

Margarita S. Krncevic

Cleveland
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Overview

Margarita is a skilled labor and employment attorney with prior in-house legal experience at a Fortune 50 financial services company in Washington, D.C. She counsels employers to comply with federal, state and local laws in taking workforce actions, such as hiring, progressive discipline, terminations, requests for religious or ADA accommodations, managing FMLA (including intermittent) leave, and mitigating co-employment issues.

Margarita represents clients in workforce disputes at jury and bench trials, hearings, arbitrations, mediations, and administrative proceedings before federal, state and local agencies.

Margarita is a native Spanish speaker and also advises her clients on compliance with immigration issues, including H1-B and family-based visas, labor condition applications, and conducting I-9 audits.

Representative Matters

- Represented Eckhart Holdings, Inc. in its acquisition of all issued and outstanding equity interests of Calvary Robotics Inc.
- Represented Loar Holdings Inc., a diversified manufacturer and supplier of niche aerospace and defense components, in its acquisition of Applied Avionics, Inc., a manufacturer of highly engineered avionics interface solutions catering to the aviation industry, valued at $385 million.

- Represented Shearer's Foods, LLC in matters including conducting #metoo Sexual Harassment and union avoidance trainings at five facilities, OSHA investigations in Ohio and Iowa, a discrimination lawsuit in Oregon, a business defamation claim in Nevada, a class action in Ohio and a wrongful death claim against four supervisors in Iowa state court arising out of the same incident.

Credentials

EDUCATION

- Cleveland State University College of Law, 1997, J.D.
  - Cleveland State University Law Review
  - Dean's List 1994-1997
  - Cleveland-Marshall Merit Award of Full-Tuition Scholarship for Outstanding Academic Achievement
- George Washington University, 1993, B.A., International Affairs
  - Honors Program, Politics and Values

BAR & COURT ADMISSIONS

- Ohio
- Virginia
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the Western District of Virginia

Memberships

- Board Member, COAR
- Board Member, Global Cleveland

- Member, American Immigration Lawyers Association (AILA)
  - Member, AILA USCIS Case Assistance and Liaison Committee
  - Past member, AILA PERM Conference Committee, 2022
  - Past member, AILA Verification and Documentation Liaison Committee, 2021-2022

Awards & Recognition

- Named Notable Immigrant Leader by Crain's Cleveland 2020

Beyond the office

Favorite Quote

"The most valuable of all talents is that of never using two words when one will do." – Thomas Jefferson

Hobbies

Skiing, reading for pleasure, cooking, and oenophile.

Favorite Vacation

Any beach vacations.

News & Insights

- Ohio Imposes New Mandatory E-Verify Requirements on Nonresidential Construction Employers
  February 10, 2026 | Client Alerts & Insights
- Margarita Krncevic Quoted in Business Insurance on Workers' Compensation and Immigration Issues
  February 5, 2026 | Media Mentions
- Mission India Update Following Implementation of Online Presence Review - Widespread Rescheduling of H-1B and H-4 Visa Appointments
  December 12, 2025 | Client Alerts & Insights
- Tracking "Project Firewall" and Its Significant Expansion of H-1B Enforcement Activity
  December 4, 2025 | Client Alerts & Insights
- New $100,000 Fee and Entry Restrictions for H-1B Workers: What Employers Need to Know Now
  September 21, 2025 | Client Alerts & Insights
- 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
- Sneak Peek into the Trump 2.0 Administration Immigration Landscape
  December 2, 2024 | Client Alerts & Insights
- Benesch Facilitates Client Loar Holdings Inc. Acquisition of Applied Avionics, Inc.
  August 26, 2024 | Press Releases

Speaking & Events

PAST EVENTS

- How to Respond When ICE/DHS Shows Up at Your Door | Alan Rothenbuecher, Margarita Krncevic
  November 6, 2025 | Speaking Engagement
- Legal and Practical Considerations for Recruiting Overseas Healthcare Workers under the Trump Administration | Jason S. Greis, Margarita S. Krncevic
  April 8, 2025 | Firm Events
- Navigating Immigration Challenges in Nephrology Practice: Recruitment, Work Visas and ICE Issues | Margarita S. Krncevic
  March 19, 2025 | Speaking Engagement
- It's Only a Piece of Paper: Does the I-9 Really Matter? | Margarita S. Krncevic, H. Alan Rothenbuecher
  November 21, 2024 | Firm Events
- Employment Law CLE: What to Expect in 2024 | Margarita S. Krncevic, Margo Wolf O'Donnell
  March 6, 2024 | Firm Events