Ben Roach

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DES MOINES OFFICE

As Managing Shareholder, Ben helps guide Nyemaster Goode's strategic direction and day-to-day operations. While his leadership responsibilities are significant, he continues to maintain an active employment and commercial litigation legal practice, allowing him to stay closely connected to client needs and the practical realities of delivering legal services.

This dual perspective—both as an attorney and as a firm leader—shapes his approach to client work. He understands not only the legal issues or dispute at hand, but also the importance of a client's overall business goals. While he has taken over 25 cases to trial or arbitration hearing, going all the way to that final step may not be the best result in many situations. Ben and the firm strive for efficiency, clear communication, and sound judgment in achieving meaningful results for all clients.

Ben takes pride in the firm's collaborative culture and the quality of its attorneys and staff. He is committed to fostering an environment where clients receive thoughtful, consistent and timely service and where firm attorneys and staff are supported in doing their best work.

RECOGNITION

The Best Lawyers in America®
Litigation—Labor & Employment, 2018–2027

Chambers USA
2024–2026

Martindale-Hubbell
AV Preeminent, peer rated for highest level of professional excellence,

Benchmark Litigation
- Local Litigation Star, 2020
- Future Star, 2019
- Under 40 Hot List, 2016

Great Plains Super Lawyers
Employment & Labor, 2022–2026

Order of the Coif

Iowa Law Foundation Merit Scholar

PROFESSIONAL & COMMUNITY AFFILIATIONS

American Bar Association

Iowa State Bar Association



PRACTICE AREAS

- Labor & Employment
- Employment Counseling & Risk Avoidance
- Employment Litigation
- OSHA Compliance & Enforcement
- Trade Secret & Noncompete Litigation
- Litigation
- Banks & Financial Institution Litigation
- Business & Commercial Litigation
- Construction & Real Estate Litigation
- Cybersecurity & Privacy
- Employment, Labor & Discrimination
- Health Care Litigation

EDUCATION

- University of Northern Iowa (B.A.)
- University of Iowa (J.D., with high distinction)

BAR ADMISSIONS

- Iowa
- Admitted to practice in all state and federal courts in Iowa
- Eighth Circuit Court of Appeals

- Labor and Employment Law Section
- Construction Law Section

Polk County Bar Association

Junior Achievement

Board Member

SIGNIFICANT CASES

***Ollin Star LC v. Clemens Food Group, LLC et al.* (Case No. 4:23-cv-00461, July 11, 2025).** Successful Motion for Summary Judgment dismissing claims for breach of contract related to recruitment fees on the ground that restrictive covenants were not enforceable.

***Shyla Wolf v. Kyle Howe and City of Toledo, Iowa* (Case No. 1:23-cv-85, April 23, 2025).** Obtained defense verdict after jury trial on claims alleging constitutional violations, assault and battery.

***Rock Gate Capital, LLC v. Bondurant 160 DA Partners, LLC*, (Case No. EQCE089556, January 31, 2025).** Represented tenant in case seeking to enforce option to purchase contained within a real estate lease. The case proceeded to trial in the Iowa Business Specialty Court.

***Winters v. Deere & Co.*, 63 F.4th 685 (8th Cir. 2023).** Granted Summary Judgment dismissing claim of failure to accommodate and disability discrimination. Affirmed on appeal.

***Schmitz v. Nevada Community School District et al.*, No. 22-0801 (Iowa Ct. App., Feb. 22, 2023).** Affirming summary judgment enforcing severance and release agreement and dismissing claim of wrongful discharge.

***PSFS 3 Corporation v. Seidman*, 962 N.W.2d 810 (Iowa 2021).** Affirmed trial judgment in favor of creditor concerning hundreds of finance contracts despite multiple theories challenging enforceability of contracts and procedural aspects of case.

***Bradshaw v. Cedar Rapids Airport Commission*, Case No. 16-1639, N.W. 2d (Iowa Ct. App. Sept. 13, 2017).** Successfully defended employer against claim for breach of contract related to severance pay. Obtained summary judgment in favor of employer that was upheld on appeal. Successful Cross-Appeal resulted in no recovery for the former employee Plaintiff.

***Hasenwinkel v. Mosaic et al.*, 809 F.3d 427 (8th Cir. 2015).** Affirmed grant of summary judgment dismissing plaintiff's entire case, which included claims of interference and retaliation under the FMLA and wrongful discharge in violation of the public policy of Iowa.

***ARAG N. America, Inc. v. Turjanica*, Case No. LACL133599 (Iowa Dist. Ct. 2015).** Granted motion for temporary injunction enforcing noncompetition agreement and prohibiting former employee from working for competitor or misappropriating trade secrets.

***Wellmark, Inc. v. Little*, Case No. LACL132406 (Iowa Dist. Ct. 2015).** Granted motion for temporary injunction prohibiting former employee from using or disclosing confidential information.

***Bossart v. Cent. Freight Lines, Inc.*, Case No. 2-470/11-1843 (Iowa Ct. App. 2012).** Granted verdict in favor of landlord client for breach of a lease after trial. Affirmed, in part, on appeal.

***NCMIC Fin. Corp. v. Parrott*, Case No. LACL112339 (Iowa Dist. Ct. 2012).** Granted judgment in finance company's favor after trial. The ruling enforced an equipment finance agreement despite defendant's claims of fraud and other improper actions by equipment supplier.

***NCMIC Fin. Corp. v. Ward*, Case No. LACL115764 (Iowa Dist. Ct. 2012).** Granted judgment in finance company's favor after trial. The ruling enforced equipment finance agreement despite defendant's claims of fraud and other improper actions by equipment supplier.

***Fish v. The Iowa Clinic, P.C.*, Case No. CL117803 (Iowa Dist. Ct. 2011).** Granted defense verdict in favor of medical practice after trial on plaintiff's claim for wages under Iowa Wage Payment Collection Act. Also granted verdict in client's favor on counterclaim.