



## 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

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, 2020-25, Litigation – Labor and Employment, 2020-25
- Ohio Super Lawyers, 2004

## PUBLICATIONS & SPEAKING ENGAGEMENTS

- New York Labor Law Creates Joint Liability for Construction Contractors
- Federal Contractor and Subcontractor COVID-19 Guidance
- OSHA Emergency Temporary Standard Highlights
- Sixth Circuit Selected to Review OSHA's Vaccine-or-Testing Workplace Rule
- Preliminary Injunction Granted for Federal Contractor Mandate
- Sixth Circuit Restores OSHA's Vaccine-Or-Test Mandate
- How to Comply With Vaccine-or-Test Requirements when Compliance May Be Beyond Your Control

- Supreme Court Blocks OSHA's Vaccine-or-Test Rule for Large Employers, Upholds Mandate for Healthcare Workers
- OSHA Withdraws Emergency Vaccine-Or-Test Rule, Continues to Develop Permanent Standard
- Employment Compliance and Government Contracts
- U.S. Department of Labor Announces Overhaul of Prevailing Wage Rules
- FTC Vote Delayed, But More Turbulence for Non-Compete Provisions Forecasted
- New I-9 Form Available: Remote Document Review Permitted for E-Verify Employers
- DOL Announces New Salary Threshold for White Collar Exemptions
- Employment Law Update: How to Stay Nimble in an Ever-Changing Employment Landscape (Legal Issues in Museum Administration 2024)
- Texas Court Invalidates Rule Increasing White Collar Minimum Salaries

#### MEMBERSHIPS & AFFILIATIONS

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

#### COMMUNITY INVOLVEMENT

- The Broadway School of Music and the Arts, President, Board of Directors; Board Member, 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