

Envision

Strategize

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# ES&A

A LAW CORPORATION

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www.esandalaw.com

Higher value,  
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Alternative fee  
structures  
tailored to fit you.

## Next generation legal services

### ADVISING ORGANIZATIONS AND EMPLOYERS ON:

Labor and employment . Government contracts  
and grants . Business strategy



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## ES&A legal services

### LABOR AND EMPLOYMENT LITIGATION

- Wrongful Termination
- Equal Employment Opportunity
- Labor Law
- Wage and Hour Law
- Employee Benefits
- Safety and Health
- Proprietary Rights
- ERISA Litigation

### BUSINESS TRANSACTIONS, INVESTMENTS & ADVICE

- ERISA
- Equal Employment Opportunity
- Labor Law
- Wage and Hour Law
- Employee Benefits
- Business Transactions, Strategic Planning and Organizational Development
- Human Resources Management
- Safety and Health
- Proprietary Rights
- Workplace Privacy

### GOVERNMENT CONTRACTS & GRANTS BUSINESS ADVICE AND TRANSACTIONS

- Contract Competition and Formation
- Contract Administration

### BUSINESS STRATEGY

#### DESIGNING A BUSINESS FOUNDATION

- Entity Formation (for-profit and nonprofit)
- Corporate Governance (for-profit and nonprofit)

#### BUILDING THE BUSINESS

- Operations
- Compliance
- Litigation and Dispute Resolution
- Mergers and Acquisitions (labor, employment and benefits issues)
- Technology (intellectual property rights, transfer, licensing, export controls; cybersecurity, privacy)

#### CLOSING BUSINESS INTERESTS

- Dissolution and Wind-Up

## Fixed, flat, and hourly fees

### LABOR/EMPLOYMENT

#### FIXED MONTHLY RETAINER (see rate structure below)

- UNLIMITED TELEPHONE AND EMAIL ADVICE
- ASSISTANCE WITH ROUTINE FORMS AND CONTRACTS including handbooks, job descriptions, employment contracts, and settlement agreements

### LABOR/EMPLOYMENT/BUSINESS STRATEGY

#### FIXED MONTHLY RETAINER (see rate structure below)

- LABOR/EMPLOYMENT RETAINER SERVICES plus
- CORPORATE GOVERNANCE advice on fiduciary duties, updates of corporate documents, unrelated business income tax and related tax matters
- CONTRACT AND GRANT ADMINISTRATION

#### FIXED MONTHLY RATES BASED ON:

##### COMPANY SIZE

- less than 50 employees
- 50-99 employees
- 100-249 employees
- 250-499 employees
- 500+ employees

##### RATE LEVEL:

- MAINTENANCE LEVEL for assistance with routine compliance and operational issues OR
- CHANGE LEVEL for troubleshooting; assistance with restructuring, downsizing, mergers and/or acquisitions; and for initial 1st-month assessment for new clients.

### FLAT RATE PRODUCTS

- Training series (customizable)
- Handbook
- AAP (includes logs)
- Substance Abuse (State, DOT)
- Summary Plan Description
- Indiv. Agrmt (Simple, Exec)
- Job Descriptions
- Entity Formation (Simple)
- Entity Dissolution (Simple)

### HOURLY FEES

- Government agency investigations and audits
- Litigation
- Litigation (EPLI)
- HR Reviews
- Nonprofit Reviews

### NEGOTIABLE RATES

- Training series and seminars
- Strategic Planning
- Collective Bargaining
- Entity Formation (complex)
- Entity Dissolution (complex)

Discounts available for nonprofits and government entities.

## Training series and seminars

### BASIC TRAINING SERIES (First Line Supervisors & Up)

3 sessions, 2-1/2 hours each; customized for your company

- Discrimination, Harassment & Retaliation Claims; Basic Risk Management
- Recruitment, Interviewing & Selection; Communicating with Employees; Attendance & Timekeeping
- Investigations; Coaching, Discipline & Termination

### MANAGEMENT TRAINING SERIES (Mid./Sr. Mgrs)

7 sessions, 10-1/2 hours total; customized for your company

- Bullying to Harassment to Violence; Diverse Workforces
- Wrongful Termination vs. Effective Management
- Reasonable Accommodations; Benefits & Leaves
- Workplace Privacy
- Compensation and Staffing
- Unions
- Strategic Issues: Technology; Employment Law Outlook

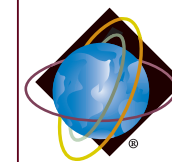
### TARGETED TRAINING SEMINARS

Select target areas from a wide range of topics in labor and employment, government contracting. Contact us for details.

### STRATEGIC PLANNING RETREAT (Executives)

We give you the tools to help design and build your company's strategic plan. Please contact us for details.

All training conducted onsite or at ES&A Training Room.



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