TRICIA L. PYCRAFT

Member

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OVERVIEW

Tricia Pycraft grew up in Shreve, Ohio, and began her career at Critchfield as a college intern during her summer break from Denison University. The experience inspired her to attend law school and she began practicing at Critchfield in 2002 after passing the Ohio bar examination.

Tricia enjoys representing employers as they navigate the ever-changing landscape of federal and state employment law. She assists employers in a proactive manner by helping them develop compliant policies and practices, drafting employee handbooks, and advising on day-to-day issues that arise, such as wage and hour questions, discipline matters, discrimination and harassment complaint investigations, responding to EEOC and OCRC complaints, employee requests for leave and accommodations, and drafting severance agreements.

Tricia also represents a variety of financial institutions, businesses, and homeowners associations in collections matters of all types, from obtaining traditional and cognovit judgments and pursuing collection or foreclosure, and negotiating payment plans.

She also represents creditors in both the Northern and Southern District of Ohio Bankruptcy Courts.

Finally, Tricia also has experience in general litigation, product liability matters, and all aspects of HIPAA compliance.

EDUCATION

The Ohio State University College of Law, J.D., With honors, Ohio State Law Journal, managing editor, Delta Theta Phi legal fraternity

Denison University, B.A., Honors Program, *summa cum laude*

PRACTICE AREAS

EDUCATION

EMPLOYMENT AND LABOR

- HUMAN RESOURCES COUNSELING
- EMPLOYMENT LITIGATION

LITIGATION

- COLLECTIONS AND CREDITORS' RIGHTS
- HEALTH INSURANCE AND ERISA LITIGATION

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ADMISSIONS

Ohio

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

U.S. Bankruptcy Court for the Northern District of Ohio

U.S. Bankruptcy Court for the Southern District of Ohio

U.S. Supreme Court

RECOGNITIONS

- Named to *The Best Lawyers in America*© for Litigation – Labor and Employment (2024-2027)
- Lions Club International, President's Certificate of Appreciation for distinguished achievements (2025)
- Leadership Wooster Distinguished Alumni Award, Wooster Area Chamber of Commerce (2023)
- Young Professional ATHENA Award (2010)
- Ohio State Bar Foundation's Community Service Award for Lawyers 40 and Under, District 10 (2008)
- Wooster Noon Lions Club Lion of the Year (2008)
- Lions Club International Foundation, Melvin Jones Fellowship (2008-2009); Progressive Melvin Jones Fellowship (2021-2022)
- Wooster Noon Lions Club, Knight for Sight (2015-2016)

AFFILIATIONS

- Federal Bar Association
- American Bar Association
- Ohio State Bar Association,
  - OSBA Council of Delegates (2024-present)
- Wayne County Bar Association
- Wayne County Law Library Resources Board

IN THE COMMUNITY

- Leadership Wooster Class of 2007
- Wooster Noon Lions Club, Board of Trustees (2007-present)
- Care & Share of Wayne County Ohio, Inc., Secretary and Board Member (2023-present)
- Buckeye Book Fair, Board Member (2023-present)
- American Red Cross, Wayne County Chapter, Board of Directors (2004-2010), Board Chair (2009-2010)
- STEPS at Liberty Center and Every Woman's House, Board of Directors

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(2007-2012)
- Wayne Center for the Arts, Board of Trustees (2015-present), Vice President (2020-2021)
- Wayne County Public Library, Board of Trustees, (2022-present), President (2024, 2025)

SPEAKING ENGAGEMENTS

- "How to Navigate (not Avoid) Conflict in the Workplace," Orrville Area Chamber of Commerce (2023)
- "COVID and HIPAA and ADA, oh my," Wooster Area Chamber of Commerce Safety Council (2021)
- "HR Connections Roundtable," Orrville Area Chamber of Commerce and the Wayne Area Human Resource Association (2019, 2020)
- Tricia speaks to businesses, human resources groups, and non-profit organizations regarding compliance with a wide variety of employment law and human resources topics.

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