



Allison L. Goico

Partner
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Allison is chair of the labor and employment department and a member of the firm's Board of Directors. Her practice focuses on litigation and counseling with an emphasis on management-side (both private and public employers) employment discrimination, wage and hour, non-competes, and leave laws. She regularly appears before both state and federal courts, as well as administrative agencies, and has experience with arbitrations under collective bargaining agreements. Allison defends employers against charges filed with the EEOC and state and local fair employment agencies and has experience defending cases brought by the EEOC as a litigant. In addition, she regularly counsels employers on personnel matters arising under the ADEA, FMLA, and other state and federal employment laws. She has successfully defended class and collective actions in the WARN Act and wage and hour contexts. Allison regularly conducts audits and investigations into employers' wage and hour practices, claims of discrimination and harassment, and whistleblower claims. She also has experience litigating False Claims Act cases in the health care and government contract industries, with an emphasis on defending retaliation claims.

Prior to joining the firm, Allison practiced in the Chicago office of Franczek Radelet, P.C. Earlier in her career, she practiced in the Chicago office of Sidley Austin LLP.

Services

- Employment
- Labor
- Employment Discrimination Litigation
- Wrongful Discharge
- Labor Arbitrations
- Audits, Counseling & Training
- Wage/Hour Law
- Class Action

- False Claims Act
- Education Industry
- International Business

Education

- Harvard Law School (J.D.)
- Williams College (B.A., *magna cum laude*)

Bar Admissions

- Ohio
- Illinois

Court Admissions

- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Western District of Michigan
- 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 Wisconsin

Affiliations/Memberships

- Ohio State Bar Association
- Cincinnati Bar Association
- United Way Emerging Leader
- Adopt a Class, Board of Directors
- Cincinnati Academy of Leadership for Lawyers (CALL) (2015)
- C-Change, Class 14

Distinctions

- Leading Lawyers 2023
- Acritas Stars
- *Best Lawyers*®

- Labor and Employment Litigation (2021-2024)
- Best Lawyers (2022 forward) Award

Experience

Halma Acquisitions

Growing a business is challenging, even with the opportunities offered by today's global marketplace. Expanding your product and service offerings to your customers requires a strategic vision and focused plan, as well as the resources to pull it all together.

Halma, p.l.c., is an international group of technology companies with its headquarters outside of London, England. Halma has worked with Dinsmore for nearly 25 years. In that time, Dinsmore has represented Halma through a multitude of acquisitions, both domestically and abroad, as Halma has grown to become a global leader in health and safety technology.

When the opportunity recently arose to acquire two companies to boost Halma's Health and Analysis sector, the company again turned to Dinsmore for counsel. The acquisitions of California-based Sensorex, Inc. and Pennsylvania-based Accutome, Inc., offered myriad challenges. As the deals progressed, it appeared Halma would be able to announce the closings of both transactions to the Stock Exchange on the same day.

Our team worked to structure the asset purchase of Sensorex for \$37.5 million and the stock purchase of Accutome for an initial payment of \$20 million, handling everything from negotiating and drafting the documents to managing the legal due diligence for both transactions. We assisted Halma with the intellectual property, benefits and employment components of each deal and assisted with all details of closing.

On the Accutome deal, we were faced with the unique task of sequentially structuring the deal to comply with tax law related to the acquisition of Accutome's Dutch subsidiary. Because of the tax implications of acquiring a subsidiary through one Halma affiliate, while acquiring the parent company through another affiliate, we were asked to ensure that the transaction involving the subsidiary was closed before the U.S. transaction was completed. This required that we coordinate compliance with Dutch requirements in real time, in order to complete the transaction prior to opening of the European markets.

Accutome is primarily known for designing diagnostic equipment used to identify eye conditions and for innovative surgical instruments. Sensorex, a manufacturer of electrochemical water sensors, will enable Halma to enhance its water analysis and water quality programs. Assisted by Dinsmore's counsel, Halma continues to grow and expand its product offerings to clients and position itself as an industry leader.

Performed Due Diligence on a Potential Acquisition Target

We performed key diligence on a U.S. target for acquisition by European companies ultimately owned by a Chinese conglomerate. We assisted the client to understand the target in detail, and then ultimately did not pursue the transaction, which was a win for the client.

Represented Our Client During the Acquisition of a Manufacturer

We represented our client, an industrial product and infrastructure services company, during its acquisition of Freeman Enclosure Systems, LLC, a manufacturer of custom generator enclosures used by data centers and large commercial and industrial facilities. Under the deal, Freeman kept its name but began operating as a subsidiary of IES Infrastructure Solutions. The acquisition also included Freeman's 143,000-square foot manufacturing facility.

Pitts v. Valvoline Instant Oil Change (Fifth District Court of Appeals, Stark County, Ohio)

Summary judgment on behalf of Valvoline upheld on claims of gender discrimination and retaliation.

Morris v. Ashland Inc. (N.D. Ill.)

We represented a large chemical company in a dispute involving a former truck driver who alleged he was terminated in violation of the Illinois Whistleblower Act and in retaliation for filing a workers' compensation claim. Following plaintiff's refusal to haul a load in excess of legal weight limits, plaintiff became involved in an argument with his supervisor, and plaintiff claimed his supervisor assaulted him during this meeting. Plaintiff subsequently filed a workers' compensation claim for the injuries allegedly sustained during the meeting. While investigating plaintiff's assault allegations, the company discovered evidence establishing that plaintiff was not assaulted as he claimed, and he had in fact falsified evidence in support of this false report. Plaintiff was subsequently terminated for filing a false report. The court granted summary judgment for our client, finding that our client showed it terminated the employee's employment based on its honest belief he falsified information related to his alleged assault.

Sale of equity

Our client, a construction and service company in the telecom and energy industries, was looking for an infusion of capital to grow their existing business. The group, who also provides disaster recovery services and assisted in the New York area after Hurricane Sandy, chose a large private equity firm from among bidders.

The deal was structured as a stock sale. As part of the deal, our clients also received equity in the acquiring company, which was structured as a rollover allowing the use of pre-tax dollars for the equity exchanged. The result was a significant tax savings for our clients, who also maintained their management and oversight roles.

Divestiture of telecom construction and service company

We served as counsel to a family-owned telecom construction and service company in a \$30 million divestiture.

Acquisition of a Business Through a Joint Venture

We represented a transportation company in structuring a joint venture with a regional transportation provider in order to expand operations into this region. We advised the client at every step of the transaction, including how to structure the transaction with regard to taxes, formation the joint venture, drafted all of the required documentation, assisted the due diligence review, assessed and advised the client on regulatory risks related to the transaction and assisted the client with the consummation of the transaction. The transaction will enable our client to expand their business into a new region and build upon the existing business relationships of the seller with a reduced initial investment.

Publications

May 2, 2019

Supreme Court Delivers Blow to Class-Wide Arbitrations Absent Express Authorization in Arbitration Agreement

March 11, 2019

DOL Proposes Increase to FLSA Exemption Threshold

May 22, 2018

Supreme Court Upholds Class and Collective Action Waivers

May 2, 2018

Dynamex Operations v. Superior Court: Reclassification of Independent Contractors

April 17, 2018

Department of Labor Wage and Hour Division Releases Three Opinion Letters

April 6, 2018

7 Tips For Hiring And Firing Employees While Minimizing Legal Liabilities

MSP Insights

March 1, 2018

EEOC Prioritizing Pay Equity Cases: Employers Should Review Compensation Systems

February 28, 2018

Second Circuit: Title VII Covers Sexual Orientation Discrimination

February 23, 2018

Major Legislative Changes in Sexual Harassment: Tax Repercussions and the Enforceability of Non-Disclosure Provisions and Mandatory Arbitration Agreements

February 23, 2018

United States Supreme Court Adopts Narrow Definition of Whistleblower in Dodd-Frank Retaliation Cases