

## COMPANY OVERVIEW

Aecus Law is a certified women and minority owned business in Northern California conducting third-party, neutral **workplace investigations** for companies throughout the United States as well as providing **employment law advice and counseling** under Federal and state law to emerging and mature companies. Aecus Law also provides **culture audits** which are comprehensive and holistic evaluations of your workplace to uncover hotspots, address lingering cultural concerns, and offer actionable recommendations and a strategic plan for making restorative changes.

Aecus Law is an agile, tech-empowered, diverse, women-led firm practicing law from a modern perspective. We deliver value to our clients and our community, think collaboratively, innovatively, and inclusively. We have an entrepreneurial spirit that drives us to be lifelong learners of smart business building.

## PAST PERFORMANCE & CLIENTS

- City of Sacramento
- DeLaval
- Fair Trade USA
- LA Unified School District
- Metropolitan Water District (LA)
- Office of Legislative Counsel- WCU
- Plaid
- Simpson-Strong Tie
- Vuori
- Zenni Optical
- Coherus BioSciences

## CORE COMPETENCIES

### INVESTIGATIONS PRACTICE INCLUDES:

- Discrimination
- Harassment
- Retaliation
- Bullying
- Employee Misconduct
- Fraud
- Ethical Violations
- Failure to accommodate disability
- Threats of workplace violence
- Wrongful termination
- Whistleblower complaints
- Title IX claims

### EMPLOYMENT LAW ADVICE INCLUDES:

- Independent contractor analysis and agreements
- Exempt/Non-exempt classification analysis
- Hiring, discipline and termination
- Reasonable accommodations
- Leaves of absence
- Confidentiality and non-disclosures
- Separation agreements

### CULTURE AUDIT INCLUDES:

- A holistic evaluation of your workplace
- A detailed assessment of your organization's cultural strengths and weaknesses
- Data-backed diversity and inclusion insights
- Actionable recommendations and a strategic plan for positive change, tailored to your organization's unique needs and designed to mitigate risk.

## PROFESSIONAL AFFILIATIONS

- Association of Workplace Investigators (AWI) Certificate Holder; Publications Committee
- National Association of Women Business Owners (NAWBO) Sac-Valley President Elect & Corporate Partners Chair
- Asian American Bar Association, SF (AABA)
- National Employment Law Council (NELC)
- California Minority Counsel (CMCP)
- National Asian Pacific American Bar Assoc (NAPABA)
- ABA-Labor and Employment Law Section (ABA-LEL)

## KEY DIFFERENTIATORS

- 100% Women and Minority Owned and Operated
- AmLaw 100 firm experience without big firm rates
- Committed to diversity and inclusion
- Committed to true partnership with clients
- Committed to elevating women business owners and women lawyers

### AECUS LAW

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