



## Anna Saraie

Senior Associate

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### *Related Services*

Litigation ■ Labor & Employment ■ Japan Business Team ■ Labor & Employment - Japan Business Team

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Anna Saraie is a senior associate with Alston & Bird's Labor & Employment Team.

She represents clients in employment, occupational safety and health, and traditional labor matters. She counsels and defends employers in actions brought under state common law and federal law, including Title VII, the ADA, ADEA, FLSA, and FMLA. Anna also defends employers in OSHA and NLRB matters.

In addition to litigation, Anna's practice includes advice and counsel regarding a wide variety of employment issues including advising on employment agreements; restrictive covenants and separation agreements; compliance with federal and state employment laws; reducing risks associated with their hiring process; and minimizing exposure during reductions in force.

Anna earned her J.D. from Emory University School of Law, where she was a staff member of the *Emory International Law Review*. She was president of both the Labor and Employment Society and the Asian American Law Students Association. While in law school, Anna served as an intern for the Hon. Wendy L. Hagenau in the U.S. Bankruptcy Court for the Northern District of Georgia and as an extern in the Legal Unit of the U.S. Equal Employment Opportunity Commission. Before attending law school, Anna earned her B.A. in political science and international relations and global studies from the University of California, Los Angeles.

### *Representative Experience*

- Representing one of the world's largest parcel delivery and logistics companies in defending numerous employment discrimination and retaliation lawsuits and administrative charges.
- Conducting internal investigations, including investigations of harassment and discrimination claims.
- Conducting workplace training programs for in-house attorneys, human resources representatives, and clients' workforces on harassment, personnel policies, and wage-and-hour and other compliance issues.
- Drafting and revising employee handbooks and other policies for clients with a variety of business needs.
- Assisting with employment diligence and related issues in asset and equity transactions, including mergers, acquisitions, and divestitures, for companies of all sizes.
- Defending nationwide occupational safety and health investigations and citations by federal OSHA and state OSHA plans.

- Obtained summary judgment in a former university professor's age and sex discrimination and constructive discharge lawsuit filed in federal court.

## ***Publications & Presentations***

### ***Publications***

- "Pre-Hire Personality Tests Set Legal Challenges for Employers," *Bloomberg Law*, February 12, 2024.
- "Trump's Employment Agenda Remains Murky," *Today's General Counsel*, June/July 2017.
- "'Blacklisting' Rule Rejection May Begin Pro-Employer Trend," *Law360*, March 28, 2017.
- "Indigenous Interpretations of the Right to Education Incorporating Gandhi's Visionary Philosophy to Educational Reform," *Emory International Law Review*, Vol. 30, No. 3, 2016.

### ***Professional & Community Engagement***

- National Employment Law Council, 2018 Academy Fellow

### ***Education***

- Emory University (J.D., 2016)
- University of California, Los Angeles (B.A., 2013)

### ***Languages***

- Japanese

### ***Admitted to Practice***

- Georgia