



Yelena G. Katz

Cleveland

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Overview

Yelena advises and represents employers in matters arising under employment and traditional labor laws. She has secured victories for employers facing single or multi-plaintiff claims of discrimination, retaliation, and harassment. Yelena also represents clients in collective and class action wage and hour cases as well as in noncompetition and trade secret rights enforcement litigation. Yelena has practiced before federal and state courts, arbitrators, and administrative agencies nationwide. In addition to her litigation practice, Yelena also collaborates with employers to establish best practices and avoid costly litigation. Yelena regularly conducts internal investigations for companies. Finally, Yelena counsels clients in connection with labor and employment issues that arise in mergers and acquisitions and other business transactions.

Yelena's experience includes issues arising under state and federal employment laws, including the Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Worker Adjustment and Retraining Notification Act (WARN), Title VII of the Civil Rights Act, Genetic Information Nondiscrimination Act (GINA), and the National Labor Relations Act (NLRA).

Yelena is the Vice Chair of External Programming for the firm's Women's Initiative and focuses on leading the [B-Sharp](#) initiative. B-Sharp serves as a platform for women in-house counsel at all levels to connect with one another and expand their professional network. Additionally, Yelena is involved as an alum in the Leadership Council on Legal Diversity (LCLD), after completing the LCLD yearlong Pathfinder program in 2021.

Representative Matters

- Represented Trivest in the platform acquisition of Province, a leading and nationally recognized restructuring and advisory firm.
- Represented vascular surgeon and his physician practice in sale to national private equity backed platform of vein clinics.
- Represented Shearer's Foods, LLC in matters including, conducting #metoo Sexual Harassment and union avoidance trainings at five facilities.
- Represented Shearer's Foods, LLC in putative nationwide collection action pursuant to the Fair Labor Standards Act (FLSA) and Rule 23 class action pursuant to the Ohio Minimum Fair Wage Standards Act.
- Represented employers in mediations with the U.S. Employment Opportunity Commission and similar state agencies.
- Obtained favorable resolutions for employers in numerous single-plaintiff cases involving former employees.
- Counseled multiple national clients on the creation and implementation of comprehensive employment policies, including revising and/or drafting employee handbooks.
- First-chaired a hearing for a civil protection order on behalf of a company client against a former employee.

Credentials

EDUCATION

- Case Western Reserve University School of Law, 2014, J.D., *magna cum laude*
 - Order of the Coif
 - Executive Symposium Editor, *CWRU Law Review*
 - American Bar Association Moot Court Team
 - Jonathan M. Ault Mock Trial Team
- Case Western Reserve University, 2011, B.S., Business Management, *magna cum laude*

BAR & COURT ADMISSIONS

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

Memberships

- Member, Ohio State Bar Association
- Member, Cleveland Metropolitan Bar Association
- Barrister, Cleveland Employment American Inn of Court
- Member, Chagrin Valley Art Center Board of Trustees
- Extern to Judge Dan A. Polster, U.S. District Court, Northern District of Ohio (Summer 2012)

Awards & recognition

- Listed, *The Best Lawyers®* Ones to Watch, Labor and Employment Law – Management, 2021-2026
- Listed, Ohio Super Lawyers, Rising Stars, Labor and Employment Law, 2026
- Listed, *Crain's Cleveland* 40 Under 40 Rising Star, 2024

News & Insights

- [48 Benesch Attorneys Selected to 2026 Ohio Super Lawyers and Rising Stars](#)
January 27, 2026 | Press Releases
- [129 Benesch Attorneys Recognized in 2026 Best Lawyers® Rankings](#)
August 21, 2025 | Press Releases
- [Three Benesch Attorneys Named to 2025 Leadership Council on Legal Diversity Fellows and Pathfinders Programs](#)
March 12, 2025 | Press Releases
- [Ohio Senate Bill Seeks To Ban Non-Competes](#)
February 7, 2025 | Client Alerts & Insights
- [US Supreme Court Clarifies That FLSA Worker Exemption Disputes Should Be Determined on a Preponderance-of-the-Evidence Evidentiary Standard](#)
January 17, 2025 | Client Alerts & Insights
- [Benesch Partner Yelena Katz Named to Crain's Cleveland Business 40 Under 40 Class](#)
November 13, 2024 | Press Releases
- [132 Benesch Attorneys Recognized in 2025 Best Lawyers® Rankings](#)
August 14, 2024 | Press Releases
- [Benesch Represents Prime Pensions in Acquisition of Valley Forge Pension Management](#)
August 7, 2024 | Press Releases

- [Benesch Facilitates Acquisition for Trivest, Marking a Strategic Investment into the Restructuring and Financial Advisory Market via its \\$1.3 Billion Trivest Recognition Fund](#)
July 23, 2024 | Press Releases
- [PAGA Reform Package Strikes Balance: Boost for Workers, Relief for Employers](#)
June 21, 2024 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- [Fair Labor Standards Act Salary Thresholds | Mackenzie Rini, Alyson Waite, Yelena G. Katz](#)
November 21, 2024 | Firm Events
- [Benesch's B-Sharp Presents: AI in the Law](#)
July 30, 2024 | Firm Events
- [Employment Law CLE: What to Expect in 2024 | Yelena G. Katz, Margarita S. Krncevic, Margo Wolf O'Donnell](#)
March 6, 2024 | Firm Events
- [Hone Your Career - Own your Career: Employment Law - What to Expect in 2023](#)
January 18, 2023 | Speaking Engagement
- [Post-Dobbs Updates - What Every Employer Needs to Know Now | Holly F. Gross, Margo Wolf O'Donnell, Yelena G. Katz, Shaylor Steele, Ryan T. Sulkin, and Mark J. Silberman](#)
September 7, 2022 - September 8, 2022 | Firm Events