

DyKEMA

EMPLOYMENT LAW RETAINER PROGRAM

Offering Proven Legal Strategies for Small
and Midsize Employers

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About Dykema

The law firm of Dykema is one of the country's largest and most respected legal services and public policy consulting firms. We represent a broad range of clients—from established Fortune 100 companies to small businesses, emerging entrepreneurs and successful individuals. The hallmark of Dykema service is our commitment to provide unparalleled excellent and uncommon value to our clients.

About Dykema's Employment Law Practice

We know that a well-managed workforce, proactive employment policies and procedures and strategic labor relations keep businesses on track. Our dedicated team of Employment Law attorneys represent a diverse range of management in all employment-related matters.

We're particularly attuned to the challenges faced by today's human resource professionals—and offer customized training programs and educational services, including timely news alerts and topical Webinars and seminars.

While we are actively involved in employment litigation and traditional labor law counsel, our attorneys also provide a wide range of essential specialty services, including:

- ▶ Preparation of employee manuals and employment application forms
- ▶ Advice on wage and benefit policies
- ▶ Salary analysis
- ▶ Employment contracts
- ▶ ADA accommodation issues

- ▶ Wage-hour (FLSA) complaints
- ▶ Civil rights work
- ▶ OSHA and MOSHA complaints
- ▶ Pension and employee benefits
- ▶ Workers' compensation
- ▶ Immigration

About the Employment Law Retainer Program

The cost of defending an employee lawsuit—from inception to jury verdict—averages nearly **\$150,000**, not including possible damages to the ex-employee. That's a staggering setback for many small and midsize businesses, in terms of economic impact, decreased productivity and depressed company morale.

It's not an appealing scenario, and, frankly, we'd rather not represent you in court. Our goal is to give you the essential tools you need to adopt "preventive legal practices" in your workplace—the kind that will help you avoid employee lawsuits and litigation.

For a retainer fee of \$5,000 for one year, Marty Galvin and Jim Hermon, two of Dykema's most seasoned Employment Law attorneys, will personally provide the following services:

- ▶ Comprehensive review of your Employee Handbook and application—along with concise recommendations for improvement and compliance.
- ▶ Password access to a customized **Dykema Webinar Library** extranet site that houses the entire current compilation of 18 Webinars—providing convenient, onsite, on-demand training for you and your staff.

- ▶ Two hours of legal consultation on any employment relations matter every month for a year—a **total of 24 hours of personal counsel**.

As we continue to add Employment Law Webinars in 2007, you'll have automatic access to the most up-to-date information on the trends and constant changes in workplace law.

Here's a sampling of topics already included in the library:

- ▶ What Off-duty Conduct An Employer Can Regulate
- ▶ How To Protect Your Legitimate Competitive Interests and Trade Secrets
- ▶ Making the Hiring Process Legal and Effective
- ▶ Improving Performance Evaluations
- ▶ How To Terminate Employees and Avoid Liability
- ▶ Employer Obligations To Accommodate Employee Religious Practices

About the Attorneys

Marty Galvin



Marty specializes in counseling clients on policies, procedures and other preventive measures to avoid discrimination, wrongful discharge and other claims that can result from an employer's personnel decisions. He is a sought-after speaker at business meetings and educational seminars and has addressed the

Center for Labor-Management Development, the Institute for Business Law, the Healthcare Personnel Administration of Michigan and numerous other influential organizations.

Jim Hermon

Jim has focused on the defense and trial of employment cases in federal and state courts, as well as counseling, advising and training corporations about their obligations under state and federal employment laws. He has helped hundreds of employers draft and successfully implement employment policies, and negotiate hiring and severance agreements. He is active in the Employee Rights and Responsibilities Committee of the American Bar Association's Labor and Employment Section.

We know you're constantly striving for value in every aspect of your business, and we believe this \$5,000 package will be worth every penny in peace of mind and costly lawsuits averted.

Give your business a greater sense of security, a stronger competitive edge and improved employee relations. Please complete the tear-off postcard, and we'll contact you to develop a program that addresses your specific needs. We'd be honored to serve you.

Marty Galvin
Jim Hermon