



CARL E. HABEKOST

Of Counsel

Columbus

614.453.7610

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Service Focus

- Employment Discrimination and Harassment
- Workers' Compensation and Unemployment Cost Management
- Workplace Safety

OVERVIEW

Carl Habekost helps clients resolve workplace safety challenges: injuries and catastrophic events; OSHA citations, inspections, and regulatory compliance; manager and employee training, and more. For more than ten years, he served as a Staff Hearing Officer with the Industrial Commission of Ohio where he heard and decided a broad range of claims, including injury, occupational disease and death allowances, permanent and total disability applications, fraud claims, and violations of specific safety requirements.

In addition to his experience advising businesses on safety and workers' compensation matters – he worked as a third-party administrator for several years before becoming a lawyer, assisting employers before the Commission and Bureau and with premium and rating disputes – Carl also helped injured workers with claims before the Bureau and Commission from 1991-1994. Today, he represents employers

before the EEOC, the OCRC, the NLRB, the Unemployment Compensation Review Commission, and the Ohio Industrial Commission.

Carl is a Certified Occupational Safety Specialist and a Certified Occupational Safety Manager. In addition, he is an Assistant Professor of Teaching at the University of Findlay in the Environmental Health and Safety Department, where he teaches on OSHA and EPA law and regulations. He is co-author of a chapter on risk management in the treatise *Modern Industrial Hygiene, Volume 3: Control of Critical Agents (Second Edition)* (American Conference of Government Industrial Hygienists, 2025).

Credentials

Education

- University of Toledo College of Law, J.D., 1989
- Capital University, B.A., 1980

Bar Admissions

- Ohio

Court Admissions

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

Recognitions

- *Super Lawyers* (2019-2024)

Affiliations

Professional Activities

- Toledo Bar Association
- Ohio State Bar Association, Labor and Employment Section
- Northwest Ohio Self-Insurers Association

- Safety Council of Northwest Ohio – Chair, Board of Directors
- Society of Human Resource Management
- Northern Ohio Human Resource Association
- Findlay Area Human Resource Association
- Findlay-Hancock County Chamber of Commerce

Community Activities

- Volunteer, Sunshine Children’s Home
- Personnel, Sound, and Communications Committees, Zoar Lutheran Church

INSIGHTS

Event

Nov 6, 2025

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