-Labor and Employment, Reno

The Best Lawyers in America® – Commercial Litigation (2021-2026)

The Best Lawyers in America® – Employment Law – Management (2021-2026)

The Best Lawyers in America® –Litigation – Labor and Employment (2021-2026)

Nevada Business Magazine "Legal Elite/Top Ranked Attorneys" (2022)

Academic

J.D., New York Law School, *cum laude*, June 2012

- Editor in Chief, New York Law School *Law Review*

B.A., Whitman College, *cum laude*, History with Honors, May 2006

Associations

Professional

Member, Society for Human Resource Management (SHRM)

Washoe County Bar Association, Member

Community

University of Nevada - Reno Foundation Board of Trustees, Member since 2023

Northern Nevada Legal Aid

- President of the Board, 2023–2025
- Vice President of the Board, 2022–2023

Women's Giving Circle – Member since 2023

Lilley Museum, University of Nevada – Reno, past Board Member

Articles

Employment Law Update, Nov. 13, 2024

Employment Law Update, May 30, 2024

Employment Law Update, Jan. 25, 2024

Employment Law Update, July 27, 2023

Employment Law Update,” Feb. 28, 2023

Presentations

Parsons Behle & Latimer attorneys present at American Exploration & Mining Association Conference 2025, Dec. 4, 2025

“Employee Life Cycle III: Termination Trepidation - Identifying and Avoiding the Risks Associated with Employee Terminations and Discipline,” Parsons Behle & Latimer 35th Annual Employment Law Seminar with SL SHRM May 9, 2023

“Preventing and Responding to Workplace Violence and the New HB 324,” Parsons Behle & Latimer 35th Annual Employment Law Seminar with SL SHRM May 9, 2023

Parsons Behle & Latimer attorneys present at American Exploration & Mining Association Conference 2022, Dec. 4, 2022