

COMPANY OVERVIEW

Aecus Law is a certified women and minority owned law firm 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 stands apart from the rest, redefining what a law firm can be. With decades of expertise in employment law, we are not merely legal advisors but **strategic partners** guiding you through the complexities of workplace issues.

Our innovative and technology-driven approach empowers us to achieve **efficiencies that set us apart from traditional firms**. We leverage technology solutions to streamline processes and expedite resolution.

What truly sets us apart is our **agile methodology**. We recognize that each client's needs are unique, and we pride ourselves on tailoring our approach to suit your specific requirements. This adaptability ensures that we consistently deliver seamless, **client-centric service** that exceeds expectations.

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

CULTURE AUDIT INCLUDES:

- A detailed assessment of your organization's cultural strengths with data-backed results identifying areas of opportunity.
- 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; Editorial Board Member
- National Association of Women Business Owners (**NAWBO**) Sacramento Valley President Elect & Corporate Partners Chair
- Asian American Bar Association, Bay Area (**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**)

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San Francisco, CA 94115

KEY DIFFERENTIATORS

- **Expertise in Employment Law:** We have a deep understanding of federal, state, and local employment laws and regulations. Our decades of practical experience as employment attorneys ensures high-quality investigations conducted in a timely and efficient manner.
- **Geographically Diverse Team:** Our diverse team spans multiple regions and time zones, enabling swift response to client needs, conducting investigations across various locations, and adeptly navigating regional legal and cultural complexities. Our expansive reach is especially advantageous for clients with multinational workforces and complex cross-border investigations.
- **Attorney-Client Privilege:** As a law firm of licensed attorney investigators, we offer the protection of attorney-client privilege to our client matters. This safeguard provides an added layer of security and trust for our clients.

NAICS Codes

541100 (Offices of Lawyers)
541199 (Legal Services)
561611 (Investigation Services)
CAGE Code
8VKO8



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