



Alyson Waite

Cleveland

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Overview

Alyson advises and represents employers on a wide range of labor, employment, and immigration matters. She represents clients before state and federal courts, as well as administrative agencies, with a practice that spans employment litigation, day-to-day counseling, and regulatory compliance.

Alyson regularly works with employers to navigate complex workplace issues, including:

- Form I-9 and E-Verify compliance and employment authorization, including audits and remediation of deficient records;
- Drafting employment agreements, restrictive covenants, and separation agreements;
- ICE raid response training and real time raid response assistance;
- Employee classification under the Fair Labor Standards Act (FLSA);
- Employer compliance with various state leave requirements;
- Implementation of artificial intelligence in the workplace;
- Developing compliant, practical employee handbook policies; and
- Risk mitigation related to immigration documentation and recordkeeping.

Alyson also advises businesses on immigration-related matters, including H-1B, H-2B, L-1, TN, EB-1 and family-based visa processes, labor condition applications, and Form I-9 compliance strategy. She is particularly experienced in correcting deficient Forms I-9 and advising on best practices to reduce legal exposure.

In the corporate transactional space, Alyson serves as an employment subject matter specialist in legal due diligence and post-closing remediation in both equity and asset transactions.

In addition, Alyson has experience representing employers in claims involving wage and hour issues, discrimination, harassment, and retaliation under Title VII, the ADA, ADEA, FMLA, FLSA, and related state laws.

Representative Matters

- Represented Eckhart Holdings, Inc. in its acquisition of all issued and outstanding equity interests of Calvary Robotics Inc.
- Represented Rover Group, Inc., the world's largest online marketplace for pet care, in its acquisition of Meowtel Inc., the leading cat-sitting marketplace.
- Represented Purolator, a leading Canadian provider of integrated freight, package and logistics solutions, as U.S. deal counsel in its acquisition of Livingston International from Platinum Equity.
- Represented the Buyer in its acquisition of a company engaged in the sale and servicing of first responder vehicles.
- Represented private equity sponsor in its simultaneous acquisitions of an oncology practice service provider and a group purchasing organization.

Credentials

EDUCATION

- The University of Toledo College of Law, J.D., *magna cum laude*
 - Office of Military Commissions, Non-governmental Organization Observer, Guantanamo Bay, Cuba
 - The University of Toledo Law Review, Note & Comment Editor
 - Highest Ranking in Conflict of Laws
- The University of Toledo, B.S. in Paralegal Studies, *magna cum laude*
 - Blue Key National Honor Society
 - Delta Delta Delta

BAR & COURT ADMISSIONS

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

Memberships

- Federal Bar Association, Northern District of Ohio Chapter, Social Media Committee
- Member, Cleveland Metropolitan Bar Association
- Member, Ohio State Bar Association

Awards & recognition

- Published in The University of Toledo Law Review, “United States Farm Policy Reform in Supporting Dietary Diversity and Combating Monocropping,” 2023

News & Insights

- [Ohio Imposes New Mandatory E-Verify Requirements on Nonresidential Construction Employers](#)
February 10, 2026 | Client Alerts & Insights
- [Benesch Advises Rover Group, Inc. on Acquisition of Meowtel, Inc.](#)
February 4, 2026 | Press Releases
- [Benesch Advises Revelar Capital on Acquisition of Lettermen’s Energy, Building National Propane Platform](#)
February 2, 2026 | Press Releases
- [The Trump Administration Pauses Diversity Visa Lottery](#)
December 19, 2025 | Client Alerts & Insights
- [Trump Administration Pauses Commercial Driver Employment Visas](#)
August 22, 2025 | Client Alerts & Insights
- [Alyson Waite Quoted in Plastics News on Using AI for Workplace Safety](#)
August 15, 2025 | Media Mentions
- [DHS Issues EAD Revocation Guidance for E-Verify Employers](#)
June 27, 2025 | Client Alerts & Insights
- [New Data-Sharing Agreement Between DHS and IRS Will Impact Employers and Provide ICE with Unprecedented Access to Sensitive Data](#)
April 9, 2025 | Client Alerts & Insights
- [Several States Look to Impose Stricter Non-Immigrant Hiring Procedures with Pending E-Verify Legislation](#)
April 4, 2025 | Client Alerts & Insights
- [Michigan Joins the List of States Requiring Employers to Provide Paid Time Off](#)
March 11, 2025 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- Smart Hiring: Navigating AI Compliance and Risk in the Plastics & Rubber Industry | Alyson Waite
May 6, 2026 | Speaking Engagement
- How to Respond When ICE/DHS Shows Up at Your Door | Alan Rothenbuecher, Margarita Krncevic, Alyson Waite
November 6, 2025 | Speaking Engagement
- AI in Workplace Safety: Privacy and Legal Risks | Alyson Waite
May 13, 2025 - May 15, 2025 | Speaking Engagement
- Fair Labor Standards Act Salary Thresholds | Mackenzie Rini, Alyson Waite, Yelena G. Katz
November 21, 2024 | Firm Events