



## Sarah Vincent

### SENIOR ASSOCIATE

THE LINK VIRTUAL

KANSAS CITY, MO\*

OFFICE

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### OVERVIEW

Sarah helps clients proactively address labor and employment matters, creating an inclusive and welcoming culture for their employees.

After cutting her teeth advising employers in the context of the COVID-19 pandemic, Sarah focuses on offering preventative counsel on compliance with federal and state employment regulations—particularly in the state of California. She also provides advice and guidance on employment best practices: time as a federal law clerk early in her career showed Sarah how much litigation can be prevented simply through better legal counsel early on, and she is passionate about helping companies do the right thing for both their people and their businesses.

Sarah is particularly knowledgeable about various Fair Chance and Ban-the-Box laws, which aim to reduce employment barriers for individuals with conviction histories, and she regularly helps employers develop compliant policies and hiring practices. She also assists companies in leveraging community resources to avail themselves of potentially untapped talent and ensure a truly inclusive workforce. In addition, Sarah offers training on discrimination and harassment, as well as diversity, equity, and inclusion issues, including advice on how companies can support non-English-speaking employees. After a prior career as a high school teacher, Sarah excels at educating clients and creating hypothetical scenarios that bring meaning to her training sessions.

At the end of the day, Sarah still sees herself as an educator: her experience in the courts taught her that the best advocates are the best educators, and if there's one thing she learned from her time in the classroom, it was how to

### Industry

Financial Services & Capital Markets

### Services

Employment Class & Collective Actions

Employment Litigation Defense

HR Consultation & Training

Labor & Employment

Traditional Labor Relations

Workplace Diversity, Equity, & Inclusion

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communicate information clearly. Clients value Sarah's dedication to ensuring that they have understood her counsel—and that she has understood their businesses. With a reputation for walking with clients through difficult situations, Sarah is known for having the vision to help companies improve and move forward.

## Experience

- Advised employers on COVID-19 local and state mandates, furlough procedures and employee benefit coverage.
- Drafted briefs for appeals in the California Court of Appeals and the Ninth Circuit.
- As clerk for federal judge, drafted orders involving compassionate release, immigration revocation proceedings, contract disputes, wage and hour class actions, antitrust law, and Section 1983 claims.

## Recognition

- Pepperdine Caruso School of Law Belonging Awards, Young Alumni Award, 2024
- Missouri Educator's Certificate
- Crisis Prevention Intervention Certified

## Education

- J.D., Pepperdine University
  - *magna cum laude*
  - *Pepperdine Law Review*, Managing Editor
  - Order of the Coif
- B.A., Truman State University
  - *magna cum laude*

## Admissions

- Missouri
- California

## Clerkships

- Honorable André Birotte Jr., U.S. District Court for the Central District of California
- Honorable James E. Graves Jr., U.S. Court of Appeals for the Fifth Circuit

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\*Contact Sarah to set up an in-person consultation by appointment in the Kansas City office.



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