

## LABOR & EMPLOYMENT



### PROBLEMS WE SOLVE/WHAT WE DO:

- Work with companies to avoid and, where necessary, help solve problems relating to applicants for employment, employees, and former employees.
- Help companies manage their employees as an asset.
- Help companies be deliberate in recruiting, onboarding, compensation, benefits, employee management, discipline and termination decisions and create a framework of policies, agreements and practices that incentivizes good employees while minimizing the business risk when separating less successful ones.



### YOU MAY NEED A LABOR & EMPLOYMENT LAWYER IF:

- Your employees do not sign agreements when they are hired or those agreements haven't been reviewed in the last two years.
- You have an HR team, but they do not have a seat at the table.
- You cannot remember the last time your employee handbook was reviewed or that you conducted training.



### PRICING CONSIDERATIONS AND OPTIONS:

- While most of our day-to-day counseling work is billed hourly, we offer flat fee billing for many projects and documents:
  - » On-boarding documents, including offer letters, employment agreements, and confidentiality and restrictive covenant agreements.
  - » Investigations.
  - » Basic separation agreements (company side).
  - » Employee Handbooks and individual employment policies.
  - » Compensation plans, including commission, bonus and long term incentive plans.
  - » Training programs, including anti-harassment/anti-retaliation training, performance management training and union avoidance training.



### WE MAKE OUR CLIENTS MONEY/ SAVE OUR CLIENTS MONEY BY:

- Helping effectively incentivize their employees.
- Helping them plan before problems arise, especially with bonus and compensation plans.
- Creating custom templates that reduce legal fees.
- Helping them be deliberate in employment decisions, avoiding common technical pitfalls.
- Training managers to effectively manage employee performance, which in turn reduces the risk of wrongful termination claims.



### WHY USE LP'S LABOR & EMPLOYMENT LAWYERS:

We are another branch of your team. You will have someone reliable to bridge the legal, HR, and business aspects of employing people.