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*“The value in working with an outside team of attorneys instead of an in-house counsel is that we can meet your varied and on-going legal needs at a fluctuating volume versus being on your payroll for 40+ hours each week. We have cultivated healthy client relationships across multiple industries from manufacturing to hospitality, and bring practical solutions to every encounter whether an initial consultation or legal representation. We are eager to earn your trust and continue to serve our business community.”*

Nauman, Smith, Shissler & Hall, LLP

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# LEGAL COUNSEL CLOSE-AT-HAND

## 150 YEARS OF SUPPORTING OUR BUSINESS COMMUNITY

Having in-house counsel isn't feasible or the right decision for every organization. What your business might require is a team of time-tested attorneys who are accessible when you need them and come to the table with a broad knowledge of the legal areas impacting your business. As business fluctuates and economic cycles come and go, **Nauman Smith's Business & Employment Law** team of attorneys is ready and responsive when you need us.

We are committed to understanding the nuances unique to our clients' industries and challenges. At the same time, we bring into each client relationship 150 years of working through the patterns and issues in which business owners often require legal support.

### CORPORATE AND BUSINESS SERVICES INCLUDE:

- Business formation and dissolution
- Real estate matters
- Federal and state trademark registrations and copyright issues
- Acquisitions and liquidations
- Tax issues
- Executive compensation
- Business succession planning

### EMPLOYMENT LAW COUNSELING INCLUDES:

- Americans with Disabilities Act compliance
- Sexual harassment and other employment discrimination issues
- Family and Medical Leave Act
- Hiring and firing
- Wage and hour laws
- Employment contracts
- Independent contractor relationships
- Performance evaluations and other HR matters
- Employee discipline

YOUR PARTNERS FOR THE NEXT 150 YEARS



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