



ANN E. KNUTH OF COUNSEL



Hahn Loeser & Parks LLP

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PRIMARY PRACTICES

Labor & Employment

Employment Litigation

Labor & Employment Class Action

EEOC & State Administrative
Compliance
Employment Contracts & Employment
Policies
Non-Competition & Trade Secret
Litigation
OSHA

Construction

Immigration

Ann E. Knuth focuses her legal practice in labor and employment law. With over 30 years of experience, Ann guides employers through the entire employment relationship, from recruitment to termination. She counsels businesses of all sizes, from start-up companies to international corporations, to help them manage their human capital and meet their business goals. Ann leverages her deep understanding of labor and employment law to assist clients in building policies and adopting proactive compliance measures to avoid costly litigation.

Ann has extensive litigation experience defending employers in state and federal courts, and before the Department of Labor, Equal Employment Opportunity Commission, National Labor Relations Board, Ohio Civil Rights Commission and other state regulatory agencies. She represents clients facing claims of discrimination, wrongful termination, retaliation, breach of contract and statutory violations, including Title VII and wage and hour class and collective actions. Ann also negotiates restrictive covenants and nondisclosure agreements and litigates their enforcement. She represents employers in all phases of labor relations, including union organization, elections, contract negotiation, grievance resolution, arbitration and unfair labor practice charges. Ann also advises clients on I-9 compliance and audits, U.S. Immigration and Customs Enforcement inspections, and E-Verify procedures. She has been engaged to direct and carry out workplace investigations on the most sensitive matters, including sexual harassment, retaliation, fraud, and embezzlement.

BAR ADMISSIONS

- State of Ohio
- U.S. District Courts for the Northern and Southern Districts of Ohio; U.S. Courts of Appeals for the Third, Sixth and Ninth Circuits

EDUCATION

- Case Western Reserve University School of Law, J.D., *cum laude*
- Grand Valley State University, MBA with distinction
- State University of New York, B.S., Paper Science & Engineering, *magna cum laude*

AWARDS & HONORS

- The Best Lawyers in America®, Employment Law-Management, 2020-26; Litigation – Labor and Employment, 2020-26; Labor Law – Management, 2026
- Ohio Super Lawyers, 2004

PUBLICATIONS & SPEAKING ENGAGEMENTS

- New York Labor Law Creates Joint Liability for Construction Contractors, October 13, 2021.
- Sixth Circuit Selected to Review OSHA’s Vaccine-or-Testing Workplace Rule, November 18, 2021.
- Preliminary Injunction Granted for Federal Contractor Mandate,

- December 1, 2021.
- Sixth Circuit Restores OSHA’s Vaccine-Or-Test Mandate, December 20, 2021.
 - Supreme Court Blocks OSHA’s Vaccine-or-Test Rule for Large Employers, Upholds Mandate for Healthcare Workers, January 14, 2022.
 - OSHA Withdraws Emergency Vaccine-Or-Test Rule, Continues to Develop Permanent Standard, February 3, 2022.
 - Employment Compliance and Government Contracts, February 17, 2022.
 - U.S. Department of Labor Announces Overhaul of Prevailing Wage Rules, March 14, 2022.
 - FTC Vote Delayed, But More Turbulence for Non-Compete Provisions Forecasted, June 5, 2023.
 - New I-9 Form Available: Remote Document Review Permitted for E-Verify Employers, August 7, 2023.
 - DOL Announces New Salary Threshold for White Collar Exemptions, April 25, 2024.
 - Employment Law Update: How to Stay Nimble in an Ever-Changing Employment Landscape (Legal Issues in Museum Administration 2024), May 2, 2024.
 - Texas Court Invalidates Rule Increasing White Collar Minimum Salaries, November 15, 2024.
 - Cleveland Salary Transparency Ordinance Takes Effect October 27, 2025, October 21, 2025.
 - E-Verify Requirement in Effect for Nonresidential Construction Employers Working in Ohio, April 13, 2026.

MEMBERSHIPS & AFFILIATIONS

- Cleveland Metropolitan Bar Association, Member
- Cleveland Metropolitan Bar Foundation, Member

COMMUNITY INVOLVEMENT

- The Broadway School of Music and the Arts, Member, Board of Directors, 2000-present
- College Now Greater Cleveland, Mentor, 2016-present

PROFESSIONAL HISTORY

- Of Counsel, Hahn Loeser & Parks LLP, 2018-present
- Of Counsel, Mansour Gavin, LPA, 2011-18
- Partner, Benesch, Friedlander, Coplan & Arnoff LLP, 2002-10; Associate, 1997-2001
- Associate, Schwarzwald & Rock, 1993-97
- Process Specialist – Technical, S.D. Warren Company, 1985-90