

# The Changing Employment Equation

## KNOWLEDGE + EXPERIENCE = CLIENT VALUE

***The employment equation is changing.*** The old ways of doing business, the cookie-cutter approach to managing a workforce, using the standard employment litigation playbook – no longer cuts it. You now live in a new world where dynamics exist between worker and employer that demand a more thoughtful and creative management approach. Where your capacity to be flexible and adapt to fluid circumstances will determine your relevance in the marketplace. Where your ability to leverage cutting-edge technology in all aspects of your business could be the difference between success and failure.

***Fisher Phillips is constantly evolving to meet the needs of the modern employer.*** We recognize there are new equations at play that have changed not merely the workforce, but the way employment cases themselves are litigated – including the tools and technology at our disposal, the enhanced ways we now collaborate with our colleagues and clients, and our deep commitment to diversity and inclusion. We invite you to spend some time on our website checking us out. But make sure to bookmark the page and come back often, because we promise we're constantly changing – to not only keep up with the times, but to stay ahead of the curve.

## What Sets Us Apart



### **Some of the savviest employers bring us their toughest problems.**

Whether it's a class action involving thousands of potential class members, a jury trial with exposure in the millions, or a union organizing effort or strike that could cripple a company, employers with their choice of lawyers choose Fisher Phillips to handle their most difficult and dangerous cases.



### **We are a destination law firm of choice for labor and employment lawyers at the top of their game.**

Many highly successful partners have chosen to bring their practices to our firm. They have been attracted by our entrepreneurial culture, our collegial atmosphere, the opportunity to practice with other excellent lawyers, and our transparent compensation system that rewards great client service.



### **We have deep industry experience and subject matter expertise.**

A great lawyer who is unfamiliar with a client's business is of limited value. We understand how our clients succeed, the business challenges they face, and how they employ people. Whether it's manufacturing, hospitality, healthcare, education, financial services, technology, retail, or other industries in which our clients compete, we understand the industry and speak the language.

# Commitment to client service

*Fisher Phillips is committed to providing the highest level of client service, no matter how complex the matter we handle.*



**You can be confident that we understand your business and industry.**

We know that context is important. We take the time to learn the business environment in which you operate so that the advice we provide fits your needs.



**You will receive a solution to your legal problem that meets your business objective.**

In every matter we handle we seek at the outset to identify your primary business objective and then find and implement a solution to meet that objective.



**You are the focus of our near-fanatical responsiveness.**

We recognize that we are in the client service business. We know that many labor and employment problems arise without much prior warning and require an immediate response, so we are highly accessible for you. We return calls and emails quickly, and we are available around the clock if necessary.



**You can be assured that your time is respected.**

We know you are busy and must manage many challenges simultaneously, so we do our best to avoid last-minute surprises. We meet deadlines, and we communicate with you efficiently and in plain English.



**You will appreciate our ability to help you avoid legal problems.**

While we regularly and vigorously defend our clients in court, we think the lawsuit that was never filed is a better win for you than a defense verdict after a long and costly trial. We provide thoughtful advice and counsel to you designed to anticipate and prevent employee claims and lawsuits, government investigations, and union organizing activity.



**You will benefit from our innovative techniques and agility.**

We continuously look for better ways to work more efficiently and better serve you. Our leadership is able to make decisions quickly to direct the necessary resources to a particular challenge. We are able to propose alternative fee arrangements that make sense and we use our broad database of experience to improve our processes.



**You can count on our experience and knowledge for efficient legal counsel.**

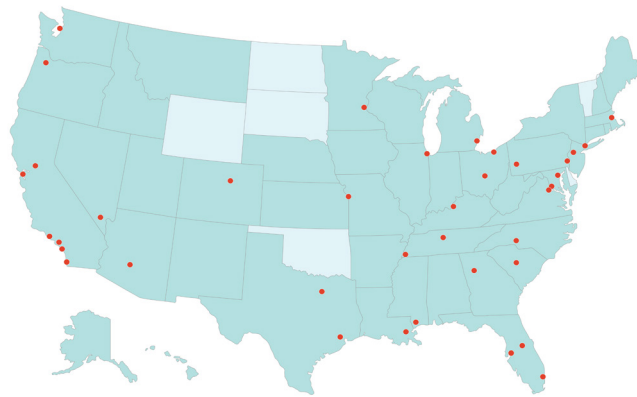
Labor and employment law is all we do. Instead of trying to be all things to you, we offer deep and broad expertise in the area of the law we know best. We get to the point quickly and you do not have to pay for a learning curve.



# ***We operate globally as well as locally***

We have offices across the country and we continue to expand, and we have attorneys admitted in just about every U.S. jurisdiction. We know the local courts and agencies where we practice. We also have the resources to work seamlessly across offices to handle the most complex problems. In addition, we assist our clients with respect to global movement of employees, compliance with employment laws and codes of business ethics of other countries, and international employment contract and employee benefits issues. We have a network of local counsel on six continents with whom we partner to serve our clients anywhere in the world.

**Fisher Phillips is  
Strategically  
Located to Best  
Serve Our Clients**



- Fisher Phillips Office Locations
- States in which Fisher Phillips attorneys are admitted

## ***Deep industry experience***

Some of our attorneys concentrate their practice in one of these areas or industries; other attorneys possess experience and expertise in several areas and industries. These areas and industries include the following:

- Affirmative Action and Federal Contract Compliance
- Automotive Dealership
- Automotive Manufacturing
- California Appellate
- California Employment Law
- Class and Collective Actions
- Data Security and Workplace Privacy
- Education
- Employee Benefits
- Employee Defection and Trade Secrets
- Employee Leaves
- Employment Discrimination and Harassment
- Gig Economy
- Global Immigration
- Government Relations
- Healthcare
- Higher Education
- Hospitality
- International Employment
- Labor Relations
- Litigation of Employment Disputes
- Mergers, Acquisitions, and Downsizing
- Pay Equity
- Prevention and Compliance
- Retail Industry
- Staffing and Contingent Workers
- Wage and Hour Law
- Workers' Compensation Cost Management
- Workplace Safety and Catastrophe Management



# Additional Services

Fisher Phillips partners with affiliated organizations to make additional services, in the form of human resources consulting, employee surveys and online training, available to our clients.



## Foundations Human Resources Consulting

Foundations Human Resources Consulting is our consulting subsidiary that works to maximize your staff performance in a lean business environment. Our team offers consulting services regarding maintaining positive employee relations, strategic planning, communications and culture, change management, morale management initiatives, and workplace law compliance.

For more information, visit [foundationshr.com](http://foundationshr.com).



## Employee Surveys

Your employees may be trying to tell you something. Employee dissatisfaction could leave you vulnerable to union organizing efforts and, unless you are asking the right questions, you might not find out until it's too late. Our employee surveys are designed to gauge employee satisfaction with respect to such categories as company and management image, compensation and benefits, communication and problem-solving, and supervision. Once the surveys are completed we will work with you to address potential vulnerabilities highlighted in the surveys.



## Online Training

We work with a leading provider of online compliance training solutions to provide high quality web-based training on harassment and discrimination prevention. We have prepared the content of the training, which is compliant in all 50 states and satisfies California's AB 1825 requirements. The training is accessible on iPad/Android tablets as well as computer work stations.

Atlanta | Baltimore | Boston | Charlotte | Chicago | Cleveland | Columbia | Columbus | Dallas | Denver | Detroit  
Fort Lauderdale | Gulfport | Houston | Irvine | Kansas City | Las Vegas | Los Angeles | Louisville | McLean | Memphis  
Minneapolis | Nashville | New Jersey | New Orleans | New York | Orlando | Philadelphia | Phoenix | Pittsburgh  
Portland | Sacramento | San Diego | San Francisco | Seattle | Tampa | Washington, DC Metro | Woodland Hills

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