



LEGAL AUDIT PROGRAMS

Leech Tishman's legal audit program lets you know where your company stands today, identifies risks, provides recommendations for the future, and offers counsel to prepare your company for its next phase of operation.

We invite you to contact us if the answer to any of these questions is "yes."

Business Phase

- Are you considering attracting other partners or capital, or expanding or selling your business?
- Are you looking to move your company in a different direction, or improve your market position?
- Is this a good time to get an outside review of your company's legal framework and legal risk profile?

Intellectual Property

- Does your company need to protect its brands, ideas, or trade secrets?
- Does your company need to ensure that existing agreements with employees, independent contractors, or consultants adequately protect its intellectual property?
- Does your company use open source software, or allow its employees, independent contractors, or consultants to use open source software in the course of their work?
- Are the products and services of your company's competitors protected by patents, copyrights or trademarks? If so, are you unsure whether your company is violating any competitor's patents, copyrights or trademarks?
- Would your company like to make money from its existing intellectual property?

Organization

- Has it been more than 18 months since you reviewed your company bylaws, organization charts, or policies and procedures?
- Do you lack standard forms for routine company operations, procurement, or invoicing?
- Are you dissatisfied with how your company retrieves and manages documents?

Employees

- Is your company without an in-house Human Resources (HR) professional?
- Are you reluctant to deal with problem employees?
- Do you believe that if you pay an individual on IRS Form 1099, they are an independent contractor?
- Do you believe that if you pay someone a salary, they are not entitled to overtime?
- Do you need to review or update offer letters, employment agreements, policies and procedures to ensure compliance with recent legal developments?
- Do you believe that employment at-will insulates your company from legal liability in employee terminations?



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