



Janell Ahnert

Shareholder

420 20th Street North
Suite 2300
Birmingham, AL 35203
main: +1 (205) 421-4700
direct: (205) 421-4784
fax: +1 (205) 421-4699
jahnert@littler.com



Practice Areas

Litigation and Trials
Financial Services
Arbitration

Overview

Janell Ahnert's practice encompasses all facets of employment law, specifically in representation of management in both employment counseling and employment litigation. She has experience with issues involving wage and hour claims, harassment, discrimination, and retaliation.

With licenses held in four states, Janell is able to serve her clients' needs in various legal forums. She handles a variety of employment law matters in state and federal courts and has broad experience defending employers accused of harassment and discrimination in federal court, including first chair jury trial experience. She has also successfully defended management in many wage and hour cases under the Fair Labor Standard Act and obtained summary judgments on behalf of her clients.

In addition to a federal court practice, Janell has experience defending financial services clients in employment matters pending before FINRA. In this area, Janell represents broker-dealers and banks in FINRA arbitrations filed by employees across the country.

As well as being a top-notch advocate, Janell is a respected mediator. She is known for being able to combine empathetic listening with realistic cases and evaluate damages based on her extensive federal court litigation experience.

Janell is committed to pro bono efforts and dedicates her time to assisting economically disadvantaged individuals by serving in several nonprofits in the Birmingham area.

Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association

- Member, Labor and Employment Section, Alabama State Bar Association
- Member, Women Lawyers Section, Birmingham Bar Association
- Member, ADR Section, Birmingham Bar Association
- Member, Northern District of Alabama Panel of Neutrals
- Member, Alabama Center for Dispute Resolution Mediator Roster

Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, Lawyer of the Year, *The Best Lawyers in America®*, 2023
- Named, The Best Lawyers in America®, 2015-2025
- Fellow, *College of Labor and Employment Lawyers*, Elected 2023
- Named, Top 50 Women Mid-South Super Lawyers, *Mid-South Super Lawyers*, 2017-2021
- Ranked, Labor & Employment, *Chambers USA*, 2012-2013, 2017-2024
- Named, Top Women Attorneys, *B-Metro Magazine*, 2017-2018
- Named, Top Lawyers, *B-Metro Magazine*, 2018
- Named, Super Lawyer, Mid-South, *Super Lawyers*, 2016-2021
- Named, Top 25 Women Lawyers in Alabama, *Mid-South Super Lawyers*, 2011-2015, 2017
- Named, Top Attorneys, *Birmingham Magazine*, 2016

Education

J.D., University of Virginia School of Law, 1999

B.A., University of South Alabama, 1991, *cum laude*

Bar Admissions

Alabama

Florida

Georgia

Texas

Courts

U.S. Supreme Court

Alabama Supreme Court

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Alabama

U.S. District Court, Northern District of Alabama

U.S. District Court, Southern District of Alabama

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Southern District of Texas

U.S. District Court, Middle District of Georgia

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

New regulation raises compliance concerns for large employers

Birmingham Business Journal

March 1, 2024

Changes to Alabama Tax Laws Impose New Reporting Requirements on Employers

SHRM Online

November 13, 2023

Changes to Alabama Tax Laws Impose New Reporting Requirements on Employers

Littler ASAP

November 6, 2023

Three Littler Attorneys Elected as College of Labor and Employment Lawyers Fellows

Press Release

July 26, 2023

More than just a number

Investment News

June 19, 2023

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

AL employers grapple with changing laws and attitudes around cannabis

Fox 6 WBRC

December 6, 2022

Companies Changing Drug Testing Policies?

Fox 6 WBRC

December 2, 2022

Why are fewer local employers testing for marijuana?

Birmingham Business Journal

December 1, 2022

More Than 230 Littler Lawyers Recognized in 2023 Edition of Best Lawyers in America®

Press Release

August 18, 2022

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

State of Alabama Issues Stay at Home Order

Littler ASAP

April 3, 2020

State of Alabama Issues Shutdown Order

Littler ASAP

March 30, 2020

City of Birmingham “Shelter in Place Order” – What Does it Mean for Employers?

Littler ASAP

March 25, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

Littler Adds Experienced Litigator Janell Ahnert in Birmingham

Press Release

March 18, 2019

Events & Speaking Engagements

2022 Employment Law Update

Birmingham, AL

November 1, 2022

Accommodation Requests in a Somewhat Post-COVID World

BSHRM Legal Update

April 20, 2022

Managing Remote Work Requests During (and After) the Pandemic

February 22, 2022

Managing Remote Work Requests During (and After) the Pandemic

Littler Webinar

February 22, 2022

The Religious Freedom Restoration Act & Employment Discrimination

Panel Discussion, Alabama State Bar Labor & Employment Conference

October 9, 2021

Best Practices for Selecting a Panel of FINRA Arbitrators

Lawline

October 5, 2021

Addressing Issues When Employees Want to Remain Remote

Lawline

September 9, 2021

The Making of a Fictional Lawyer: Life as a Woman Lawyer in 1980s Alabama: Fact or Fiction

An interview with author Gin Phillips, ABA Litigation Section Sound Advice Podcast

August 2021

A Virtual FINRA Roundtable

June 10, 2021

Reinventing Yourself and Your Practice: How Flexibility Saved My Legal Career

ABA Litigation Section, 2021 Professional Success Summit

March 30, 2021

Reinventing Yourself and Your Practice: How Flexibility Saved My Legal Career

2021 ABA Professional Success Summit, Panel Moderator

March 30, 2021

Healthy Boundaries Training

Presbytery of Sheppards and Lapsley, Main E-vent

February 4, 2021

You're Not Alone: Answers for Southeastern Employers Operating in the New Norm

October 27, 2020

A COVID-19 Downsizing: What Employment Laws Should Be Considered

Alabama ACC

April 23, 2020

The CARES Act: How it Impacts Alabama Unemployment Benefits

Birmingham Business Alliance

April 16, 2020

AL Child Care Provider: Clarity During Coronavirus Confusion

Client webinar

April 9, 2020

What to Do When an Employee Tests Positive for COVID-19

Birmingham Business Alliance

March 31, 2020