



MCPHERSON
LEGAL LLC

Your-World Legal Solutions™

McPherson Legal is designed to provide in-house counsel for small organizations.

The **client-centered** process includes:

- Understanding your historic legal expenses, current legal risks, and McPherson Legal's fit with your company.
- Offering an adjustable retainer structure that helps you manage legal spending and not worry about the cost of individual projects.
- Investing unbilled time by meeting your team and learning your operations, which enhances the value of the services you receive later.
- Managing your day-to-day legal matters internally.
- Overseeing the legal services your organization receives and assuring that they are provided efficiently.

For organizations with In-house Counsel:

McPherson Legal can supplement your current staff:

- Long term retainer support to increase capacity.
- Special projects.
- In-house counsel extended leave.

David J. McPherson *Attorney*

Experience

30 years as a Licensed Attorney.

10 years as General Counsel for Family Christian Stores, a specialty retailer with over 250 locations in 36 states.

5 years with Frost Brown Todd, a regional law firm, working with clients in the manufacturing, health care, service, and nonprofit sectors.

10 years at LensCrafters/ Luxottica Group, the nation's largest optical retailer, as an attorney and Director of Employee Relations.



*Providing
legal solutions
that work in
the real world,
your world.*

**Contact David to get started.
There is no charge for the initial review.**

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(513) 256-0247

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Legal Services

Employment

- Employee Relations issues
- EEO Charge Responses
- Performance management
- FMLA Leaves
- Wage-hour issues
- Proper classification of exempt employees

Contracts

- Drafting
- Reviewing
- Negotiating
- Developing a contract review and approval process
- Managing contracts and tracking renewals and other key dates

Commercial leases

- Reviewing
- Negotiating
- Managing Leases and tracking key dates
- Responding to Estoppel requests and SNDAs

Issues unique to nonprofit organizations

- Compensation reviews
- Using volunteers
- Special wage-hour issues

Legal Compliance

- Fair Labor Standards Act
- Family and Medical Leave Act
- Civil Rights Act of 1964
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Health Insurance Portability and Accountability Act
- Affordable Care Act
- Industry specific regulations

Mediation and Dispute Resolution

- Consultant
- Trained mediator
- Representative

Industries and Organizations

- Retail
- Manufacturing
- Health Care
- Service
- Nonprofit



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