



ROBERT M. ROBENALT

Partner

Columbus / Cleveland

614.453.7611

614.221.1409

Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Government Relations
- Workers' Compensation and Unemployment Cost Management

Industry Focus

- Cannabis
- Manufacturing
- Staffing

OVERVIEW

Bob Robenalt is a partner in the firm's Columbus, Ohio office. He has practiced labor and employment law for over 25 years, and his practice is multifaceted. Bob has represented national and Ohio companies in a variety of labor and employment issues. His practice is focused on advising employers on all aspects of employment law, including employee discipline, and compliance issues in various Federal and Ohio employment laws and regulations, including ADA, FMLA, and OSHA. Bob also actively represents employers in court and administrative trials and proceedings. His defense efforts have ranged from defense of clients in lawsuits and claims involving non-competition and trade secret matters, wrongful discharge and discrimination

claims, workers' compensation and OSHA matters, and Employee Retirement Income Security Act (ERISA).

Bob has successfully served as first chair in a number of jury and bench trials in both Federal and State Courts. He has also argued on appeals before Ohio and Federal appellate courts and has appeared in significant cases before the Supreme Court of Ohio and the 4th and 6th District Courts of Appeals. He is also admitted to the Supreme Court of the United States.

Bob's litigation experience includes favorable results in both state and federal jurisdictions, including:

- Winning several defense verdicts in jury and bench trials
- Obtaining temporary restraining orders and injunctions, as well as defending against injunctions for non-compete and trade secret matters
- Practicing in front of the Supreme Court of Ohio, with a favorable ruling that resulted in clarification and limitation of employer liability under the Ohio Workers' Compensation Act
- Successfully defending employers in Title VII cases, specifically in discrimination and retaliation cases based on sex, race, religion, wrongful and public policy discharge, and employment contract lawsuits
- Achieving summary judgments for companies before state and federal trial courts, which have also included attaining awards of civil sanctions against employees and their counsel

Although Bob enjoys the litigation process, he also strives to be a true partner to his clients by providing counsel before a lawsuit is filed. He works with Executives, Human Resources, and managing groups to avoid litigation through training, education, and implementing effective policy. Bob has also published numerous articles on employer related topics and gives presentations on labor and employment matters.

Bob is a long time AV rated attorney by Martindale-Hubbell and has been listed in *Ohio Super Lawyers* in 2013, 2014, 2016 and 2017. He has been selected by his peers several years running to be included in *Best Lawyers in America*, including 2016, 2017, 2018, 2019 and 2020. He is a previous Chairman of the Columbus Bar Association Labor & Employment and Workers' Compensation committees and is an active member of the Ohio Chamber of Commerce and The Ohio Manufacturers' Association. He has also been active in the Ohio State Bar Association's Labor & Employment and Workers' Compensation committees.

Bob lives in Upper Arlington with his wife and children. He is an active member of the greater Columbus community, currently serving as the Vice President of Southside Community Ministries Food Pantry and previously served as President of St. Agatha Catholic Church Parish Council. He is a passionate supporter of other charities, including Christine's Christmas, an event benefitting Nationwide's Children's Hospital Burn Unit and Make-A-Wish foundation. Bob can often be seen playing music at various fundraisers as a member of The Klatt Brothers Band.

Recent Experience

- Defended national staffing agency in a multimillion dollar claim involving a Workers' Compensation issue that was resolved for less than \$150,000. Negotiated with the Bureau of Workers' Compensation on the client's classification rate and secured future coverage for the client from the BWC.
 - Represented client in a request from the Bureau of Workers' Compensation for back payment and successfully negotiated the multimillion dollar original claim to settlement for \$60,000. This was not only a money saving matter, but also resulted in negating the client's liability to the BWC.
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Credentials

Education

- Cleveland State University, Cleveland-Marshall College of Law, J.D., 1989
- Miami University, B.S., 1982

Bar Admissions

- Ohio
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Recognitions

- Recognized in *The Best Lawyers in America* (2011 – 2026)
- Recognized among the "Top Lawyers in Columbus" by *Columbus CEO* (2020-2025)
- Selected for inclusion in *Best Lawyers, Workers' Compensation Law - Employers* in 2020
- Listed in *Ohio Super Lawyers* in 2013, 2014, 2016, 2017 and 2019

- Selected for inclusion in *Best Lawyers* in 2016, 2017, 2018 and 2019

INSIGHTS

Event

Nov 6, 2025

Workplace AI, Federal Deregulation, Drug Testing, and More — What Ohio Employers Need to Know: Today, Tomorrow, and Beyond!

News

Oct 15, 2025

Columbus Partners Honored Among Columbus CEO's 2025 Top Lawyers List

Insights

Apr 25, 2025

Ohio Modernizes Compliance By Permitting Digital Workplace Postings: What Employers Need to Know

News

Mar 27, 2025

Partner Offers Best Practices for Dealing with the Uncertainty of Federal Overtime Rules

Event

Feb 13, 2025

2025 Staffing Summit

Ohio to Soon Require Pay Stub Transparency – What the New Law Means For Employers