

Christopher W. Pendleton

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Overview

Chris defends employers against claims pertaining to all forms of employment discrimination, harassment, retaliation, wrongful discharge, wage and hour claims under the Fair Labor Standards Act (FLSA) and state analogs, and disputes over compensation and severance. He also enforces post-employment restrictive covenants and protects employers' confidential information and trade secrets. Chris has practiced before federal and state courts across the country, arbitrators and administrative agencies. He has experience with all phases of litigation, including pre-action investigation, pleadings, discovery, motion practice, trial, and settlement negotiations.

Chris also advises clients on a variety of employment-related matters, including, but not limited to, compliance with the FLSA and state wage and hour laws, the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA) and state leave statutes, and the Worker Adjustment and Retraining Notification Act (WARN) Act and other regulations governing layoffs and terminations. He has additional experience drafting restrictive covenant agreements, employment and separation agreements, workplace policies, and safety regulations. He works collaboratively with clients to assess and implement reasonable accommodations to employees who require the same, conduct workplace investigations and internal trainings, and, when necessary, separate employees. He further represents and counsels employers in connection with their existing collective bargaining relationships with labor organizations.

Prior to joining Benesch, Chris practiced at two law firms in New York City for the better half of a decade. He maintains strong relationships with clients and colleagues there to this day.

Representative Matters

- Represented a staffing company in actions against its former president and employees who joined a competitor and solicited a major client in violation of one-year restrictive covenants, and against the client for tortious interference. Benesch achieved favorable settlements covering a year of lost profits and all legal fees.
- Obtained substantial relief for staffing providers, Alliance Industrial Solutions, LLC and Alliance Solutions Group, LLC, in dual actions: one to enforce restrictive covenant agreements against its former president and two key employees that left for a competitor and poached a significant customer, and a second against the poached customer for tortious interference with the former employees' restrictive covenant agreements.
- Represented Meteor Education, a portfolio company of Bain Capital Double Impact Fund, in its acquisition of Advanced Technologies Consultants, a leading provider of career and technical education training and equipment in both secondary and post-secondary education markets.
- Obtained substantial relief for American Equipment Systems, LLC ("AES") and its parent company, Rotunda Capital Partners, after a competitor poached two veteran AES employees subject to restrictive covenants, including the termination of one of the managers, who was subject to a non-competition provision, an extension of certain non-solicitation provisions, and protection of trade secrets and other proprietary information.
- Represented Weinberg Capital Group in the sale of its interest in North American Kitchen Solutions, Inc. (dba Hoodmart).
- Represented buyer in its acquisition of a disaster restoration services company from an ESOP.

Credentials

EDUCATION

- The Ohio State University, Moritz College of Law, J.D.
- Miami University, B.S.

BAR & COURT ADMISSIONS

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

Awards & Recognition

- The Legal Aid Society of New York's 2016 Pro Bono Publico Award

News & Insights

- New York City's Protected Time Off Law (PTOL) Final Rules Effective as of July 23, 2026
  July 23, 2026 | Client Alerts & Insights
- Benesch Advises Weinberg Capital Group on Acquisition of Pinson Valley Heat Treating, Bolstering Manufacturing Capabilities
  December 12, 2025 | Press Releases
- EPOA Amendments to Help Washington Employers Mitigate Liability Amid Forthcoming Decision in Branson v. Washington
  July 29, 2025 | Client Alerts & Insights
- First Circuit Declines to Enforce California's Out-of-State Noncompete Ban
  October 1, 2024 | Client Alerts & Insights
- New Legislation Introduced to Protect and Expand Employee Rights and Benefits in New York
  September 12, 2023 | Client Alerts & Insights
- W. Eric Baisden, Adam Primm and Christopher W. Pendleton published article in Thomson Reuters Real Estate Finance Journal | "What Contractors Should Know About New York's Statewide Pay Transparency Law"
  April 28, 2023 | Contributed Content & Presentations
- Paid Family and Medical Leave Escalation Expected in 2023
  December 30, 2022 | Client Alerts & Insights
- New York Establishes Statewide Pay Transparency Law
  December 22, 2022 | Client Alerts & Insights
- New York State Explicitly Limits Bounds of "No Fault" or Points-Based Attendance Policies
  December 5, 2022 | Client Alerts & Insights
- Weinberg Capital Group Exits North American Kitchen Solutions, Inc. (dba Hoodmart)
  November 29, 2022 | Press Releases

Speaking & Events

PAST EVENTS

- Ohio's New Mini-Warn Statute | Hannah J. Kraus and Christopher W. Pendleton
  November 6, 2025 | Speaking Engagement
- Managing Leaves of Absence | Christopher W. Pendleton, Joseph R. Blalock, Joseph N. Gross
  November 21, 2024 | Firm Events

- Preparing for the Worst: Preemptively Addressing Direct Threats in the Workplace | Christopher Pendleton
  August 7, 2024 | Speaking Engagement
- Traps for Unwary Ohio Employers | Joseph N. Gross and Christopher W. Pendleton
  June 15, 2022 | Firm Events