

Deedra Thompson

Cleveland
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Overview

With a background spanning nearly a decade in human resources and labor relations and an externship with the EEOC, Deedra focuses her practice on labor and employment matters, helping employers navigate complex workplace challenges with both legal acumen and practical insight. Drawing on hands-on experience in employee relations, compliance and collective bargaining, Deedra is committed to delivering solutions that are not only legally sound but also tailored to the realities of today's workplaces.

Deedra counsels clients on everyday employment issues, helping them take proactive steps to reduce risk and strengthen workplace policies. She drafts employment, separation and restrictive covenant agreements, as well as complex multi-state employee handbooks and policies. Deedra also regularly supports mergers, acquisitions and other corporate transactions by identifying employment-related risks during due diligence and helping clients assess how those risks may affect deal value, structure and post-close integration, including post-closing remediation in both equity and asset transactions. In her litigation practice, Deedra supports the defense of employers against discrimination, including Americans with Disabilities Act (ADA) claims, retaliation and wage-and-hour claims, from drafting pleadings, discovery requests, dispositive motions and mediation statements to organizing evidence and summarizing deposition transcripts. She also assists management clients in the union representation process, helping employers navigate the campaign landscape.

Deedra is deeply committed to community service and engagement. She dedicates her time to the Greater Cleveland Food Bank, where she serves on the Emerging Professionals Committee (EPC) and works alongside a team to pack and distribute essential food and household items to underserved members of the community. In addition, through her involvement with Towards Employment Inc., Deedra conducts mock interviews for recently incarcerated individuals, supporting their successful reentry into the workforce and helping to reduce recidivism.

Representative Matters

- Advised COEO Solutions, backed by private equity firm Riata Capital Partners, on its acquisition of NetWolves Network Services.

Credentials

EDUCATION

- Cleveland State University College of Law, 2025, J.D., *cum laude*
  - Dean's List
  - CALI Excellence for the Future Award
  - Member of Moot Court
  - Member of the Global Business law review
  - Selected as the Dean’s Learn Law Live Justice Fellow
- Cleveland State University, Monte Ahuja College of Business, 2016, Master of Labor Relations & Human Resources
- The Ohio State University, 2014, Bachelor of Science in Human Development & Family Science

BAR & COURT ADMISSIONS

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

Memberships

- **Cleveland Metropolitan Bar Association (2022- Present)**
- **Norman S. Minor Bar Associations (2022- Present)**
- **Society for Human Resource Management - Cleveland Chapter (2014 - Present)**
- **Professional in Human Resources Certificate | HR Certification Institute® (Active 2017 - Present)**
- **SHRM-CP Certification | Society for Human Resource Management (Active 2016 - Present)**

Awards & Recognition

- **Recognized as a 2025 Honoree in the 17th edition of Who's Who in Black Cleveland**
- **Selected for *Dean's Learn Law Live Justice Annual Award* for continuous community involvement and service throughout my academic career**
- **Winner of Northeast Ohio's 2023 Crain's HR Excellence Award for Employee Retention at a Large Organization**
- **Winner of Northeast Ohio's 2022 Crain's HR Excellence Award for Employee Advocacy**

News & Insights

- Court Follows Supreme Court on Section 10(j) Injunctions Under the NLRA
  October 13, 2026 | Client Alerts & Insights
- Back To Wright Line: NLRB Resets Standards for Workplace Misconduct
  September 29, 2026 | Client Alerts & Insights
- Benesch Advises COEO Solutions on its Acquisition of NetWolves
  August 12, 2026 | Press Releases
- EEOC Proposes Rollback of EEO-1 Reporting Requirements
  May 22, 2026 | Client Alerts & Insights
- NLRB General Counsel Requests Reversal of Ban on Employer "Captive Audience" Meetings During Union Organizing Drives
  May 18, 2026 | Client Alerts & Insights
- Department of Labor Reinstates Prior Overtime Exemption Regulations Following Court Decisions
  May 18, 2026 | Client Alerts & Insights
- Judicial Green Light: Court Upholds NLRB's Cemex Decision
  April 24, 2026 | Client Alerts & Insights
- Brown-Forman Decision Rolls Back NLRB's Pro-Union Cemex Policy
  March 10, 2026 | Client Alerts & Insights
- Law.com Features Benesch's Eric Baisden, Adam Primm, and Deedra Thompson in Sixth Circuit NLRB Cemex Ruling
  March 9, 2026 | Media Mentions
- Joseph N. Gross and Deedra Thompson Publish Article in Law360 | Workers' Comp Ruling May Expand Ohio Employer Liability
  November 21, 2025 | Contributed Content & Presentations