



Shannon Kapadia

SENIOR ASSOCIATE

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OVERVIEW

Formerly in-house at a major technology company, Shannon advises clients on data privacy, technology transactions, and cloud services contracting.

After growing up observing the realities of business ownership, Shannon brings a business mindset to legal challenges and serves as a strategic partner for clients navigating digital transformation, data privacy, and commercial contracting. She most often represents organizations as they negotiate contracts with large technology companies, including those involving AI governance. Shannon's practice is rooted in data privacy matters, and she is also deeply familiar with the intellectual property issues that often arise in tech agreements.

Shannon began her legal career in intellectual property and cybersecurity, advising clients on data breaches and regulatory compliance. After gaining experience at a regional law firm, she accepted an in-house role with Amazon Web Services. There, she started as the pricing lead for public sector deals, drafting and negotiating custom cloud agreements across the U.S. and internationally. Shannon later became the primary legal advisor for AWS's education business and expanded her support to healthcare and nonprofit teams, regularly advising on HIPAA, FERPA, procurement laws, and programmatic pricing structures. Her work at AWS frequently involved negotiating data processing agreements (DPAs), business associate agreements (BAAs), and breach notification terms, as well as counseling internal teams and sales leadership on data security obligations, cross-border access,

Industries

Manufacturing
Technology
Transportation

Services

Artificial Intelligence
California Consumer Privacy Act
Data Privacy & Cybersecurity
Education Privacy Law
EU Data Protection and Privacy
Intellectual Property
State Privacy Laws

and risk allocation under evolving regulatory frameworks, including those related to AI and public sector-specific breach rules.

Shannon brings a pragmatic, business-minded approach to her legal work. She focuses on translating complex legal concepts into practical, actionable guidance that aligns with client goals. Whether advising on risk allocation, regulatory compliance, or technology transactions, she helps clients understand both the requirements and implications of their decisions – ensuring legal frameworks support, rather than hinder, innovation in a rapidly evolving regulatory landscape.

Experience

- Advised clients on compliance with financial and data protection regulations, including GDPR, HIPAA, and emerging U.S. privacy laws, including preparing responses to state AG inquiries and advising on enforcement risks and breach notification obligations.

AS IN-HOUSE COUNSEL:

- Advised on privacy governance for Amazon's education sector, ensuring alignment with HIPAA, GDPR, FERPA, and emerging U.S. privacy laws.
- Negotiated data processing agreements, privacy addenda, and enterprise cloud agreements.
- Counseled internal teams on AI governance, privacy-by-design, and data storage practices, including assessments of cross-border transfers, third-party risks, and compliance with global privacy frameworks.
- Advised cross-functional teams on privacy risks related to new product features and data-sharing initiatives, aligning business goals with regulatory requirements.
- Conducted privacy impact and risk assessments, supported responses to data incidents, and advised on remediation strategies and third-party risk.
- Negotiated enterprise cloud agreements with public universities, academic medical centers, and state/local agencies.
- Drafted customized FERPA and HIPAA addenda for education and healthcare customers.
- Structured legal terms for go-to-market programs and global research collaborations.

Experience

- Developed internal privacy guidance on GenAI use cases and breach reporting escalation paths.
- Reviewed public RFPs and advised on compliance with state procurement laws.

Education

- J.D., University of Richmond School of Law
- B.S., University of Richmond

Admissions

- Virginia

Not admitted in the District of Columbia; practice limited pursuant to D.C. App. R. 49(c)(8), with supervision by Heidi Salow, member of the D.C. Bar.

Community Leadership

Shannon serves as an adjunct professor at her alma mater, University of Richmond School of Law, teaching contract drafting with a focus on developing practical drafting, reviewing, and negotiation skills.

Shannon also values supporting her religious community through helping recent immigrants and students.