



Jennifer Shaw

(Founder)

Jennifer Shaw is a nationally recognized employment law expert and the founder of Shaw Law Group, a leading California boutique specializing in proactive compliance, workplace investigations, training, and employment law advice.

With decades of experience, Jennifer is the trusted advisor organizations call when navigating complex and high-stakes workplace challenges. She provides practical, real-world guidance in areas such as wage-hour compliance, anti-discrimination obligations, leave laws, hiring practices, and overall HR strategy.

A sought-after workplace investigator and longtime member of the Association of Workplace Investigators, Jennifer regularly conducts sensitive, high-profile investigations for employers across the state. She also trains HR professionals to conduct defensible internal investigations and is known for her ability to translate legal requirements into clear, accessible, and actionable steps.

Jennifer is a dynamic and engaging trainer who has educated thousands of executives, managers, and employees through her interactive programs. Whether presenting in person, on-site, or via webinar, she incorporates case studies, audience participation, and storytelling to bring employment law to life. She also provides individualized coaching for senior leaders navigating difficult workplace issues.

As a recognized thought leader, Jennifer contributes regularly to the Daily Recorder, is frequently quoted in national media, and appears on radio and television as a workplace law expert. She hosts the weekly podcast Workplace Wake-Up, offering timely insights for employers and HR professionals.

Jennifer's leadership and impact have earned her numerous accolades, including NAWBO's 2025 Wise Woman Award and the 2019 "Women Who Mean Business" honor. She is a member of the Management Labor and Employment Roundtable, an invitation-only group that sponsors the Labor & Employment Law Advanced Practices Symposium.

Education:

J.D., summa cum laude, University of
San Francisco School of Law

B.A., University of California, Santa Cruz

Bar Admissions:

California

Certifications, Memberships, and Awards:

Member, Association of Workplace
Investigators



Named to Northern California Super
Lawyers List, 2009-2021



Best of the Bar 2013, 2014, 2016,
2019

Certifications, Memberships, and Awards (continued):

Among highest-rated speakers at annual SHRM Conferences since 2009



Rated AV 5.0 (highest rating) by Martindale-Hubbell

An active member of SHRM and the Sacramento Area Human Resources Association, Jennifer is a sought-after speaker at industry conferences. She is also deeply committed to pro bono service, ensuring that her firm's attorneys receive billable credit for their pro bono work.

Outside of her legal practice, Jennifer enjoys spending time with her daughter and experimenting in the kitchen, where she continues to refine her cooking skills.