



Leigh Anne Benedic

Leigh Anne defends claims on a wide range of employment laws and issues, including discrimination, retaliation, the Family and Medical Leave Act, the Fair Labor Standards Act and other wage and hour laws, as well as labor arbitrations and unfair labor practice charges. Leigh Anne also contributes to the firm's interdisciplinary approach to internal investigations as well as mergers and acquisitions. She leverages her labor and employment practice skills to aid in internal investigations arising from allegations of misconduct, discrimination, and harassment. Working closely with our transactional attorneys, Leigh Anne also provides keen counsel on labor and employment issues arising in business transactions.

She has experience with representation before various state and federal agencies such as the Department of Labor, EEOC, National Labor Relations Board and numerous state agencies. Leigh Anne has also represented clients in wage and hour class and collective actions under the Fair Labor Standards Act and state wage and hour laws.

Leigh Anne has considerable experience counseling employers on compliance matters, especially in the area of wage and hour compliance, leave management and accommodations, and best practices for employers in those areas. She has worked as in-house counsel for two companies with nationwide and global operations as a labor and employment attorney. She managed the full scope of workforce-related legal issues for US-based employees and managed several complex litigated matters and charges.

Bar Admissions

Ohio

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

Partner

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Columbus, OH 43215

SOCIAL MEDIA

Blogs

employerlawreport.com

EDUCATION

The Ohio State University Michael E. Moritz College of Law, J.D., *magna cum laude*, 2007

The Ohio State University, B.A.,
magna cum laude, 2004

SERVICES

Labor & Employment

- Employment law compliance counseling
- NLRB and other unfair labor practices representation
- Class and collective actions
- Employment litigation
- Executive compensation
- Leave, FMLA and ADA reasonable accommodation counseling
- Trade secret protection and non-competition
- Reductions-in-force and restructuring
- Wage and hour compliance
- Whistleblowing and retaliation
- Workplace privacy and technology
- Recruiting, hiring and training

Presentations

- “The Power of Connection: Forget a Mentor, Find a Sponsor,” Ohio Women’s Bar Association and Ohio Women’s Bar Foundation Annual Conference, May 2, 2019
- “Arbitration v. Litigation: Weighing the Pros & Cons of Workplace Arbitration Agreements,” Porter Wright Employment Relations Seminar, Oct. 31, 2018
- “Shields Up: Taking Action Based on Off-Duty Conduct,” Porter Wright Employment Relations Seminar, June 2, 2017
- “Are You Compliant and Ready for the DOL’s Dec. 1 Deadline?” Porter Wright Employment Relations Seminar, Oct. 5, 2016
- “DOL Breakfast Briefing,” Porter Wright, June 28, July 14, Aug. 3, 2016
- “Avoiding the Thicket: ‘Wage Theft’ Flurry Creates Increasing Threats for Employers,” Porter Wright Employment Relations Seminar, Oct. 30, 2014
- “Become the Accommodation Ringleader: Managing Workers’ Compensation and ADA Issues Effectively,” Porter Wright Employment Relations Seminar, Oct. 23, 2014
- “Become the Accommodation Ringleader: Managing Workers’ Compensation and ADA Issues Effectively,” Porter Wright Employment Relations Seminar, Oct. 25, 2013
- “What’s Hot in Wage and Hour Law: Three Issues of Concern to Employers,” Porter Wright Employment Relations Seminar, Oct. 10, 2012
- “Tread Carefully: Top Five Wage-and-Hour Mistakes Employers Make With Non-Exempt Employees,” Porter Wright Employment Relations Seminar, May 1, 2012

Publications

- “Reasonable time-reporting procedures are essential to defend FLSA claims,” *Ohio Employment Law Letter*, December 2012
- “6th Circuit: Schedule change not a reasonable accommodation for narcoleptic worker,” *Ohio Employment Law Letter*, July 2012
- “Employees may not rely on harassing incidents they were unaware of before suing,” *Ohio Employment Law Letter*, April 2012
- “Repeated inquiries about retirement may be evidence of age discrimination,” *Ohio Employment Law Letter*, January 2012

Honors | Awards

- Ohio Women’s Bar Foundation, Leadership Institute, Class of 2018-2019
- International Association of Defense Counsel, IACD Trial Academy, 2018
- *Ohio Super Lawyers*[®], Rising Stars Edition, 2014-2015
- YWCA Cincinnati, Rising Star, 2010
- Order of the Coif

SERVICES (CONTINUED)

Education

Sports

Corporate & Internal Investigations

Financial Institutions

- Financial services litigation

Litigation

- Financial services litigation