



## Small Business Legal Programs

### *Employment & Labor Law Solutions*

## A Common Sense Approach to Legal Services That Work for Small Business

### ***Innovative Program for Preventing Employment and Labor Law Claims***

As a California Business you should be able to focus on your success, and not have to worry about employee claims or lawsuits. That's why we created a simple, common sense approach to *preventing* employment and labor law liabilities in your business that's actually *affordable*, and won't get in the way of what's most important to you - growing your business. We've created three patented<sup>1</sup> innovative programs for your business that are designed to lower your legal expenses, proactively work to protect your business from claims, share in the risk when we defend your business, and make your money go farther when you need help. That's why our offering has been called one of the most innovative legal protection programs ever created for California small business.

### ***An Affordable, Common-Sense Approach to Protecting Your Business***

At Vision Law, we have long understood that the traditional "billable hour" approach to legal services frustrates consumers, especially growing and small businesses. Let's face it, most business owners perceive that legal services are expensive, time consuming, and therefore something to be avoided unless absolutely necessary. But "absolutely necessary" usually means there is already an employee claim that now requires an emergency response.

Responding to claims when they occur is even more time consuming, expensive, and disruptive to your business. Preventing employment and labor law claims in your business eliminates these challenges. Vision Law Corporation has created three

innovative programs designed to do just that – reduce the risk of claims while controlling costs by providing Fortune 500 quality lawyers at a predictable price you can afford. Our goal is to provide affordable, proactive services so you can focus on what is most important – your business.

### ***We Don't Just Say We're "Different"***

Remember, we're a business too, and we face the same challenges you do in your business. We don't believe legal services to help you avoid employment and labor law problems should be costly, time consuming, or disruptive to your business. That's why we offer a simple flat monthly fee program for advice and help. We also share in your litigation risk if there is ever a claim. And we let you earn credits towards litigation fees so the money you spend goes further if we need to defend your business in an employment or labor lawsuit. With our innovative approach, you can decide which fees program best fits your needs and budget.



---

<sup>1</sup> Patent pending.

## AMERICAN SMALL BUSINESS Top Legal Challenges

Employees	Legal Compliance	No Money/No Time	Lawsuits
<b>PREDICTABLE FEES PROGRAM<sup>SM</sup></b>			

**Vision Predictable Fees Program<sup>SM</sup> (PFP)** offers unlimited help, advice, and review services to avoid lawsuits in the first place, all delivered for a low monthly flat rate fee. Here is what is included in the Vision Predictable Fees Program<sup>SM</sup>.

### Unlimited services:

- Access to Fortune 500 quality *legal counsel*
- Employment and labor law *advice*
- Employment and labor law *document review*
- Employment and labor law *discounted hourly rate for document preparation and revisions*
- Employment and labor law *legal research*
- Access to Vision approved Employment Forms Library (including job applications, offer letters, at-will acknowledgement, unlawful harassment policy, confidentiality agreements, non-solicitation agreements, arbitration agreements, etc.)

### Special discounted billing rates:

- 20% reduction off regular hourly billable rates (currently \$250-\$275/hour) for legal document preparation or revision work.
- Flat rate billing for certain projects, such as employee handbooks, policies and procedures manuals, employee training packages, and employment/labor audits. You pay the quoted flat rate irrespective of how long it takes us to complete your project.

### Plus you also receive:

- Eligibility for Vision's Share in the Risk<sup>SM</sup> Litigation Program at 40% Holdback Rate.
- Monthly eNewsletter for California Businesses.

- Return Call Guaranty – calls returned within ½ business day or next month is free.
- Your option of month-to-month or annual commitment for this program.
- A custom prepared **Employee Handbook**, for your business (a \$1,200 value), if you select the annual program commitment (not included with month-to-month contract). The Employee Handbook package includes an on-site implementation meeting and Q&A with key management staff.

Note: Vision Predictable Fees Program<sup>SM</sup> does not include legal advice on issues other than employment and labor law, advice on traditional labor law (i.e. labor organizing, collective bargaining, strikes, and other union related issues), representation and/or advice for worker's compensation claims (exception: Labor Code section 132a and Serious and Willful Misconduct Labor Code section 4553 advice), litigation/trial advice, representation or defense, travel time, office visits and hard costs, if necessary (in most cases there should be no hard costs under the PFP subscription). Other exclusions apply.



## LITIGATION CREDITS PROGRAM<sup>SM</sup>

**Vision Litigation Credits Program<sup>SM</sup> (LCP)** offers an additional way to protect your business while lowering your legal costs in the event of a lawsuit.

The Litigation Credits Program<sup>SM</sup> is a litigation defense loyalty program that allows the money you spend on preventive legal services to go further in the event of litigation. You can add this program to your Predictable Fees Program<sup>SM</sup> plan.

The fee for this combined program is twice the Predictable Fees Program <sup>SM</sup> monthly subscription. The Litigation Credits Program <sup>SM</sup> covers everything in the PFP plan, additional legal services, plus adds the accumulation of "litigation credits" that you can use in lieu of cash to pay our litigation bills in the event your business needs to respond to a lawsuit.

### Control Your Out-of-Pocket Costs

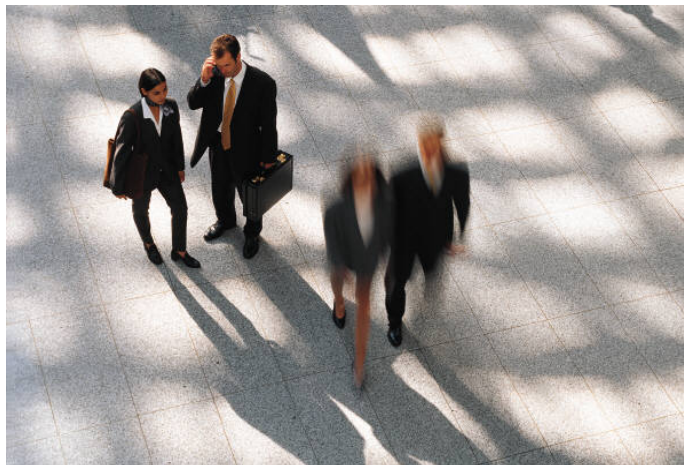
The Litigation Credits Program <sup>SM</sup> is a simple and affordable, yet effective way to control out-of-pocket litigation defense costs in the event of an employment or labor law claim. Litigation Credits are accumulated at the rate of 1.25 times the LCP program's monthly flat rate. If you are sued and choose Vision Law Corporation to defend you, you can use Litigation Credits to offset the costs of our services, at the rate of one credit to one dollar towards our invoices to you.

### Receive Additional Proactive Services

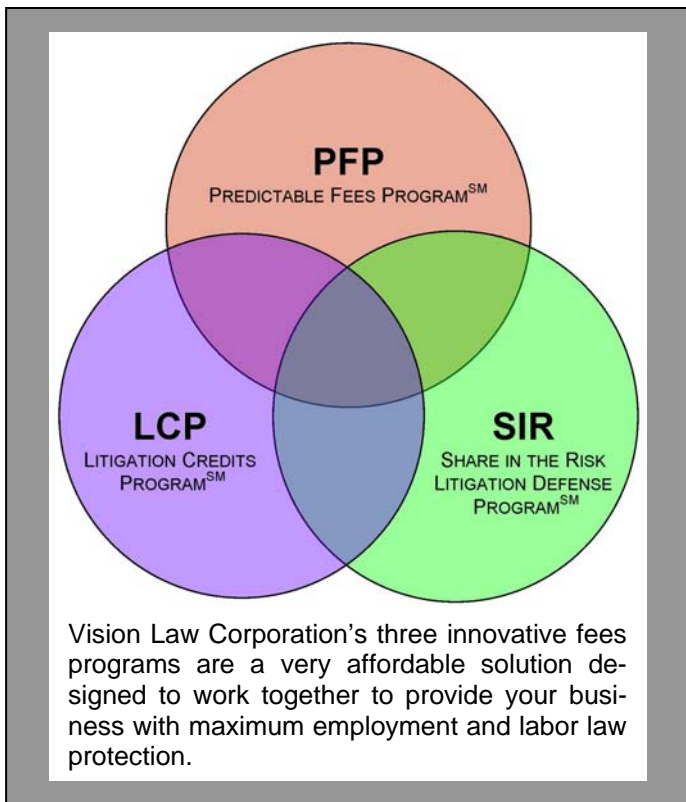
Under this program you also receive unlimited document drafting and revisions as defined by our LCP agreement. This includes, but is not limited to, disciplinary memos to

employees or responding to their "complaints," handbook revisions and updates, legal forms and agreements, and letters to employees concerning leaves and letters to former employees raiding your customers and employees.

As an LCP client, you can also combine the Litigation Credits Program <sup>SM</sup> with our Share in the Risk Litigation Defense Program <sup>SM</sup> (see below) and use accrued and available Litigation Credits to offset our litigation bills otherwise due and payable.



**SHARE IN THE RISK LITIGATION DEFENSE PROGRAM <sup>SM</sup>**



With Vision's Share in the Risk Litigation Defense Program <sup>SM</sup> ("SIR") we actually share in your risk in the event of employment law litigation. Why? Because we have confidence in our preventive advice. Litigation can be very expensive, and we believe that as a PFP or LCP client we put you in the best possible position to avoid litigation, and to win when it's not avoidable. So under the SIR Program, if we win the case for you, we **earn** our full litigation fee. If we lose the case, our fee is dramatically reduced.

### You're Protected When We Defend You

If an employee sues your company and you have Vision represent you, we will share in the risk of an adverse result at trial. Here's how the program works:

Litigation Rate - For litigation defense work, we charge our normal litigation hourly rate (currently \$275-300/hr).

**Holdback Amount** - We set aside a portion of the **total hourly fee** as a “holdback amount”:

- 20% for regular clients.
- 40% for Vision PFP or LCP subscribers.

**Base Rate** – Our Litigation Rate, minus the applicable holdback amount, is our base rate:

- 80% of our litigation hourly rate for regular clients.
- 60% of our litigation hourly rate for PFP subscribers.

Your business pays the applicable Base Amount plus any soft and hard costs on a monthly basis as litigation fees are incurred. We may require an initial retainer to hold in a trust account until completion of the litigation matter.

## **Sharing Your Risk Means We Put Our Money Where Our Mouth Is**

Here’s how the SIR Program works based on outcome:

- If we win your case, you pay 100% of the Holdback.
- If your case ends in a draw, you pay 50% of the Holdback
- If we lose your case, we write off the entire Holdback Amount and you pay nothing.

In the event of a loss or a draw, Vision PFP or LCP subscribers will pay less. These clients receive the benefit of our regular advice and consulting services. Therefore, we are confident that they will be exposed to lower potential legal risks, and that these clients will be in a better position to win if sued. (Note: the definitions of “win,” “lose,” and “draw,” are specified in the Vision SIR<sup>SM</sup> Agreement.)

### **Special Client Offer**

#### **Free Employee Handbook when you sign up for Vision’s Predictable Fees Program <sup>SM</sup>**

Sign up for a 12-month subscription to Vision Law’s Predictable Fees Program <sup>SM</sup> and receive a complete Employee Handbook, fully customized to your business. You’ll also receive an on-site implementation meeting and Q&A session with key management (a \$1,200 value).

## **What Clients Are Saying**

*They are not like any other law firm... they actually get it – save me money, keep my business out of trouble...*

T. Hughes, Hughes Video Productions

*The only lawyer I’ve every met that acts and talks like a small business owner... not a high-priced attorney...*

G. Mallory, President, Agent Network, Inc

*I wish their program was available years ago...*

K. Schultz, Premier IT Solutions, Inc

*Working with Scott is incredible. I get answers to my legal questions in plain, simple English... and right away, not weeks later...*

M. Blore, California Sun Centers, Inc

## **Lowering the Cost of Employment Law Compliance for Small Business!**

As experienced employment law attorneys, we know that entrepreneurial companies like yours have a need for high quality employment law services. But up until now, the cost to obtain quality legal representation has been cost prohibitive for almost all businesses. You need legal solutions that achieve timely results at reasonable costs so that you can focus on what’s really important – growing your business.

Vision Law Corporation has led the way by creating our Innovative Fees Programs. The idea is to prevent devastating lawsuits. We let you choose the type of protection and proactive employment and labor law assistance best suited for *your* business. For more information on our Predictable Fees Program <sup>SM</sup>, Litigation Credits Program <sup>SM</sup>, and/or Share in the Risk Program <sup>SM</sup>, or for a consultation with a Fortune 500 quality employment lawyer at Vision Law Corporation, call 916-780-1920, or email [info@VisionLaw.com](mailto:info@VisionLaw.com).