



Patrick J. Franke is a corporate lawyer, is on Lane Powell's Board of Directors, and leads the Firm's Startups and Emerging Companies Practice Group. He can be reached at 206.223.7100 or frankep@lanepowell.com.

Dear Seattle Startup Community:

A little over a year ago, two of my colleagues and I joined Lane Powell to expand its Startups and Emerging Companies Practice Group. Our goal in making the move was to improve our service offering by being able to provide a broader range of services to our startup clients, and to give them access to the network of one of the largest and most well-respected law firms in the Pacific Northwest. Additionally, it was important to us to work from a platform firmly grounded in the Pacific Northwest, so we could remain in alignment with our clients, their cultures and their values. We are pleased to say that we believe we have achieved all of our goals with the move.

Now that we are settled, we are excited to partner with the *Puget Sound Business Journal* to present our first annual Startups and Emerging Companies Seminar. The seminar is scheduled for December 4 at Motif Seattle and is designed to cover, in a little over half a day, the legal issues that we know, by experience, *all* startups encounter at one time or another. Like our practice style, the presentations will be fun, energetic, pragmatic and specifically devised to increase the value of your startup.

Because we know that valuation is almost always a significant (and oftentimes mysterious) issue for startups, we are pleased to present a panel of experienced local investors to discuss the topic from three unique perspectives that will enable you to fine-tune your fundraising strategy.

Finally, at the end of the day, a number of Lane Powell attorneys from a variety of practice areas will be available to talk to you about your specific legal issues and questions. This opportunity alone will make your investment in the seminar worthwhile.

We look forward to seeing you on December 4!

Patrick J. Franke

Lane Powell Shareholder and Leader of the Firm's Startups and Emerging Companies Practice Group

For more information or to register for our Startups and Emerging Companies Seminar, please visit our website at www.lanepowell.com.



LANE POWELL
ATTORNEYS & COUNSELORS

**PUGET SOUND
BUSINESS JOURNAL**

STARTUPS AND EMERGING COMPANIES

SEMINAR • DECEMBER 4, 2014

8 a.m. to 2:15 p.m.
(7:30 a.m. Breakfast and Registration)

To view the full agenda or to register online, please visit www.lanepowell.com.

Five fast-paced, pragmatic presentations from legal and other experts from the startup perspective.

A panel of experienced investors providing tips on setting valuation with an "in-the-trenches" moderator.

One-on-one access to attorneys from various disciplines to answer your specific legal questions.

Location: Motif Seattle
1415 Fifth Ave.
Seattle, WA

Cost: \$100 prepay online;
\$125 at the door.

Questions? Contact: Heidi Haslip
206.223.5496
hasliph@lanepowell.com



A Rose by Any Other Name ...

Strategic Considerations While Selecting a Name for Your Company and Products

By Frances M. Jagla

Frances M. Jagla is a shareholder in Lane Powell's Intellectual Property and Technology Practice Group. She focuses her practice on trademark, copyright, Internet domain name matters and unfair competition counseling. She has extensive U.S. and international experience in name development, clearance filing, registration, maintenance and enforcement of trademarks and copyrights for Fortune 100 companies as well as for emerging businesses. Fran has over 20 years of in-house counsel experience, and has her Yellow Belt certification in Legal Lean Sigma® and Project Management. She can be reached at 206.223.7749 or jaglaf@lanepowell.com.

The launch of a new business or product is not an inexpensive proposition. There are many steps in the process that require immediate outlay of money and effort, such as creating business plans, protecting patentable ideas, determining your corporate status (e.g., sole proprietorship, corporation, Limited Liability Company), hiring staff, finding a location, manufacturers, distributors, etc. With all of these other expenses it is tempting to take risks regarding the name of your company and the name of your initial product offerings.

When considering names, keep in mind these three questions about what you want the name to accomplish (in order of importance):

1. Can you use the name without infringing upon the rights of others (and potentially being sued or forced to change your name)? This is the most critical question. No one wants to launch their business or product(s) and have to change the name, resulting in extra product costs, potential litigation and loss of momentum during the initial release.
2. Can you register the name with either your state's Trademark Office or with the United States Patent and Trademark Office (USPTO)? Doing so allows you to gain all of the procedural benefits of a registered mark. This is always nice to have, but it may not be critically important in the beginning phases of development. However, after the business becomes successful, you may wish that you had put more emphasis on this element.
3. Can you enforce your mark against others and prevent those late-comers from using their mark of choice if it is confusingly similar to your own? Again, you may be able to forgo this goal, however, as we all know, if your company and/or product(s) are successes, there will be imitators.

A general rule of thumb is that the more durable your use of the name(s), the less risk that you should be willing to take. If the trademark or trade name is going on a physical product or the side of a building, or if there will be special manufacturing requirements (e.g., embossing/engraving the name on the product) or large initial

investments, you need to be cautious about the level of risk that you are willing to accept. If the use of your name is less durable and more easily changed (e.g., your logo on a website), then you can sometimes accept a slightly higher level of risk. While you may still need to change your trademark, at least it will be easy and won't cost you as much.

When looking at your names, there are several free resources that can help you get started. Note that, even when all of these resources are combined, it is not sufficient to determine whether any or all of the above goals are met. Consider these to be "knock outs" rather than permission to move forward.

1. Check with the Secretary of State (SOS) in your state of interest to determine if the name has already been taken. This action is a good starting place, but not nearly enough. The SOS Corporate Division's goal is to prevent companies with the *identical* name from being registered as company names. For example, "Newco123, Inc." would not prevent someone from incorporating under "Newco234, Inc.," but could quite possibly prevent the use of the name from a trademark perspective.
2. Check with the USPTO website's Trademark Electronic Search System (TESS). The search is free, but use of the system is loaded with caveats. Unless you are extremely well-versed in the system, you will pull up only identical or near identical marks. You may not be able to find names that engender a "likelihood of confusion."
3. Check with the domain registries to see if the domain name in your preferred generic top-level domain(s) (gTLDs) is available. Some registries provide indications as to whether the exact or similar domains are available in other gTLDs. If the name is already taken, make sure to visit the site to see if they are offering similar goods or services.
4. At the bare minimum, conduct an Internet search. Again, you will need additional investigations to determine whether the references are related to goods or services.

Other options include hiring an attorney who specializes in trademark matters to conduct a search prior to your adoption. There are many levels of searching and you can't eliminate all risk. Spending a bit upfront can save you significantly in the future. Your favorite name may not be clearly available, but you will know why and can make a reasonable business determination as to whether or not the risk is acceptable to you.

Interesting Fact...

There are almost 2.4 million trademarks registered with the USPTO, with an additional 460,000 trademarks currently pending. Of those, almost half are for services.



Tips for Funding Your Business Without Going to Jail

By Brian B. DeFoe

Brian B. DeFoe is a shareholder in Lane Powell's Business Practice Group, and focuses on matters involving corporate governance, the federal and state regulation of securities, corporation finance and product regulatory issues. He regularly provides assistance with corporate formation, structure, capitalization and compliance, mergers and acquisitions, and contract negotiations. Brian can be reached at 206.654.7948 or defoeb@lanepowell.com.

Your idea is brilliant. Consumers don't even know they need it yet, but as soon as people learn about your new product, it will be flying off the shelves. In fact, once this thing hits the market your two biggest problems are likely to be keeping your new gizmo in stock and finding ways to spend your new found wealth.

First, though, you're going to need to actually start producing the product. To do that, you need capital. A loan is going to be tough. After all, your bank only seems to want to lend if you don't actually need the cash. Where do you turn? You decide you'll sell stock in your company. Just a bit, mind you, because you want to keep control. Just enough to get the capital you need to light the fuse and launch this rocket.

For the better part of a century, state and federal laws have had quite a bit to say about how companies like yours can offer their stock, or any other securities, to investors. For most of that span, the securities offerings that made the news were typically either registered public offerings or the kind of private placements where something had gone horribly wrong and someone was being outfitted for an orange jumpsuit. But if the perp walk is not your style and you want to avoid the expense of registration, then you're in luck. Recent changes to the law mean that you now have more options than ever for selling your securities to investors.

Before you start handing out those share certificates, however, you still need to craft a strategy to comply with these laws. There are a few questions you should begin to ask yourself:

- To whom do you want to sell the shares?
- Where do those investors live?
- Are your proposed investors well-heeled?
- Are they financially sophisticated?
- How will you identify these investors and get their interest?

Armed with this information, you can begin to develop your plans for pursuing outside investment in compliance with securities laws. Without compliance, the risks associated with selling securities increase dramatically. In a minority of cases, those risks can result in securities enforcement actions or investors having the right to rescind their purchases and get back their investment plus interest. Even if you escape that risk, however, failing to comply may cast a long shadow on your company. Future investors may be spooked by potential liabilities, causing your valuation in a future round of financing to suffer. Worse yet, you may be required to clean up these past failings before you can close on that multi-million dollar initial public offering you see in your future.

The good news is that if you're committed to complying with these laws, you have a lot of options for how to proceed. Want to quietly sell to a few choice investors? That's still an option. Want to find accredited investors online? It has never

“Recent changes to the law mean that you now have more options than ever for selling your securities to investors.”

been easier. Want to advertise your offering in the local paper? You can do that now without fear. Want to raise funds through an Internet solicitation of small investors all over the United States? That's still a bit tricky, but we should have new rules that make it possible very soon.

Of course, each of these options comes with its own particular set of considerations and requirements. Regardless of which path you choose, however, you will need to remain mindful of the obligation to make full disclosure of all material facts to your prospective investors. The level of disclosure required may also depend on the type of offering you pursue and the nature of your prospective investors.

By carefully planning your approach to investors, providing appropriate disclosures and bringing your offering into compliance with securities laws, you will meaningfully reduce your company's risk going forward. Also, by reducing that risk, you increase the likelihood that this rocket of yours will fly as high and as fast as possible.

Interesting Facts...

Sales of orange groves, amorous chinchillas, worm farms and ostrich eggs have all been determined by courts to involve the sale of securities.

Mel Brooks' original choice for the role of Leo Bloom in The Producers was Peter Sellers, but Sellers turned it down and Gene Wilder was selected instead.



IP Investment 101: How to Gain the Edge Over Your Competition

By Gregory F. Wesner

Gregory F. Wesner is a shareholder in Lane Powell's Intellectual Property and Technology Practice Group, where he focuses on patent, trademark, and other intellectual property litigation and related counseling. As a registered patent attorney, he assists clients with patent due diligence and freedom to operate. He also assists clients with brand development and enforcement, copyright portfolio development and enforcement, and trade secrets protection. Greg can be reached at 206.223.7272 or wesnerg@lanepowell.com.

Intellectual property rights can create important barriers to competitor entry and provide valuable assets with inherent market value. Early-stage companies should understand the key advantages and disadvantages among the four primary types of IP (patents, trademarks, copyrights and trade secrets) to make the best investment of scarce startup funds.

Trademarks

Trademarks are simple to obtain and critical to brand-centric companies. Marks are tied to *particular* goods and services through their use in association with them. In the U.S., trademark rights can arise merely by consistent usage of the mark.

The most important aspects of trademark protection are clearance and mark strength. Clearance refers to making sure that rights in a proposed mark are not claimed by someone else. Startups short on funds frequently make the mistake of skimping on clearance by relying on just a Google search, but it is short-sighted and potentially catastrophic to make a major brand investment without formally clearing the mark.

Relatedly, the stronger the mark, the less chance of infringement and the easier it is to prevent others from using it. There is a spectrum of trademark strength, from "generic" to "fanciful." Generic marks, like "APPLE" for apples, are not protectable. Fanciful marks, like "XEROX" for office machines, are the strongest because they have no other possible meaning.

Suggestions for Trademark Investment

- Identify marks you are using; begin using "TM" immediately — registration is not required.
- Be mindful of the duty to enforce; if you use a mark and someone else starts using a similar mark and you do nothing, your mark will then be weakened as a result.
- Register your primary marks.
- Secure key domain names including common misspellings before committing to a brand.

Copyrights

Copyrights are also simple and inexpensive to obtain. Basic copyright exists without doing anything once the "work" (text, graphic, sculpture, video, audio, etc.) is fixed or recorded in some way. Copyright protection is enhanced by using the words "© [or 'copyright'] [year of first publication] [copyright owner's name]," i.e., "© 2014 Lane Powell PC," and registering the copyright with the Copyright Office.

Suggestions for Copyright Investment

- Copyright does not cover functional aspects of the work or ideas.
- It cannot cover data, but it can cover the particular arrangement of data sets.
- Registration with the Copyright Office is relatively straightforward and low in cost, and must be made within 60 days of first publication of work.
- Immediately begin placing the copyright notice on all materials claimed.

Patents

Patents are powerful tools for protecting innovation. Used strategically, they can provide significant barriers to competition. They also have inherent market value; value that almost always exceeds the cost to obtain the patent.

Patentable subject matter includes machines, processes, articles of manufacture or compositions of matter. No protection is available for ideas as distinct from these categories. In the U.S., a patentee has *one year* from the date of first public use, disclosure or sale within which to apply for patent protection (foreign jurisdictions *do not* have this grace period). A non-disclosure agreement (NDA) can provide some protection when sharing technology outside the company without starting this one-year clock.

Suggestions for Patent Investment

- Identify protectable subject matter, key differentiators from competitors and blocking technologies.
- Distinguish own technology from what already exists (the "prior art").

Trade Secrets

Many companies stretching thin startup dollars opt to protect their technology as a "trade secret," where:

- Subject matter is limited to commercially valuable information, not known outside of the organization, that is subject to reasonable efforts to keep secret;
- Access limitation must be placed on trade secrets — access should be tracked and only those in the organization with a "need to know" should have access; and
- Trade secrets shared outside the organization must be under a NDA — even one instance of sharing outside of a NDA can void trade secret rights.

Suggestions for Trade Secret Investment

- Trade secret protection is particularly appropriate for a true "secret sauce" that others are unlikely to independently develop — the quintessential trade secret is the formula for Coca-Cola.
- Strict access protocols and NDA hygiene must be maintained; this can be harder than it seems — especially in a loose, collaborative work environment.

Interesting Fact...

Mere password protection held insufficient to safeguard trade secrets in electronic documents. (Wayman Fire Prot., Inc. v. Premium Fire & Sec., LLC, No. 7866-VCP, 2014 WL 897223 (Del. Ch. Mar. 5, 2014))



Craig A. Day is a member of Lane Powell's Employee Benefits and Executive Compensation, and Taxation Practice Groups. Craig advises on company-sponsored and acquired-company cash balance pension plans; defined benefit plans; 401(k) plans; ESOPs; fringe benefit plans; severance plans; health and welfare plans; employee stock purchase plans; executive compensation plans; and benefits and matters related to mergers, acquisitions, outsourcing and off-shoring. He can be reached at 206.654.7819 or dayc@lanepowell.com.



Jeremy Babener is an attorney in Lane Powell's Taxation Practice Group. Jeremy advises on corporate, partnership and personal tax issues. Jeremy previously worked at the U.S. Treasury's Office of Tax Policy on regulations relating to noncompensatory partnership options and debt-equity exchanges. Jeremy also has a Yellow Belt certification in Legal Lean Sigma® and Project Management. He can be reached at 503.778.2140 or babenerj@lanepowell.com.

Beyond Cash: Using Equity to Incentivize Employees

By Craig A. Day and Jeremy Babener

Emerging companies often use equity-based compensation to align employees' interests with those of the shareholders or to preserve the company's limited supply of cash. This can take many forms, including awarding stock, stock options, restricted or unrestricted stock, performance shares and stock appreciation rights. Whatever the reasons, equity compensation is popular with emerging companies despite the many legal and tax issues that they may raise. Some of the most common challenges facing companies where equity is a part of the company's compensation strategy are listed below.

- **What Form of Business?** C corporations, S corporations, LLCs and partnerships can all grant ownership interests in exchange for services. Companies can grant ownership interests in different ways to accomplish their specific goals. LLCs and partnerships, however, face considerably more tax complexity when granting even the simplest of ownership interests, and as a result, companies that wish to grant ownership interests to employees may choose the corporate form instead.
- **What Forms of Equity?** The business community continues to develop new and complex forms of equity. The tax rules that apply to companies and employees vary based on each form. Stock options are popular because they provide employees more "upside" when the stock price is rising and because the employee can generally choose when to be taxed. More mature companies often grant restricted stock because they provide immediate value to the employee, but the employee is taxed as soon as the stock vests.
- **Working for Equity.** When a partnership is formed with one partner contributing capital and the other rendering services in exchange for equity, the Internal Revenue Service might impute income to the service partner, resulting in immediate income and employment tax liability for the service partner. The grant of a profits interest can instead defer such liability. Still, like any compensation, both structures raise federal and state wage and hour issues.
- **Keeping Promises.** Emerging companies frequently offer stock options to candidates for key leadership positions. However, once the employees are on board, these companies often

delay adopting the promised equity plan. If a company's stock price increases after the company grants options but before implementing such a plan, then the employees' cost of exercising their options may increase because an option-owner becomes subject to accelerated taxation and excise taxes if the value of the stock exceeds the exercise price. The company can cause the exercise price to increase with the value of the stock, but this makes the options less valuable to the employee. These rules, found in Internal Revenue Code (IRC) Section 409A, also make it critical that the company obtain regular stock valuations to avoid tax acceleration and excise taxes.

- **Underwater Options.** Most companies expect to be successful and intend that stock options will give employees an incentive to work hard. However, many companies experience periods when the stock price drops, and if that period is prolonged, then the stock options may lose their value as incentives. The solution is to modify the options or replace them, but without careful planning and sound legal advice, employees may face unexpected taxes.
- **Section 83 and the Imminent Initial Public Offering.** IRC Section 83(b) permits certain equity recipients to elect to recognize taxable income before it would otherwise be recognized. Although it may be counterintuitive, the election reduces taxes in the long run — recognizing ordinary income while the company stock price is relatively low ensures that subsequent increases (including significant ones in the context of an IPO, for example) will be taxed at the more favorable capital gains tax rate. However, under certain circumstances, IRC Section 83(b) elections can result in increased or earlier taxes for equity recipients. Prudent companies adopt strong communication strategies to help employees know whether to make the election.

Equity compensation can effectively motivate employees to help their company succeed. However, without sound legal and tax advice, companies that decide to make equity compensation a part of their overall compensation strategy can find themselves with inquiries from regulators, large tax bills and an unhappy workforce.

Interesting Fact...

After adjusting for firm size, ownership, board structure and to reflect the greater use of equity compensation in the U.S., CEO pay in this country is only 14 percent greater than CEO pay internationally.

For more information or to register for our Startups and Emerging Companies Seminar, please visit our website at www.lanepowell.com.



Katheryn Bradley is a shareholder in Lane Powell's Labor and Employment Practice Group. Katheryn defends employers in employment litigation, and devotes a substantial part of her practice to advising small- to medium-size companies regarding compliance with employment laws. She also prepares executive employment agreements, effective covenants not to compete, and trade secrets and intellectual property agreements. Katheryn can be reached at 206.223.7399 or bradleyk@lanepowell.com.



Sarah E. Swale is chair of Lane Powell's Wage and Hour Practice Group and focuses her practice on employment litigation and counseling. She defends clients against EEOC claims, discrimination, harassment, hostile work environment and wrongful termination in violation of public policy claims, and wage and hour violations. Sarah also advises employers regarding compliance with federal and state employment laws, provides sexual harassment training, assists employers responding to DOL and LNI audits, drafts employee handbooks and personnel policies, and prepares separation and release agreements. She also litigates ERISA and employee benefits issues. Sarah can be reached at 206.223.7946 or swales@lanepowell.com.

Avoiding Personal Liability: Don't Forget to Budget for Employee Wages

By Katheryn Bradley and Sarah E. Swale

Consider this scenario: You are sitting with three friends at a coffee shop doing nothing, when suddenly inspiration strikes! You excitedly tell your friends about your new business idea — a roll-out tie dispenser. You explain your idea: What if you are in a restaurant and spill mustard on your tie before a big meeting? You just tear off a new tie from the dispenser, and you look good as new! Your friends agree to invest in your new idea.

You spend your friends' investment money to manufacture 500 dispensers, each with 50 ties rolled into it. You hire your friends to help you hit the pavement and sell your product to every restaurant in town. You advise your friends you will pay them \$60,000 a year for their help; however, you will not be able to pay them anything until you sell all 500 dispensers and start reaping the profits. But, you assure your friends that when that time comes, not only will they be paid any back salary owed, they will also get to share in 20 percent of the profits as company investors. Knowing this idea is too good to fail, your three friends agree.

Sadly, you and your friends are unable to sell any of the roll-out tie dispensers. The business goes under after only a month without generating any profits. You have no money. Your friends have hired an attorney who has sent you a letter demanding back wages. Can you assert the company's financial inability to pay wages as a defense? Since the company does not have any money, can your friends sue you personally for the wages?

Washington state wage and hour laws are designed to protect employee wage payments in this type of scenario. First, where the employer's failure to pay wages is "willful," employees have the right to seek double the wages owed as liquidated damages plus attorney fees and costs. Here, you will almost certainly be deemed to have knowingly and, therefore, "willfully" failed to pay the salary owed.

Second, Washington state's wage and hour laws extend liability for unpaid wages to individual officers, vice principals and "agents" of the employer. Generally, those individuals who were involved in or had some control over the decision to willfully deprive an employee of wages are personally responsible. In startups and emerging companies, it is often difficult for any founding officers or members to escape personal liability for wages. Here, you would almost certainly be personally liable.

Finally, the Washington State Supreme Court has made it clear that a company's financial status or inability to pay wages will not negate a finding of willfulness. In *Morgan v. Kingen*, a class of employees sued the CEO and CFO of a small casino that went bankrupt and failed to pay back wages owed to the employees. The officers argued that the bankruptcy trustee froze the company's assets and made it impossible for them to pay wages. The Washington State Supreme Court disagreed. The CEO and CFO were personally liable for the back wages, plus liquidated damages, along with the employees' attorney fees and costs. The CEO and CFO also had to pay their own attorneys to defend the case.

Here, the fact that your company has no money will not be a valid defense. And, since the company has no money, you would be personally on the hook for paying your friends' salary, liquidated damages, plus their attorney fees and costs.

If you are thinking about starting a new company, make it a top priority to timely pay wages to your employees. Remember, even great ideas are not always enough, and a roll-out tie dispenser could fail and leave you with egg on your face.

Interesting Fact...

In 2013, wage and hour collective actions outnumbered all other types of employment-related class actions filed in federal courts.

KICK-START YOUR NEW YEAR!

December 4, 2014

7:30 – 8 a.m. Registration and Breakfast

8 – 8:15 a.m. Welcome and Introduction

8:15 – 9:15 a.m. **Your Identity: Getting It Right From the Start**

Frances M. Jagla, Lane Powell PC, and Wendy Wheeler-Jacobs, Addison Whitney

Your company and product names are important to you and to your customer. Explore the naming process with brand development and trademark experts to find an effective and cost-efficient way of creating and protecting your brands in a global marketplace.



Jagla



Wheeler-Jacobs

9:15 – 10 a.m. **Funding Your Business Without Going to Jail**

Brian B. DeFoe, Lane Powell PC

Recent changes in federal and state law allow for greater flexibility in selling your company's securities to the public. But, that flexibility isn't limitless, and there are some traps for the unwary. During our discussion, we will review traditional and new structures for conducting securities offerings, as well as structures that may avoid application of those laws altogether.



DeFoe

10 – 10:15 a.m. Break

10:15 – 11 a.m. **IP Investment 101: How to Gain the Edge Over Your Competition**

Gregory F. Wesner, Lane Powell PC

Intellectual property (IP) acts as a deterrent and a barrier to competition, and it has intrinsic value. Learn how to identify which IP types are right for your startup, how to protect your IP on a budget and hedge your bets with an IP investment.



Wesner

11 – 11:45 a.m. **Beyond Cash: Using Equity to Reward Your Employees**

Craig A. Day and Jeremy Babener, Lane Powell PC

Understanding the various forms of equity compensation that can be used to reward employees and how each is treated for tax purposes will enable you to offer packages that maximize the benefits to your employees and minimize the costs to you. During our discussion, we will give you the information you need to make informed decisions about how to reward employees with equity compensation. We will also provide you with practical advice on how to avoid some of the most common tax problems we come across in our practice.



Day



Babener

11:45 a.m. – 12:15 p.m. Lunch

12:15 – 1:15 p.m. **Investors Panel: The Question of Valuation From Three Unique Perspectives**

Moderator: Frank Paganelli, Startup Consultant

Panelists: Ken Glass, Angel Investor; Brock Mansfield, Keeler Investments Group; Amy McCullough, Trilogy Equity Partners

An experienced startup consultant will ask an angel investor, a family-office professional and a venture capitalist everything you want to know about valuation from their unique perspectives.



Paganelli

1:15 – 2:15 p.m. **Top 10 Questions I Wish I Had Asked My Employment Lawyer**

Katheryn Bradley and Sarah E. Swale, Lane Powell PC

This is your opportunity to get answers to the questions you've always wanted to ask. Can we agree to hold off on paying employees until we make it big? Can we use independent contractors to save money? Do we need to offer paid time off, sick leave and health insurance to our employees? Can we pay everyone a salary to avoid overtime? And, why would we need an employee handbook?



Bradley



Swale

2:15 – 3 p.m. "Ask the Attorneys" Session

Attorneys from various practice areas including IP, Business, Labor and Employment, and Corporate Finance will be available to answer any of your questions.

Stay Current on Important Legal Changes That Can Affect Your Business

Lane Powell regularly provides seminars and Legal Updates on an array of topics that are designed to help you stay current on important legal changes that can affect your business. If you are interested in signing up for our Legal Updates, please visit our subscription page at www.lanepowell.com/subscribe/. If you are interested in reading our blogs, please visit www.lanepowell.com/blogs/.