

Steven L. Baden

OF COUNSEL

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Steve Baden is a veteran business attorney with more than two decades of experience as general counsel and senior in-house legal advisor. He brings strategic clarity and practical solutions to clients across industries, including consumer goods, aviation, sales trade practices (including door-to-door sales), product manufacturing and distribution, and direct sales.

Steve's multifaceted practice includes:

- Contract drafting and negotiation
- Complex commercial litigation
- Employment and workforce classification issues
- Product liability and intellectual property protection
- Regulatory compliance in advertising, marketing, and consumer sales
- Leasing, vendor, and distribution agreements

He is known for his ability to resolve high-stakes legal challenges while advancing business goals with precision and integrity.

Practice Areas

Business & Corporate
Civil & Commercial
Litigation
Labor & Employment
Real Estate

Education

B.A., The Ohio State
University

J.D., Cleveland-Marshall
College of Law

Credentials

Admitted to practice
before the Ohio Supreme
Court and the U.S. District
Court for the Northern
District of Ohio

Member, Cleveland
Metropolitan Bar
Association

| Practice Area | Details |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Workforce Classification | Secured a directed verdict (upheld on appeal) confirming factory distributors operated as independent contractors, not employees |
| Employment | Defended the enforceability of non-compete and non-solicitation clauses with global application in federal court |
| Agreements | Negotiated key manufacturing and IP agreements, including trademark and technology licenses |
| Leasing | Directed leasing strategy for over 25 power equipment repair stores nationwide |
| Distribution | Executed product distribution agreements with leading national retailers |

Professional and Civic Engagement

- Member, LawPact®

Beyond the office, Steve finds balance in Cleveland Metroparks, where he hikes with his wife, four children, and two dogs. He's also an avid movie-goer, reader, traveler, and passionate supporter of Cleveland sports.

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