



Chance L. Conaway

associate

Chance is an associate in the Labor & Employment Department. He assists employers with a wide range of employment matters, including claims brought under the Family and Medical Leave Act (FMLA), Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act of 1990 (ADA), and Age Discrimination in Employment Act (ADEA). He counsels employers on leave administration and compliance with the Worker Adjustment and Retraining Notification (WARN) Act. His experience also includes conducting employment-related investigations and supporting public sector employers in collective bargaining matters.

He devotes a significant portion of his practice to representing employers on workers' compensation claims and in hearings before the Ohio Industrial Commission.

Before joining Porter Wright, Chance served as a legal intern in the Tax Appeals Division of the Ohio Department of Taxation, where he drafted Final Determinations in Commercial Activity Tax (CAT) appeal cases and prepared case and statute analyses to support hearing officers.

BAR ADMISSIONS

- Ohio

HONORS & AWARDS

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EDUCATION

Capital University Law School, J.D.,
summa cum laude, 2025

Capital University, B.A., *summa cum laude*, 2022

SERVICES

Labor & Employment

- Workplace safety