

EMPLOYMENT ARRANGEMENTS

Our corporate attorneys recognize that a fundamental building block of a successful business is the implementation of employment or independent contractor agreements which identify the duties and obligations of the parties. After understanding the client's needs, our corporate attorneys draft employment and consulting/independent contractor agreements and give advice as to which is appropriate, in light of Internal Revenue Service and Department of Labor considerations. Employment Agreements for high-income individuals or those receiving deferred compensation are also reviewed for compliance with IRS Section 409A. Where appropriate, we utilize non-disclosure, non-compete, non-solicitation and confidentiality provisions tailored to the client's needs. Employee handbooks and manuals are frequently prepared for company-wide implementation. When a termination event occurs, we are experienced in drafting and negotiating as needed separation or settlement agreements on behalf of both employees and employers.