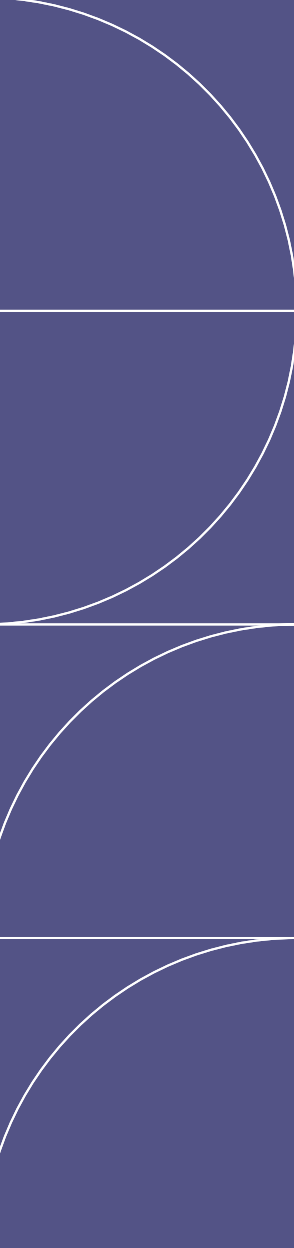




# 3D Workplace Solution

Helping you define, develop, and defend  
your workplace culture.



## **Now more than ever, workplace culture plays a critical role in winning market share, mind share, and the war for talent.**

At a time of seismic economic, generational, and social shifts, your organization can experience the effects at every level. A proactive approach to workplace culture can help you withstand these shifts, providing a competitive edge with customers, talent, and public opinion.

Building a resilient and legally compliant culture can help you:

- Establish and protect your reputation for being an employer-of-choice
- Attract and retain talent in a competitive market
- Nurture a respectful, inclusive, and diverse workforce
- Drive strong employee engagement and advocacy
- Avoid negative publicity and damage to your brand

# Our 3D Workplace Solution

Whether you are a startup just building your HR and compliance function or a multinational organization with thousands of employees, we bring together the right team to help you **define**, **develop**, and when necessary, **defend** your workplace culture.

## DEFINE

No matter where you are in the process of building or evolving your workplace culture, we can help you with assessments and audits that help you identify issues, your unique goals, expectations for your workforce, and the roadmap to success.

## DEVELOP

We partner with you to build powerful, forward-looking compliance strategies that include training programs and employee relations strategies across the employee life cycle. These programs not only assure compliance, they provide a uniquely effective defense should litigation arise.

## DEFEND

When crises do arise, our multidisciplinary team understands the challenges and potentially severe impact that clients face in these situations. We have the experience to identify the root cause, and to guide you from risk mitigation and crisis communication, all the way through litigation and remedial efforts.

# We are with you at every stage of the Employee Life Cycle.



Ensuring a strong and compliant culture starts before day one of employment, extending through to the day-to-day nuances of an employee's job, continuing even after they leave.

How your employees function and how you as an employer protect their interests — as well as your own — is a critical, long-term endeavor, often made more complicated by changes in the business, such as mergers, acquisitions, international expansion, and new and evolving growth strategies.

Through our customized 360 approach, we help you take a holistic view of the employee life cycle, and set up the right systems for every inflection point.

# Our 3D Workplace Solution covers all of your needs:

- Alternative Workforce Management
- Complex Discrimination Litigation
- Discipline & Performance Management
- Diversity & Inclusion
- Employee Relations & Cultural Assessments
- Employment Agreements & Covenants
- Employment Litigation
- Executive Coaching
- Government Compliance & Enforcement Actions
- Handbooks & Policy Development
- Leave Management & Accommodations
- Mergers & Acquisitions
- Multigenerational Workforce Solutions
- Pay Equity
- People Analytics
- Remote Workforce Investigations
- Talent Acquisition & Onboarding
- Termination Counseling
- Whistleblower & Corporate Internal Investigations
- White Collar, Internal Investigations & False Claims
- Workplace Crisis Response & Investigations
- Workplace Privacy & Biometrics
- Workplace Safety & Environmental
- Workplace Training

# Why Seyfarth?

**Customized 360 Approach.** Our attorneys understand that there is not a one-size-fits-all solution for workplace culture. We provide clients with a tailored and holistic project plan customized to the organization. We partner closely with our clients to develop strategic action plans to remediate existing problems and prevent future problems through the lens of compliance, risk, and human realities. We understand the advantage of getting in front of a crisis, and our attorneys have helped clients avoid crisis situations altogether through risk assessments and proactive audits to mitigation or declination of actions—helping clients emerge from situations with less impact.

In the aftermath of an investigation, we are frequently engaged on matters involving organizational change, designing and revamping

complex compliance systems and processes, and developing state-of-the-art technology tools to help our clients with so much more than achieving compliance and avoiding costly, disruptive litigation. We offer a 360 approach for your workplace culture needs.

**Advanced Service Delivery.** Our Employment practice has been an early adopter and champion of our advanced legal service delivery capabilities, working with our allied professionals to develop of state-of-the-art solutions incorporating technology, process design, metrics tracking, and talent modeling. As a result, we have fully integrated the methods and best practices that allow us to generate value for clients engaging our counseling and compliance practices, whether it be stand-alone work, or as part of a larger portfolio.

## Advanced Service Delivery



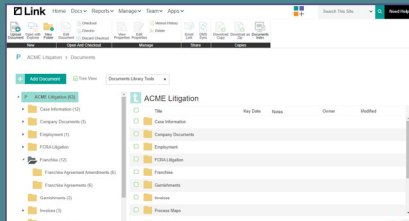
Link is our advanced delivery platform, enabling communication, tracking, transparency, and data visualization.

Case Name	Date Updated	Client	Unit Designation	Location (State)	Date Filed	Date Received	Local Agency
Case 101	6/10/19	ACME	Finance	Colorado	3/1/2019	10/10/2019	EROC
Case 102	6/10/19	ACME	Finance	Colorado	3/1/2019	10/10/2019	EROC
Visit May	6/10/19	ACME	Manufacturing	California	3/1/2019	10/10/2019	DFEH
Event Month	6/10/19	ACME	Legal	Massachusetts	1/1/2019	10/10/2019	EROC
Event Annual	6/10/19	ACME	Finance	Colorado	1/1/2019	10/10/2019	EROC
Open Sub	1/1/2019	ACME	Manufacturing	Illinois	1/1/2019	10/10/2019	EROC
Day Order	10/10/2019	ACME	Operations	Massachusetts	10/10/2019	10/10/2019	EROC
Bank Case	6/10/2019	ACME	Operations	Massachusetts	10/10/2019	10/10/2019	EROC
Bank Annual	6/10/2019	ACME	Manufacturing	California	10/10/2019	10/10/2019	DFEH
Event Annual	10/10/2019	ACME	Finance	Louisiana	10/10/2019	10/10/2019	EROC
Contract Virginia	10/10/2019	ACME	Legal	Massachusetts	10/10/2019	10/10/2019	EROC

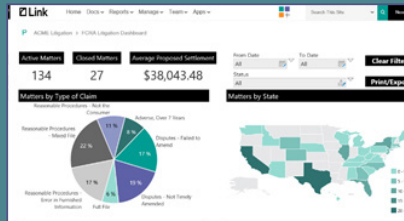
Trackers for knowledge management and communication.



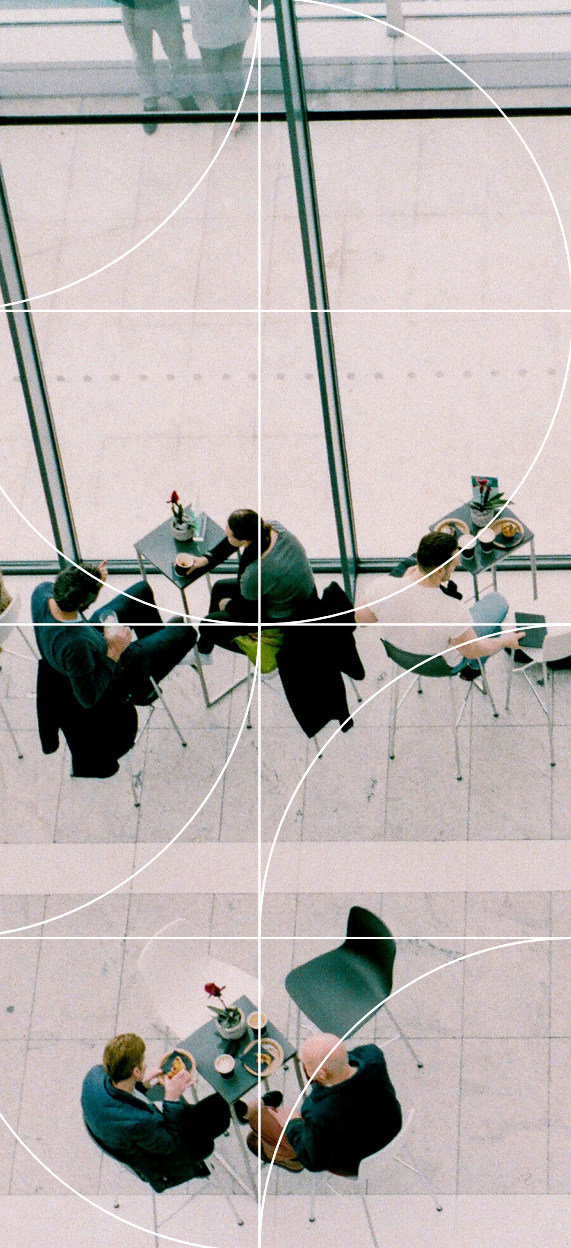
Budget transparency for cost control and tracking.



Document repository for centralized collaboration.



Data visualization for enhanced insights and decision support.



**People Analytics.** Our People Analytics team is an industry-leading group of attorneys, economists, analysts, and technologists who use powerful analytical approaches for people analytics, workforce strategy, compliance, and litigation. Our multidisciplinary team brings a wealth of experience in developing the data analyses, reporting, and metrics that employers need today. We address virtually any workplace issue to define and design effective analytics while still maintaining compliance under the law. This powerful combination of legal acumen and data analytics capabilities allows us to provide strategic legal advice and create groundbreaking solutions that yield both legal and business impact.

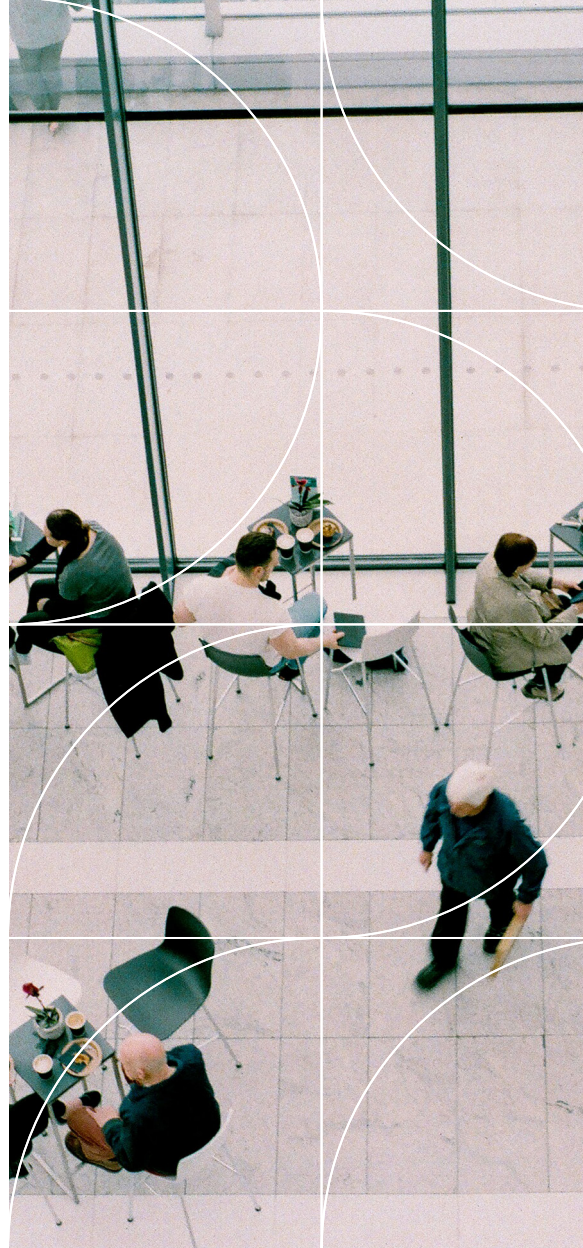
Working with our People Analytics team optimizes the confidentiality of sensitive analyses and reports through our use of established protocols and platforms that support the attorney-client privilege. We advise on the various strategic approaches for internal or external communications with an eye toward minimizing risk. Our approach is a seamless one that offers a cohesive client experience, streamlined communications, and deeper understanding of workplace reporting and analysis needs.



**Seyfarth at Work.** Through our compliance services and training subsidiary, Seyfarth at Work, we partner with organizations globally to develop core values and other high-impact internal/external messages and then deliver them through effective, engaging, and customized workplace training programs.

**Future Enterprise.** Future Enterprise is your concierge for navigating this new world, starting from the basics, such as defining the trends and opportunities, to identifying the legal and business solutions that will transform work as we know it. Future Enterprise is a way to connect subject matter experts and our clients—in person and through our online platform—to build upon each other’s successes and position their organizations in a constantly evolving landscape.

**Virtual Solutions.** COVID-19 has changed the way most companies are currently doing business, including a shift to a remote workplace for many or all of a company’s employees. Despite the new remote work environment, workplace complaints, as well as the obligation to promptly investigate them, have not disappeared. Plus, for many employers, the shift to remote work environments may not be temporary, or at the very least, will continue on for quite some time. Members of Seyfarth’s Workplace Crisis Response & Investigations practice offer customized solutions and nimble, proactive guidance to navigate conducting remote investigations.



# Accolades

We are proud of the work we do, and proud when others take notice. Our innovation, diversity, and legal excellence have been recognized by top-tier legal industry publications and organizations globally.

## **Law 360 2019 Employment Practice Group of the Year**

Seyfarth is routinely recognized by *Law360* as an Employment Practice Group of the Year.

## **Leading U.S. Law Firm**

Seyfarth has been recognized as a “Leading U.S. Law Firm” by *The Legal 500* and as one of only four firms ranked in each of *The Legal 500*’s six workplace law categories. In 2020, we were acknowledged by *Legal 500* as having top nationwide practices in Labor-Management Relations, Workplace and Employment Counseling and Immigration, as well as ERISA Litigation and Labor & Employment Litigation Defense.

## **U.S. News & Best Lawyers 2021 “Best Law Firms” Rankings**

*U.S. News & World Report: Best Lawyers* “Best Law Firms” 2021 Edition has ranked Seyfarth’s Labor and Employment department as a top tier national practice in the “Litigation-Labor & Employment,” “Employment Law-Management,” “Labor Law-Management,” “Immigration,” “Employee Benefits (ERISA) Law”, and “Litigation-ERISA” categories.

## **ACC Value Champion**

Seyfarth is the first-ever firm to win two awards in the same year, honoring our innovative client collaboration.

## **Benchmark Litigation**

In addition to naming Seyfarth to the highest tier of labor and employment practices and earning a variety of top rankings and distinctions regionally and for our individual attorneys, Benchmark Litigation recognized our Labor & Employment department as the 2020 “Labor & Employment Management-Side Firm of the Year.”

## **Chambers USA**

Chambers USA ranks Seyfarth among the top L&E firms nationally, and the firm earned a variety of top rankings and distinctions in the 2020 edition of *Chambers USA: Americas leading Lawyers for Business*.

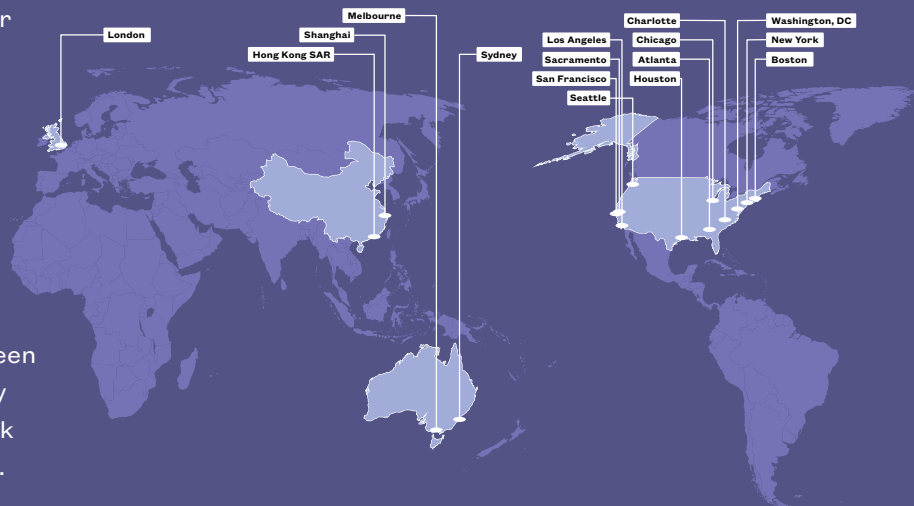
# About Seyfarth Shaw LLP

With more than 900 lawyers across 16 offices worldwide, Seyfarth provides advisory, litigation, and transactional legal services to clients.

Our unique combination of high-caliber legal representation and advanced service delivery allows us to take on our clients' unique challenges and opportunities—no matter the scale or complexity.

Our drive for excellence leads us to seek out better ways to work with our clients and each other. We have been first-to-market on many legal industry innovations—and we continue to break new ground with our clients every day.

This long history of excellence and innovation has created a culture with a sense of purpose and belonging for all. In turn, our culture drives our commitment to the growth of our clients, the diversity of our people, and the resilience of our workforce.





“Seyfarth” and “Seyfarth Shaw” refer to Seyfarth Shaw LLP, an Illinois limited liability partnership. Our London office operates as Seyfarth Shaw (UK) LLP, an affiliate of Seyfarth Shaw LLP. Seyfarth Shaw (UK) LLP is a limited liability partnership established under the laws of the State of Delaware, USA, and is authorized and regulated by the Solicitors Regulation Authority with registered number 556927. Legal services provided by our Australian practice are provided by the Australian legal practitioner partners and employees of Seyfarth Shaw Australia, an Australian partnership. Our Hong Kong SAR office, “Seyfarth,” is a registered foreign law firm operated by its sole registered foreign lawyer in association with Wong, Wan & Partners.

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Prior results do not guarantee a similar outcome. #20-7206 R4

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