



**POOJA S. NAIR**

T: 310.789.1211  
F: 310.789.1411  
pnair@troygould.com

**BIOGRAPHY**

Pooja S. Nair is a business litigator and a problem solver. She handles a comprehensive range of employment issues including compliance, internal investigations, and litigation. She is able to understand business needs to help develop employment practices and procedures that are both compliant with applicable laws and practical. She has experience handling internal complaints to de-escalate issues and conduct discrete and thorough internal investigations. She also handles a comprehensive range of business issues in the food and beverage industry, including trade secrets, contract negotiations, intellectual property, licensing, and franchise disputes.

Prior to joining TroyGould, Ms. Nair practiced at Foley & Lardner for five years, where she focused on white collar criminal defense and internal investigations. She has published extensively on various topics in the Daily Journal, Eater, California Lawyer, and Bloomberg BNA.

**Honors**

Ms. Nair was named a Rising Star in 2017 by Southern California Super Lawyers, a Thomson Reuters business.

**REPRESENTATIVE MATTERS**

**Employment Issues**

- Represented holistic wellness company in handling embezzlement investigation and employee termination.
- Revised employee handbooks, offer letters, and employment contracts to ensure compliance with state and federal laws for clients in the restaurant, fitness, wellness, and retail space.
- Counseled clients in the mortgage, restaurant, pharmaceutical, and beauty industries in best practices for handling internal complaints from current and former employees to comply with state and federal law.

**Commercial Litigation**

- Represented client in litigation involving contract and patent issues related to T-cell immunotherapy technology.
- Represented client in complex litigation involving antitrust, breach of contract, and patent claims. Successfully excluded multiple experts in Daubert motions.

**Food and Beverage Practice**

- Counseled restaurant client on music licensing issues.
- Represented sports nutrition company in handling franchise agreement issues to avoid litigation.

**Internal Investigations**

- Representation of pharmaceutical company in extensive internal investigation into internal complaints regarding drug development to ensure compliance with federal and state law.
- Represented financial advisor company in handling internal fraud investigation and subsequent employee termination.
- Representation of pharmaceutical company in extensive internal investigation into internal complaints regarding drug development to ensure compliance with federal and state law.

**PUBLICATIONS**

Author, "F&B Legal Roundup - November 2018," Modern Restaurant Management, November 12, 2018

Author, "F&B Legal Roundup - August 2018," Modern Restaurant Management, September 11, 2018  
Author, "F&B Legal Roundup - July 2018," Modern Restaurant Management, August 7, 2018  
Author, "Fewer Remedies in California for Targets of Defamatory Reviews," Law360, July 13, 2018  
Author, "Compromise and Uncertainty on Tipping in the Appropriations Act," Modern Restaurant Management, April 12, 2018  
Author, "FDA Exercises Mandatory Recall Authority for the First Time," Los Angeles Daily Journal, April 9, 2018  
Author, "Spending Bill Creates Compromise on Tip Pooling Rules," Los Angeles Daily Journal, April 3, 2018  
Author, "Watchlist: New California Laws That Will Affect the Restaurant Industry," Modern Restaurant Management, January 3, 2018  
Author, "Department of Labor to Reverse Course on Tip Pooling," Los Angeles Daily Journal, December 17, 2017  
Author, "The Impact of New Jersey Menu Engineering Cases," Modern Restaurant Management, November 9, 2017  
Author, "Understanding the New Framework for Whistleblower Retaliation in California," California Lawyer, November 7, 2017  
Author, "California's Never-ending Foie Gras Ban, Explained," Eater, September 22, 2017  
Author, "Foie Gras Ban in Limbo," Los Angeles Daily Journal, September 20, 2017  
Author, "China's New Counter-Terrorism Law Will Affect US Businesses," Los Angeles Daily Journal, February 24, 2016  
Quoted, "Alexander Hamilton Fans are Upset About His Demotion on the \$10 Bill," L.A. Times, June 27, 2015  
Author, "Cybersecurity or Protectionism?," Los Angeles Daily Journal, February 6, 2015  
Author, "Multinational Businesses in China Face New Obstacles," Los Angeles Daily Journal, October 22, 2014  
Quoted, "GSK-Linked Investigators Stand Trial in China in Closely Watched Case," Reuters, August 7, 2014  
Author, "Dealing in the Dark," China Business Review, March 6, 2014  
Author, "The Sword and the Shield: Trade Secrets Law in China," Los Angeles Daily Journal, November 13, 2013  
Co-Author, "Doing Business Behind China's Great Firewall," Los Angeles Daily Journal, October 9, 2013  
Author, "Between a Great Wall and a Hard Place," Los Angeles Daily Journal, September 11, 2013  
Author, "Insights from Professor Warren: Analyzing Elizabeth Warren's Academic Career," BNA- Bankruptcy Law Reporter, March 14, 2013  
Co-Author, "Five Cases Made for a Momentous Year in Predictive Coding," The National Law Journal, January 28, 2013  
Author, "Litigating against the Forced Sterilization of HIV-Positive Women," Harvard Human Rights Journal, October, 2010

## **BACKGROUND**

### **EDUCATION**

University of California, San Diego  
Harvard Law School (J.D., 2011)

### **Accolades & Affiliations**

Board of Directors, Harvard Club of Southern California  
Chair of the Young Professionals Board of the Los Angeles Music and Art School  
Served on the board of the Harvard Law School Women's Association  
Runs the blog [www.itshamilttime.com](http://www.itshamilttime.com)