



Sahara Pynes

Partner

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Sahara represents and advises clients on a broad range of employment-related matters. She has defended employers in the state and federal courts in California and New York and a variety of mediation forums, as well as in administrative hearings, including the EEOC.

She has deep experience in guiding clients through the ever-growing list of federal, state and local employment statutes, including:

- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Employee classifications
- Fair Labor Standards Act
- Family and Medical Leave Act
- Leaves of absence coordination
- Paid sick leave compliance
- Reasonable accommodations
- Sexual harassment complaints and investigations
- Title VII discrimination claims
- Wage and hour laws
- Worker Adjustment and Retraining Act

Sahara has also developed a particular fluency in guiding businesses to minimize the risks of liability from lawsuits through preventative measures. She provides both established and emerging businesses informed and practical strategies to enhance company culture and effectively manage human resources. Sahara works closely with management on employee engagement and retention, drafting customized and effective employee handbooks and personnel policies, the development and implementation of employment contracts, noncompetition agreements, independent contractor agreements and implementing reductions in force.

Working closely with HR departments, Sahara advises on conducting background checks and compliance with relevant privacy laws. She also creates and provides training workshops and coaches C-level executives on a range of employment-related topics, including harassment, interviewing and hiring, effective communications, management of leave laws, managerial intelligence and sensitivity issues.

Services

- Labor & Employment
- Employment Litigation
- Employment Training
- Employment Counseling, Policy Development & Audits
- Artificial Intelligence
- Hospitality
- Sexual Harassment Prevention Training
- Staffing Law
- Wage & Hour Law

Before Fox Rothschild

Prior to joining the firm, Sahara was President and founder of Training Mavens, a company that focused on ensuring its clients complied with all employment laws and provided best practices and training to help foster positive employee relations and prevent employee lawsuits. She also served as an interim director of human relations at Dogeared Inc., a Certified B-Corporation that handcrafts jewelry in Southern California.

Sahara was also a labor and employment attorney at international law firms in both New York and Los Angeles.

Prior to her practice of law, Sahara was a reporter for the *New York Law Journal*.

Beyond Fox Rothschild

Sahara is an executive committee member of the Santa Monica Bay chapter of YPO (Young Presidents' Organization), a global network of successful young chief executives. She also serves as a fundraising board member and event chair for Determined to Succeed, an organization based in Santa Monica that provides highly motivated students from low-income families with comprehensive, year-round academic, enrichment and social-emotional support from middle school through college graduation.

Sahara is also a contributing author to XPerthR.com, iWorkwell.com and AllExperts.com on an array of employment and HR topics.

Client Resources

e-Books

- [Doing Business in California: A Guide for Employers](#)
- [California State & City Paid Sick Leave Laws](#)

Bar Admissions

- California
- New York

Court Admissions

- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York

Education

- New York Law School (J.D., *magna cum laude*, 2001)
- Syracuse University (B.S., 1998)

Memberships

- Society for Human Resource Management (SHRM)

Board of Directors

- YPO Santa Monica Bay, Executive Board
- Brentwood School Parents Association, Executive Board

Honors & Awards

- Named to the "Women of Influence" list by *L.A. Business First* (2022)
- Named to the list of "Leaders of Influence: Thriving in Their 40s" by *Los Angeles Business Journal* (2021)
- Named among the "Top Women Attorneys in Los Angeles" by *Los Angeles Business Journal* (2020)