



## SHANNON S. PIERCE

Pronouns: she/her

Director

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Employment & Labor

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### SHANNON S. PIERCE

Shannon practices primarily in the areas of employment defense and commercial litigation. Licensed in both Nevada and California, she has nearly 20 years of experience litigating on behalf of management concerning claims of employment discrimination, wrongful termination, leaves of absence, and other traditional employment and commercial litigation.

On the cutting edge of both technology and the changing business culture, Shannon enjoys the creative process of partnering with clients, helping them comply with employment regulations and maintaining positive workplace environments. She helps her clients develop comprehensive strategies for preventing and defending claims filed by employees.

Shannon is also known for representing international technology companies in offensive and defensive litigation concerning employee mobility, predatory workforce raiding and trade secret misappropriation. Her unique knowledge of computer forensics enables her to assist management in quickly identifying and addressing corporate data theft by employees.

### EDUCATION

- J.D., Santa Clara University School of Law
- B.S., California Polytechnic State University, San Luis Obispo
- Order of the Coif

### AREAS OF PRACTICE

## OTHER EXPERIENCE

- Aviation, Aerospace and Autonomous Systems
- Litigation
- Employment & Labor
- Business Litigation

## AWARDS AND HONORS

- *Best Lawyers in America*<sup>®</sup>, Employment Law – Management, 2025
- “Legal Elite,” *Nevada Business Magazine*, 2016-2020
- *Benchmark Litigation*, Under 40 Hot list, 2018
- Witkin Award, Employment Law

## ARTICLES AND PRESENTATIONS

- Author, “[Pronoun War: What Trump EEOC's Erasure of 'Gender Ideology' Means for Some Employers](#),” HR Daily Advisor, March 7, 2025
- Author, “[Pronouns: What Nevada employers need to know in a rapidly changing landscape](#),” Fennemore Article, February 13, 2025
- Author, “[FTC Says Noncompetes Are Over, Mostly, and Now Courts Will Decide](#),” HR Daily Advisor, July 10, 2024
- Author, “[Noncompetes Banned in the U.S.: What businesses need to know](#),” Northern Nevada Business Weekly, June 5, 2024
- Interview, “[Non-compete contracts under question](#),” ABC8, May 6, 2024
- Featuring, “Sparks police officer First Amendment lawsuit pits employer rights vs. employee free speech, Fox 11, October 14, 2023
- Co-Author, “Businesses using AI in hiring could be on the hook for discrimination as EEOC cracks down,” inBusiness, October 1, 2023
- Co-Author, “[SCOTUS Subtly Redefines the Landscape of Workplace Religious Accommodations](#),” *HR Daily Advisor*, August 23, 2023
- Co-Author, “Can Music in the Workplace Be a Potential Liability?” HR Daily Advisor, August 2, 2023
- Featuring, “Is Your Business Ready for EEOC's Scrutiny of AI Hiring Technology?” HR Daily Advisor and AZ Big Media, July 5, 2023
- Author, “Businesses using artificial intelligence in hiring could be on the hook for discrimination,” Free Press Point of View, July 1, 2023
- Co-Author, “Disability Accommodations in Post-Pandemic Work-from-Home World,” HR Daily Advisor, June 14, 2022
- Author, “5 keys to accommodating remote workers' disabilities,” *HR Laws*, April 12, 2022
- Quoted, “Vaccine reaction: What impacts might mandates have on Nevada employers?” Northern Nevada Business Weekly, November 15, 2021
- Co-author, “[Legislative Session Brings Key Changes to Nevada Non-Compete Law](#),” Fennemore Client Alert, June 14, 2021
- Quoted, “What Rights Do Employers Have In Regards to Mask Mandate?” 2 News, May 16, 2021
- Quoted, “Reno businesses react, change rules after CDC's mask guidance,” News 4, May 14, 2021
- Quoted, “Are vaccine incentives legal?” KTVN 2 News, April 16, 2021

- Quoted, "Lawyer warns of risk in employee vaccination programs," KOLO 8, March 18, 2021
- Quoted, "The Abbi Agency Celebrates Women Leaders During Women's History Month," The Abbi Agency, March 16, 2021
- Quoted, "Are COVID-19 vaccine incentives cause for discrimination?" Fox 11, Fox 4, March 14, 2021
- Author, "Should COVID-19 vaccine be required at work?" *Reno Gazette Journal*, January 14, 2021
- Quoted, "Reno attorneys, HR Experts weight in on concept of mandatory COVID vaccine for companies, employees," *Northern Nevada Business Weekly*, December 28, 2020
- Quoted, "Can employers require workers to vaccinate?" KOLO 8 News, December 7, 2020
- Author, "Tips for evaluating job performance during pandemic," *HR Laws*, September 29, 2020
- Author, "Pondering George Floyd's impact as workplaces reopen," *HR Laws*, June 5, 2020
- Editor, *Nevada Employment Law Letter*, June 4, 2020
- Co-author, "Tips on returning employees to work after the pandemic," *Nevada Employment Law Letter*, June 1, 2020
- Co-author, "A refresher on Nevada personnel file rules in wake of COVID-19," *Nevada Employment Law Letter*, June 1, 2020
- Interview, "Face the State: Returning to work post-pandemic," KTVN, May 20, 2020
- Quoted, "Getting back to business safely," KOLO 8 News, May 22, 2020
- Interview, "Vegas restaurant removes COVID-19 waiver after pushback," KTNV, May 11, 2020
- Quoted, "Businesses Beginning to Reopen, But Not All Workers Ready to Go Back," *HR Daily Advisor*, May 4, 2020
- Co-author, "COVID-19: Health Plan Coverage For Furloughed Employees," Fennemore Client Alert, March 26, 2020
- Interview, "Families First Coronavirus Response Act and What It Means For Employers and Employees," KKOH-AM, March 23, 2020
- Co-author, "Understanding the Emergency Family Medical Leave Expansion Act and Emergency Paid Sick Leave in the Families First Coronavirus Response Act," Fennemore Client Alert, March 20, 2020
- Interview, "What's Next for Local Businesses Closed by the Coronavirus?" KKOH News Talk, March 19, 2020
- Co-author, "Frequently Asked Questions About the Coronavirus in the Employment Setting," Fennemore Client Alert, March 17, 2020
- Co-author, "Nevada AG Joins Push to Add ERA to U.S. Constitution," *HR Laws*, February 13, 2020
- Author, "Invite #MeToo Your Holiday Party," *Nevada Employment Law Letter*, November 2019
- Co-author, "Under The Radar: Mental Disability Buzzwords You Might Be Missing," *Nevada Employment Law Letter*, October 2019
- Co-author, "Can't We All Just Eat Our Cake and Get Along?" *Biz Nevada Magazine*, October 2018

- Author, "California Supreme Court Decision Announces a New Independent Contractor Test," Fennemore Client Alert, May 9, 2018
- Interview, "Power Pundit Panel," Nevada Newsmakers, January 9, 2018
- Quoted, "Pay Transparency Push Intensifies, Regardless of Politics," *Bloomberg Law Daily Labor Report*, February 14, 2017
- Quoted, "Attorney: Use 'Common Sense' When Asking for Time Off to Vote," *Las Vegas Sun*, November 4, 2016
- Interview, "Paid Time Off to Vote," KOLO 8 News, November 4, 2016
- Quoted, "Shine Light on Pay Practices Strategically," *Bloomberg BNA*, September 23, 2016
- Co-author, "Offers of Judgement: Can the Prevailing Party Ever Recover Attorneys' Fees in Federal Court?" *Nevada Lawyer*, September 2016
- Author, "Family and Medical Leave: To Pay or Not to Pay and Closing the Gender Gap in Parental Leaves of Absence," *Bloomberg BNA Daily Labor Report*, 2016

## PROFESSIONAL AND COMMUNITY ACTIVITIES

- Member, Executive Committee, Litigation Section, State Bar of Nevada
- Member, State Bar of Nevada
- Member, State Bar of California
- Member, Washoe County Bar Association

## ADMISSIONS

- California
- Nevada
- U.S. Court of Appeals, Ninth Circuit