

Mackenzie Rini

Cleveland
T 216.363.4562
mrini@beneschlaw.com

Overview

Mackenzie is a seasoned attorney with a focus on representing clients in both state and federal courts. Her practice spans a wide array of cases, including those involving Title VII, FLSA, ADA, ADEA, FMLA and OSHA. She is also uniquely experienced in business litigation, particularly in matters concerning the enforcement of restrictive covenants and protection of trade secrets.

Mackenzie's experience extends to defending employers in administrative proceedings before various agencies, such as the EEOC, OCRC and NLRB. She is adept at navigating the complexities of these proceedings. Additionally, Mackenzie has a robust background in crafting various employment agreements tailored to meet the unique needs of her clients. This includes the preparation of severance agreements, arbitration agreements, non-competition agreements and last chance agreements.

Notably, Mackenzie goes beyond the courtroom, actively engaging with clients to provide counsel on day-to-day employment matters. Her proactive approach ensures that clients receive comprehensive guidance in navigating the intricacies of employment law.

Representative Matters

- Represented Bluestone Equity Partners on its strategic investment in Selkirk Sport, the leading pickleball equipment manufacturer.

- 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.
- Represented the buyer in its acquisition of a manufacturer of aerospace and aviation components.

Credentials

EDUCATION

- Cleveland-Marshall College of Law, 2017, J.D.
- The Ohio State University, 2014, Bachelor of Arts in Psychology

BAR & COURT ADMISSIONS

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

Memberships

- Member, Cleveland Metropolitan Bar Association

Awards & Recognition

- Listed, *The Best Lawyers in America®* Ones to Watch, Commercial Litigation; Labor & Employment Law – Management, 2024-2027
- Listed, Ohio Super Lawyers – Rising Star, 2021, 2024-2025

News & Insights

- 126 Benesch Attorneys Recognized in 2027 Best Lawyers® Rankings
  August 20, 2026 | Press Releases
- Benesch Advises COEO Solutions on its Acquisition of S-NET Communications
  May 5, 2026 | Press Releases
- Benesch Advises Bluestone Equity Partners in Strategic Investment in Selkirk Sport
  January 30, 2026 | Press Releases

- 48 Benesch Attorneys Selected to 2026 Ohio Super Lawyers and Rising Stars
  January 27, 2026 | Press Releases
- Benesch Partners Publish Law360 Article on Evolving Harassment Liability in the 6th Circuit
  September 29, 2025 | Media Mentions
- Eric Baisden, Adam Primm and Mackenzie Rini Published in Law360 | "Tips As 6th Circ. Narrows Employers' Harassment Liability"
  September 22, 2025 | Contributed Content & Presentations
- 129 Benesch Attorneys Recognized in 2026 Best Lawyers® Rankings
  August 21, 2025 | Press Releases
- Sixth Circuit Raises Standard for Employer Liability in Customer Harassment Cases
  August 13, 2025 | Client Alerts & Insights
- 49 Benesch Attorneys Selected to 2025 Ohio Super Lawyers and Rising Stars
  December 17, 2024 | Press Releases
- Department of Labor's 2024 Final Overtime Rule Banned Nationwide
  November 18, 2024 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- Fair Labor Standards Act Salary Thresholds | Mackenzie Rini
  November 21, 2024 | Firm Events