

# EASTMAN & SMITH LTD.

ATTORNEYS AT LAW



## Melissa A. Ebel

Member

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FINDLAY, OHIO 45840

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### PRACTICE AREAS

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Aggregates and Industrial Minerals  
Education  
Labor & Employment  
Workers' Compensation

### ADMISSIONS

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Ohio, 2011  
Indiana, 2012

### EDUCATION

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The Ohio State University, J.D., 2011  
Ohio University, M.S., 2008  
Miami University (of Ohio), B.A.  
(French) and B.S. (Education), 2007

Melissa A. Ebel's practice focuses on litigating and advising employers on a wide range of issues affecting the employment relationship. She is a member of Eastman & Smith.

Ms. Ebel practices in the areas of labor, employment, workers' compensation and education law. She has experience representing employers before administrative agencies such as the EEOC, OCRC, Ohio Department of Job and Family Services and various state and federal courts. She regularly defends against claims involving the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family and Medical Leave Act (FMLA), Title VII, Fair Labor Standards Act (FLSA) and various state discrimination laws. Additionally, she advises employers on day-to-day employment decisions, personnel policies and handbooks. Ms. Ebel also represents both self-insured and state fund employers in workers' compensation hearings before the Industrial Commission and subsequent appeals.

Ms. Ebel also practices in the area of general and special education law. She advises clients regarding a variety of school law matters including special education, student discipline, and public records and open meetings requirements.

Prior to earning her law degree, Ms. Ebel obtained bachelor degrees in French and education.

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## EXPERIENCE

Her practice covers the range of employment issues, including:

- Appellate Practice
- Disability Accommodation & Leaves of Absence
- Discrimination & Harassment
- Education
- Hiring, Performance Management & Termination
- Litigation & Trial
- Policies & Procedures (Handbooks)
- Retaliation & Whistleblowing
- Training & Compliance
- Wage & Hour
- Workers' Compensation

## COMMUNITY/PROFESSIONAL AFFILIATIONS

- Central Ohio Self-Insurers Association
- Children's Mentoring Connection (board of directors president, 2023)
- Columbus Bar Association
- Indiana State Bar Association
- Northwest Ohio Self-Insurers Association
- Ohio Association of Civil Trial Attorneys
- Ohio Self-Insurers Association
- Ohio State Bar Association
- Toledo Bar Association

## HONORS & AWARDS

Ms. Ebel is a Ohio Super Lawyers Rising Star (2017 - 2020) and found in *Best Lawyers*®: *Ones to Watch in America* (2024 - Present). It encompasses attorneys who show “outstanding professional excellence.”

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## SPOTLIGHT

- Eastman & Smith Celebrates International Women's Day and Women's History Month 2025, March 10, 2025
- 31 Eastman & Smith Lawyers Included in 2025 Best Lawyers® Lists, August 14, 2024
- Eastman & Smith Celebrates International Women's Day and Women's History Month 2024, March 6, 2024
- 32 Eastman & Smith Lawyers Included in 2024 Best Lawyers® Lists, August 16, 2023
- Eastman & Smith Celebrates International Women's Day and Women's History Month, March 8, 2023
- Shaw and Ebel Prevail in Workers' Comp Case, December 30, 2022
- OACTA Publication Features Eastman & Smith Attorneys, April 29, 2022
- Taking Pride in Firm Diversity: Women's History Month, March 7, 2022
- Shaw and Ebel Obtain Writ of Mandamus, July 2, 2021
- Women of Eastman & Smith Profiled in National Law Review, March 19, 2021
- Ebel and Huber Become Members of Firm, January 3, 2020
- Super Lawyers and Rising Stars 2020, December 4, 2019
- Super Lawyers and Rising Stars 2019, December 5, 2018
- Super Lawyers and Rising Stars 2018, December 6, 2017
- Super Lawyers and Rising Stars 2017, December 2, 2016
- Gerber Encourages Law Students, August 3, 2012
- Gerber Passes Bar, December 9, 2011

## EVENTS & SPEAKING ENGAGEMENTS

- 2021 Eastman & Smith Employment Law Update at the Columbus Bar Association, Webinar, November 17, 2021
- Workers' Compensation Legal Update, What you may have missed over the last two years., Hilton Garden Inn Perrysburg and Virtual, September 24, 2021
- The Blunt Facts: What Employers Need to Know about Marijuana, April 4, 2017
- The Blunt Facts: What Employers Need to Know about Marijuana, Northeast Mine Safety & Health Conference, Hyatt Regency Hotel - 350 North High Street, Columbus, Ohio 43215, April 4, 2017
- Hot Legal Topics in Workplace Safety, Ohio Safety Conference and Expo, Greater Columbus Convention Center, March 9, 2016
- Findlay's Workers' Compensation Update: Helpful Knowledge for 2016 and Beyond, Findlay Country Club, 1500 Country Club Drive, Findlay, Ohio, February 12, 2016

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- Eastman & Smith's Annual Employment Law Seminar - Toledo, Hilton Garden Inn Perrysburg, Ohio, February 4, 2016
- "Understanding what Millennials Bring to the Workplace, the Marketplace, and Beyond", 2015
- "Employment Law Update", 2015
- "Top Five Employment Law Basics for School Administrators and Board Members", 2014

## **PUBLICATIONS & NEWSLETTERS**

- How Law Firms Are Supporting Women Lawyers in The Pandemic, The National Law Review, March 17, 2021

## **ARTICLES**

- House Bill 75 and Workers' Compensation Changes, July 2, 2021
- The Industrial Commission Expands its Telephone Hearing Docket to Include All Issues, June 8, 2020
- Workers' Compensation and COVID-19: What Employers Need to Know, March 23, 2020
- Understanding the VSSR Process: Practical Defense Advice, December 2, 2016
- Workers' Compensation Retaliation: Proof of Injury is not Required, August 31, 2016
- Are You a Joint Employer? New DOL Guidance Broadens the Definition, March 7, 2016
- Employer-Sponsored Recreational or Fitness Activities: How to Field a Team Without Striking Out on Liability, September 1, 2015
- New Limitations on Withholding Grades or Credits for Outstanding Fees, October 2, 2013
- What Community Schools Need to Know About the Affordable Care Act, September 18, 2013
- From Arm Bands to Bracelets: The Limits of Students' First Amendment Free Speech Rights, August 14, 2013
- A New Look at What Constitutes "Work", October 22, 2012