



ANN E. KNUTH OF COUNSEL



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Ann E. Knuth focuses her legal practice in labor and employment law. With over 25 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.

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.

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*.



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Memberships & Affiliations

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

Awards & Distinctions

- *The Best Lawyers in America*®, Employment Law-Management, 2020-22, Litigation – Labor and Employment, 2020-22.

Community Involvement

- The Broadway School of Music and the Arts, President, Board of Directors; Board Member, 2000-present.

Publications & Speaking Engagements

- Co-Author, “U.S. Department of Labor Announces Overhaul of Prevailing Wage Rules,” March 2022.
- Speaker, “Employment Compliance and Government Contracts,” Ohio Department of Transportation Bonding Education Program, February 2022.
- Co-Author, “OSHA Withdraws Emergency Vaccine-Or-Test Rule, Continues to Develop Permanent Standard,” February 2022.
- Co-Author, “Supreme Court Blocks OSHA’s Vaccine-or-Test Rule for Large Employers, Upholds Mandate for Healthcare Workers,” January 2022.
- Co-Author, “How to Comply With Vaccine-or-Test Requirements when Compliance May Be Beyond Your Control,” January 2022.
- Co-Author, “Sixth Circuit Restores OSHA’s Vaccine-Or-Test Mandate,” December 2021.
- Co-Author, “Preliminary Injunction Granted for Federal Contractor Mandate,” December 2021.
- Co-Author, “Sixth Circuit Selected to Review OSHA’s Vaccine-or-Testing Workplace Rule,” November 2021.
- Co-Author, “Federal Contractor and Subcontractor COVID-19 Guidance,” November 2021.
- Co-Author, “OSHA Emergency Temporary Standard Highlights,” November 2021.
- Co-Author, “New York Labor Law Creates Joint Liability for Construction Contractors,” October 2021.
- Co-Author, “Providing Civil Immunity to Employers Facing COVID-19 Related Lawsuits,” September 2020.
- Co-Author, “DOL Guidance on the FMLA+ and ESPSLA Small Business Exemption,” March 2020.
- Co-Author, “DOL Guidance on COVID-19 and the Workplace,” March 2020.
- Co-Author, “Families First Coronavirus Response Act Signed Into Law,” March 2020.
- Co-Author, “COVID-19 Employment Challenges,” March 2020.

- Co-Author, “Governor DeWine Suggests That Employers Take Employees’ Temperatures Daily,” March 2020.
- Co-Author, “Governor DeWine Suggests That Employers Take Employees’ Temperatures Daily,” March 2020.
- Author, “September 30th Wage Reporting Deadline Fast Approaching,” September 2019.