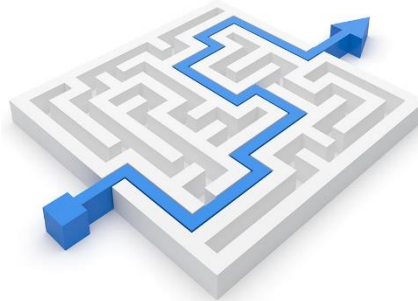


## Employment & Labor

# Guiding you through a maze of legal requirements



### Employment & Labor strengths

Trade Secrets & Employee Mobility

#### Whether you are seeking to

- understand your obligations under federal, state and local employment laws
- create or revise an employment agreement, restrictive covenant or employee handbook
- implement or discuss employment-related policies, procedures or measures
- receive guidance for union organizing, labor disputes or collective bargaining matters
- defend individual, class, and collective lawsuits brought by an employee or employees

our team is here to help.

#### We help clients manage

- Properly classifying and paying employees under federal and state laws, including the FLSA, Davis-Bacon Act and Service Contract Act
- Internal investigations including wage-hour audits
- EEOC or NLRB charges, OFCCP audits and OSHA inspections
- Claims of harassment, retaliation and discrimination
- Positive employee relations strategies
- Lawful responses to union organizing
- Training of management on compliance with federal and state employment laws

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#### Guiding employers across various industry sectors

Our clients have included public and private companies across a range of industry sectors

- Manufacturing

- Distribution and Transportation
- Healthcare
- Medical Devices
- Financial Services
- Construction
- Real Estate
- Utilities
- Consulting and Outsourcing
- Restaurant and Retail Industries
- Colleges and Universities

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### **Multidisciplinary team brings practical perspectives**

- 40+ attorneys practicing Labor, Employment, Benefits and Immigration
- Attorney team includes seasoned and battle-hardened front line practitioners before the NLRB, EEOC, state, and federal courts, and arbitrators
- Access to broader Nelson Mullins platform and colleagues with experience across a range of practice areas, including ERISA, Executive Compensation, Employee Benefits, Corporate, Tax, Litigation, and Government Relations

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### **Navigate state and federal laws laden with potential pitfalls**

Our team works with a diverse group of employers—some with large in-house legal, human resources, and labor/employee relations teams, and others with limited or no in-house support. We collaborate directly with your management team to increase efficiencies and synergies that support your business and employee relations goals.

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### **Our team includes seasoned and battle-hardened front line practitioners with decades of experience who help clients to**

- **Understand legal obligations** – including providing guidance and training regarding Title VII, the Age Discrimination in Employment Act, Family and Medical Leave Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Older Workers Benefit Protection Act, the National Labor Relations Act, and various other federal and state labor and employment laws
- **Implement effective policies and procedures to comply with legal requirements and avoid potential litigation** – our team works closely with your human resources department to guide on implementing policies for recruitment, hiring and firing, anti-harassment awareness training, corporate and human resources investigations, e-mail, internet, and social media issues in the workplace
- **Defend individual, class and collective actions** – when you receive notice of a pending suit, our team is ready to represent you in any jurisdiction, nationwide
- **Develop early warning union prevention programs** – our team assists clients to minimize labor risks by developing an appropriate employee relations infrastructure,

including assessment of vulnerability, and training on detection of early warning signs of union organizing and promptly responding to that activity

- **Properly hire and retain employees** – we understand that successful retention of employees starts with developing and executing an employment plan that includes executive compensation, incentives, employment agreements, immigration authorization, Form I-9 compliance, protecting network security and confidential information when turnover inevitably occurs, and severance packages.
- **Manage changing business conditions** – whether your company is growing, downsizing, or merging, our team can help identify and mitigate employee and labor relations risks

## Why Nelson Mullins?

- **Proven Experience** – Decades of experience helps us guide you through resolving disputes before the EEOC, NLRB, and other courts or government agencies
- **Consistency and Geographic Reach** – With Nelson Mullins, your company has one point of contact for each state in which you operate
- **Balanced Perspective** –Through our work for a wide variety of industries, we bring practical business-oriented solutions
- **One Size Does Not Fit All** – Each workplace is different – we strive to understand your particular employee/labor relations culture to provide timely advice for your business