



Tracy S. Francis

As a partner in the firm's Litigation Department, Tracy concentrates her practice on complex commercial litigation and defending employers in a wide variety of employment disputes.

Tracy's complex business litigation experience encompasses a wide range of matters including intellectual property issues, environmental claims, contract disputes, fraud and products liability matters in state and federal courts.

In addition, Tracy has experience with representing employers in wrongful termination cases under both state and federal law, including race, age and sex discrimination claims.

Bar Admissions

Ohio
U.S. Court of Appeals for the Sixth Circuit
U.S. District Court for the Northern District of Ohio

Honors | Awards

- *Ohio Super Lawyers*®, Rising Stars Edition, 2014-2017

Community

- Legal Aid Society, Volunteer
- Diversity Center of Northeast Ohio, LeadDIVERSITY Class of 2008; Diversity Leadership Team Mentor
- Cleveland Metropolitan Bar Association, 3R's Program

Partner

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Cleveland, OH 44113

EDUCATION

University of Akron School of Law,
J.D., *summa cum laude*, 2006

Xavier University, B.A., *cum laude*,
2002

SERVICES

Litigation

- Commercial litigation
- Product liability
- Intellectual property litigation

Labor & Employment

- Employment litigation
- Workplace safety

Business Competition, Advice & Litigation

Environmental

PROFESSIONAL ASSOCIATIONS

- Cleveland Metropolitan Bar Association