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Savanna L. Shuntich

Special Counsel

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✉️ sshuntich@wiley.law

Savanna has an expansive employment advice and counsel practice devoted to streamlining compliance with federal, state, and local workplace laws, creating clear employment policies and procedures, and effectively resolving government audits and investigations so that her clients can focus on business objectives. Savanna is also experienced advising employers and coordinating an effective response when a workplace issue has become a crisis imperiling the success of the organization.

Savanna has represented individuals and companies in all phases of employment litigation, addressing claims of discrimination, retaliation, harassment, wage theft, and breach of contract in the U.S. District Courts for the Districts of Columbia and Maryland and the U.S. District Court for the Eastern District of Virginia. She has also represented clients in D.C. Superior Court and before various state courts and administrative tribunals. Savanna leverages her experience as a litigator to mitigate risk for employers and resolve workplace issues in an efficient manner.

Savanna counsels clients on policy developments from federal and state administrative agencies such as the Department of Labor ("DOL"), employment focused federal and state legislation, and significant litigation affecting the workplace. By keeping clients apprised of relevant labor and employment developments in an increasingly dynamic and uncertain environment, she ensures that they have sufficient time to adapt to new legal obligations and are aware of potential areas of risk.

Representative Matters

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Practice Areas

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Employment & Labor
Employment Litigation
Environmental, Social & Governance (ESG)

Credentials

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Education
J.D., *cum laude,* American University Washington College of Law
B.A., Davidson College

Bar and Court Memberships
District of Columbia Bar
Virginia Bar
U.S. District Court for the District of Columbia
U.S. District Court for the Eastern District of Virginia

- Develops and advises businesses on employee policies and procedures, such as employee leave, compensation, and termination.

- Conducts confidential investigations into workplace allegations and associated claims made against senior employees.

- Drafts and interprets severance agreements, employment agreements, non-competition agreements, and other workplace-related contracts.

- Advises employers on the integration of artificial intelligence (AI) in the selection process to ensure compliance with equal employment opportunity laws and state and local laws regulating AI.

- Designs and counsels employers on the lawful implementation of Diversity, Equity, & Inclusion (DE&I) programs.

- Successfully resolves audits of employers initiated by DOL's Wage and Hour Division ("WHD") under the Fair Labor Standards Act ("FLSA").

- Creates child labor compliance programs and crisis management plans for employers accused of violations, including coordinating with PR teams and lobbyists.

- Guides employers on compliance with rapidly evolving state-level pay transparency and reporting requirements.

- Served as a member of The Institute for Workplace Equality's Artificial Intelligence Technical Advisory Committee, which published a report detailing best practices for the use of artificial intelligence in selections.

Professional Experience

- Employment Associate, Private Law Practice (2021-2024)

- Employment Associate, Private Law Practice (2017-2021)

- Litigation Associate, Private Law Practice (2015-2017)

- Judicial Intern, Judge Brian Holeman, D.C. Superior Court (2014)

- Dean's Fellow, Professor Mark Niles, American University Washington College of Law (2014)

Affiliations

- American Bar Association
  - Labor and Employment Division, Technology in the Practice and Workplace Committee
- The Institute for Workplace Equality
  - Artificial Intelligence Technical Advisory Committee (AI TAC) (2022)

Recognitions

- Super Lawyers, Rising Star (2020-2021)