Tessa L. Castner

Partner

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Great American Tower
301 East Fourth Street, Suite 3300
Cincinnati, OH 45202

Industries

Technology

Practice Areas

Labor & Employment

Wage & Hour

Corporate Law

Employment Discrimination & Wrongful Termination

Franchise & Distribution

Health Care

Outside General Counsel Services

Trade Secrets & Covenants Not to Compete

Bar Memberships

Ohio

Tessa serves as a trusted advisor and litigator representing employers and management in three primary areas of employment law: (1) discrimination and harassment issues, (2) wage and hour matters, and (3) noncompetes and trade secrets.

As an advisor, Tessa proactively assists clients with navigating disciplinary matters, terminations, policy implementation, wage and hour compliance, noncompete disputes, and other employment issues. She writes multi-state compliant personnel policies, represents companies in administrative investigations, and offers real-time counsel for navigating personnel concerns. Tessa lends unique insight from her significant experience serving as external general counsel for a client.

As a litigator, Tessa regularly defends clients against administrative charges and lawsuits alleging claims of discrimination, harassment, and even fair housing violations. Tessa also has significant experience defending against class and collective wage and hour claims under the Fair Labor Standards Act and state laws. She assists companies with both defending and prosecuting non-competition and trade secret claims.

Tessa is a member of the firm's Wage and Hour and Noncompete Teams. Her clients range from nonprofits to Fortune 500 companies and from local family businesses to large international companies.

Other Info About Tessa

Education

Washington University School of Law, J.D., 2015, *magna cum laude,* Order of the Coif
Chief Notes Editor, *Washington University Law Review*
Staff Editor, *Washington University Law Review*

The Ohio State University, B.A., Political Science & Spanish, 2012, *magna cum laude*

Clerkships

Legal Intern for the Honorable Audrey G. Fleissig, U.S. District Court for the Eastern District of Missouri.

Courts

U.S. Court of Appeals, Sixth Circuit

U.S. Court of Appeals, Seventh Circuit

U.S. District Court, Southern District of Ohio

U.S. District Court, Northern District of Ohio

Ohio Supreme Court

Recognition

PLEDGE (Promoting Lawyer Excellence & Driving Gender Equality) 2021 Honoree, John W. Peck Cincinnati-Northern Kentucky Chapter of the Federal Bar Association

Selected to Ohio Rising Stars, 2021-2025

YWCA Rising Star, Class of 2020

United Way Board Orientation & Leadership Development ("BOLD") Program, Class of 2016

Professional Affiliations

American Bar Association, Labor and Employment Law Section

Ohio State Bar Association, Labor and Employment Law Section

Cincinnati Bar Association, Labor and Employment Law Section

Ohio Women's Bar Association

Civic Activities

Girls on the Run of Greater Cincinnati, Inc., Former Board Member

ArtsWave Young Professionals Committee, Member

Board Orientation and Leadership Development Program, United Way of Greater Cincinnati, Spring 2016

Featured Articles

Fair Housing Basics for Owners: Handling Accommodation and Modification Requests

Reasonable Accommodations and Modifications for Tenants Under the Fair Housing Act

Are You Prepared to Comply with the Pregnant Workers Fairness Act?

Biden Administration Seeks To Curtail Non-Compete Agreements

DOL Delays Regulations and Withdraws Previously Issued Guidance Documents

New DOL Regulations Provide Clarity for Compensating Tipped Employees

CARES Act Aims to Help Health Sector and Stabilize Economy

Expanded Unemployment Assistance Under the CARES Act

City of Cincinnati Adopts Salary History Ban

New Proposed Overtime Rule Announced

Miscimarra Era Ends With Four Key Employer-Friendly Decisions

Ohio Minimum Wage Jumps to $8.30 in 2018

DOL Withdraws Joint Employment and Independent Contractor Guidance

OSHA's Anti-Retaliation Regulation May Impact Your Workplace Policies

DOL Issues Employer Guidance and New FMLA Poster

Delays in Washington – Who Would Have Guessed?

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