



# Benefits Solutions Group

*Improving Value...According to Plan*

## Employment Practice Helpline

Benefits Solutions Group is excited to announce that we have partnered with the national labor & employment law firm of Ford & Harrison LLP to provide our clients with the best possible human resource advice and legal services. Best of all... the program is free to you.

### What is The Employment Practice Helpline?

Almost every employer at one time or another is confronted with a difficult situation involving its employees. Consulting with competent legal counsel or getting strategy tips from counsel often make or break a situation. Unfortunately, some employers are reluctant to obtain such advice out of fear of the initial monetary cost. The Employment Practice Helpline is a toll-free advice line which gives you access to some of the country's most preeminent labor and employment attorneys who will guide you through the most effective means to resolving complicated employment issues. The following concerns can be addressed through the Employment Practice Helpline:

- Discrimination
- Harassment
- Training
- Accommodating Disabled Employees
- Family Medical Leave
- Wage and Hour Compliance
- Union Activities
- Unsafe Work Conditions
- Workplace Violence
- Collective Bargaining
- OSHA
- Terminations
- Reductions-In-Force
- Disciplining Employees
- Non-Compete Agreements
- Employee Benefits
- Employee Privacy/Drug Testing
- Foreign Employees/Work Permits/Visas
- Employee Handbooks
- Employment Contracts
- Employment Related Concerns



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## Why Should I Use the Employment Practice Helpline and Why Are We Producing It Free of Charge

Employment related litigation is not only financially devastating, but can last for years and can be a significant drain on your time, resources and emotions. Oftentimes these type claims can be mitigated or even avoided if you take the proper preventive measures. As your consultant, it is in our interest to assist you in handling these situations proactively, rather than play clean up later on. The attorneys of Ford & Harrison are there to help steer you through these situations and the service is free.

## How Do I Use The Employment Practice Helpline?

By being a client of Benefits Solutions Group you are eligible to use the Employment Practice Helpline. Once you submit your enrollment form to Ford & Harrison, they will send you an introductory letter, you can start to use the toll-free number anytime you like. The toll-free number is as follows:

**1-877-410-4111**

## Who is Ford & Harrison LLP?

Ford & Harrison is one of the country's largest management-side labor and employment law firms. They have built a national legal practice that includes labor law, employment law, business immigration, employee benefits and executive compensation, and litigation.

Ford & Harrison has approximately 200 lawyers nationwide in Atlanta, Georgia; Asheville, North Carolina; Birmingham, Alabama; Chicago, Illinois; Dallas, Texas; Denver, Colorado; Jacksonville, Florida; Los Angeles, California; Melbourne, Florida; Memphis, Tennessee; Miami, Florida; Minneapolis, Minnesota; New York, New York; Orlando, Florida; Phoenix, Arizona; Spartanburg, South Carolina; Tampa, Florida; and Washington, DC. The firm is honored to have 57 of its immigration and labor and employment attorneys listed in the 2009 edition of *The Best Lawyers in America*.

## Are My Conversations With Ford & Harrison Confidential?

Ford & Harrison will be acting as your attorney. Therefore, an attorney/client privilege will be established protecting conversations between you and Ford & Harrison. If a matter develops into litigation, conversations most likely will be privileged. Moreover, not even Benefits Solutions Group will be privy to your conversations with Ford & Harrison LLP.

## If I Am Sued Am I Obligated To Use Ford & Harrison?



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No, you are not obligated to use Ford & Harrison as defense counsel. However, if you decide to use Ford & Harrison, we have negotiated a discount rate for our clients on defense matters and Ford & Harrison provides the highest quality legal services.

## What Other Benefits Are Available Under This Program?

Ford & Harrison has agreed to provide our clients with employment practice audits, employee handbook reviews and training seminars at a discounted rate. These are not free services provided under the Employment Practice Helpline, as the Helpline only covers telephone advice.

## What Are The Limitations On The Use Of The Helpline?

Any legal work that is performed beyond telephonic advice will be billed to you at the discounted rate which we have negotiated with Ford & Harrison. However, Ford & Harrison will notify you if the work you have requested falls outside the scope of the hotline and will get your authorization to perform such work before it is performed.

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