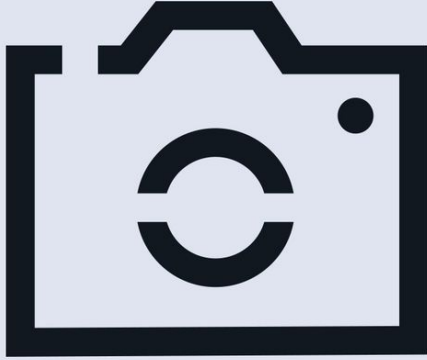




BRANDI B. FREDERICK

Partner

Birmingham

205.963.5409

205.963.5401

Service Focus

- Counseling and Advice
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Brandi Frederick defends employers and management teams in labor and employment disputes across Alabama and the Southeast. With more than two decades of experience, she helps businesses resolve employee problems and workplace claims, reduce litigation risk, and make employment decisions that align with operational priorities.

Brandi represents employers in federal and state courts and arbitration proceedings involving discrimination, harassment, retaliation, wrongful termination, wage and hour claims, leave issues, workplace safety matters, and other employment-related disputes. She handles matters from pre-suit investigation and discovery through dispositive motions, trial preparation, and appeal, giving clients practical guidance at each stage of the litigation process.

In addition to her litigation practice, Brandi advises employers on preventive strategies designed to strengthen compliance and reduce exposure. She develops personnel policies and employee handbooks, conducts management and HR training, and counsels clients on workplace investigations, employee relations, and risk mitigation. Her clients include businesses in the commercial, real estate, construction, public, and automotive sectors.

Brandi has been active in Alabama's labor and employment bar, including service on and acting as a past Chair on the Executive Committee of the Alabama State Bar's Labor & Employment Section. She also speaks and writes on workplace law issues affecting employers.

Before joining Fisher Phillips, Brandi was a shareholder at a regional law firm, where she led employment litigation and counseled businesses on workplace compliance and employee relations. She also holds a customs broker license, adding broader regulatory perspective to her client counseling.

Credentials

Education

- University of Alabama at Birmingham, B.A., 1996
- The University of Alabama School of Law, J.D., 2002

Admissions

- Alabama

Court Admissions

- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Northern District of Alabama
- U.S. District Court for the Middle District of Alabama
- U.S. District Court for the Southern District of Alabama

Recognitions

- *The Best Lawyers in America*® (Employment Law – Management) (2026)

- *The Best Lawyers in America*® (Employment Law – Management) (2025)
 - *The Best Lawyers in America*® (Employment Law – Management) (2024)
 - *The Best Lawyers in America*® (Employment Law – Management) (2023)
 - Super Lawyers® Mid-South (2022)
 - Top Women Attorneys in Birmingham, *B-Metro Magazine* (2015, 2018, 2020)
 - Top Attorneys in Birmingham, *B-Metro Magazine* (2018, 2020)
 - Rising Star, *Super Lawyers* (2012)
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Affiliations

Professional Activities

- Alabama State Bar Labor & Employment Section (Past Chair and Past Executive Committee Member)
- Alabama Bar Association
- Birmingham Bar Association
- The Claims and Litigation Management Alliance