

Dawn M. Knepper

Orange County, California
Shareholder

P (949) 224-6258

F (949) 720-0182

dknepper@buchalter.com

Areas of Practice & Industry Specialties

Labor & Employment; Litigation; Trade Secrets & Employee Mobility;
Hospitality Industry Law



Dawn Knepper is licensed in both California and Texas and she is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. She represents employers in all aspects of employment law, including employment litigation and counseling.

Ms. Knepper advises and defends clients in federal and state employment-related lawsuits and agency claims, including actions alleging discrimination, harassment, retaliation, and wrongful termination. Ms. Knepper's experience includes successfully defending employers in both jury and bench trials and in arbitration proceedings. She also draws on her background in commercial litigation to represent employers in cases that involve employee theft of trade secrets, non-compete agreements, defamation, fraud, business interference and violations of the fiduciary duties owed by an employee to his/her employer.

Along with her litigation practice, Ms. Knepper provides advice to employers concerning litigation avoidance, wage and hour laws, leaves of absence, employee discipline, hiring and termination issues, privacy claims, and other issues arising in the human resources context. Ms. Knepper also has significant experience in assisting clients in planning and conducting reductions-in-force (RIFs) and multiple employee terminations, including evaluating issues and preparing materials relating to the WARN Act, the Age Discrimination in Employment Act, and the Older Workers Benefit Protection Act.

Ms. Knepper also has extensive experience reviewing and creating employee handbooks and policies of all types; drafting and negotiating employment agreements (including independent contractor, non-competition, non-disclosure, and non-solicitation agreements) and severance agreements; and providing training for employers on employment-related issues.

Memberships and Associations

- American Bar Association (Labor and Employment Law Section)
- State Bar of California (Labor and Employment Law Section)
- Orange County Bar Association (Labor and Employment Section)
- Federal Bar Association
- Texas Bar Association (Employment Law Section)
- Laguna Beach Chamber of Commerce (Board of Directors and Member)

Publications

- Buchalter COVID-19 Client Alert: Court Decision Expands Families First Coronavirus Response Act Coverage, August 7, 2020
- Buchalter Client Alert COVID-19: Local COVID-19 Related Emergency Sick Leave Ordinances in California: San Francisco and San Jose, *Buchalter Client Alert*, April 21, 2020

- Buchalter Client Alert COVID 19: Department of Labor's New Regulations and Guidance on the Family First Coronavirus Relief Act ("FFCRA), *Buchalter Client Alert*, April 10, 2020
- Buchalter Client Alert COVID 19: Reminder to Essential Businesses: Ensure You are in Compliance with Federal, State, and Local Safety Orders, *Buchalter Client Alert*, April 10, 2020
- Employment Legislative Actions in the Works Following the COVID-19 Outbreak, *Buchalter Client Alert*, March 19, 2020
- A New Decade Begins! Ensure Your Business Is Up to Speed on California's New Employer Requirements, *Buchalter Client Alert*, January 7, 2020
- AB 5 – The Legislature's Solution to Solving Your Questions on Proper Use of Independent Contractors, *Buchalter Client Alert*, September 23, 2019
- New California Employment Law Changes Effective January 1, 2019 and Beyond, December 31, 2018
- Orange County Business Journal: Important Legislative Changes for California Employers in the Wake of #MeToo Movement, October 29, 2018

Presentations

- Speakers, "Hot Topics for Business: What a Company Should Know for 2019 ," Buchalter Orange County Office , April 2, 2019
- Speaker, "Buchalter Hosting New Year's Resolutions for California Employers," 655 West Broadway, 1st Floor, San Diego, CA 92101, December 11, 2018
- Speaker, "Dawn Knepper, Speaker at the Association of Women in Water, Energy & Environment (AWWEE) - 2018 Leadership & Professional Development Conference," La Jolla, CA, November 2, 2018

Webinars

- "Webinar: California Employers – Are you in Compliance with 2020 Requirements?," January 23, 2020
- "Webinar: AB 5 – The Legislature's Solution to Solving Your Questions on the Proper Use of Independent Contractors," October 22, 2019
- "Webinar: Time's Up on 2018- New Legislation From the #MeToo Movement," January 30, 2019
- "Webinar: Moments in Time – Are Your Non-Exempt Employees Properly Compensated for All Minutes Worked?," September 20, 2018
- "Webinar: Equal Pay for Equal Work: How to Ensure Your Company is in Compliance," June 20, 2018
- "Webinar: Not So Independent After All: Time to Reevaluate Your Independent Contractor Arrangements," June 7, 2018
- "Webinar: Equal Pay for Equal Work: How to Ensure Your Company is in Compliance," May 23, 2018
- "Webinar: Meaningfully Responding to Sexual Harassment Accusations in the Wake of the Weinstein Scandal," March 22, 2018

Education

Ms. Knepper earned her J.D. *with honors* from Golden Gate University School of Law in 2000 and her B.A from the University of Texas, Austin in 1996.

Bar Admissions

- California
- Texas