



# How to Get Started with Axiom for the Labor and Employment Industry

Axiom matches world-class Labor and Employment legal talent with legal teams to help navigate the complexities of L&E law and compliance.

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VISIT US AT [AXIOMLAW.COM/PRACTICE-AREAS/LABOR-EMPLOYMENT](https://www.axiomlaw.com/practice-areas/labor-employment)

### About Axiom:

Axiom, the global leader in high-caliber, on-demand legal talent, is innovating the way legal teams and lawyers work. Axiom enables clients to access over 2,400 talented lawyers through a curated platform and build more dynamic teams to drive better business outcomes. Axiom empowers lawyers across industries and practice areas to thrive while pursuing more of the work they love. The company is deeply committed to gender equality and diversity and prides itself on having one of the most diverse employee populations in the industry. Axiom works with over half of the Fortune 100 companies, and currently operates in North America, the U.K., Continental Europe, and Asia-Pacific.

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# The Challenge

Businesses are increasingly challenged to keep up with the constant evolution of labor and employment regulation.

Global workforces and multi-jurisdictional regulations require legal teams to have the right talent in the right position to maximize the effectiveness of their companies' workforce.

“ *My purpose here is to help the Chief Employment Counsel focus on the larger, more strategic concerns that he can't get to when he's bogged down with these day-to-day issues.* ”

**Ian Williams** Axiom Lawyer

## Corporate legal teams face increasing pressure:

NEW WORKSTREAMS	INCREASINGLY COMPLEX REGULATIONS	MULTIPLE BUSINESS OBJECTIVES
The response to the Covid-19 pandemic has created new challenges, like return-to-work policies, health privacy issues, and potential new liabilities	180+ US federal labor and employment regulations, in addition to various state and local requirements	Legal teams must support key initiatives, including policy development, compensation and benefits regulation, and complaint investigations

## Legal departments must:

- Access world-class real estate talent
- Build a dynamic labor and employment legal team
- Work with a partner who understands labor and employment law



# Our Solutions

Our support can be structured to meet your needs, with a single secondee or a team solution, for projects and ongoing support in areas included below.

## SUPPORT AREAS INCLUDE:

### Employment counseling and investigations

Exit interviews and coordination of separation activities; counseling on termination; objective complaint investigations including discrimination, fraud, and insider trading; demand letters and responses

### Employment agreements

Employee benefits provisions; non-compete and non-solicitation agreements; sales incentives and bonus agreements

### Employment compliance assessments

Regulatory interpretation for Title VII, FMLA, ADA, ADEA, FLSA, and other laws; OFCCP audits; Affordable Care Act compliance; WARN Act compliance

### Policies and procedures

Employee handbooks; training programs; pay equity, job leveling, and classification programs; return-to-work and workplace safety policies

# 100+

Labor and employment professionals

# 15+

Average years of experience

# 75+

Labor and employment engagements in 2019

## Why work with Axiom?

ACCESS WORLD-CLASS LABOR AND EMPLOYMENT SUPPORT	BUILD A DYNAMIC LABOR AND EMPLOYMENT TEAM	WORK WITH A PARTNER WHO UNDERSTANDS LABOR AND EMPLOYMENT
<ul style="list-style-type: none"><li>• 100+ labor and employment professionals</li><li>• Our lawyers have an average of 15+ years of experience</li><li>• Axiom clients rate our lawyers in the top 25% they've ever worked with</li></ul>	<ul style="list-style-type: none"><li>• Flexibly scale your team up or down to respond to a fast-changing, budget-constrained business environment</li><li>• Access lawyers with experience in over 100 legal specialties</li><li>• Tap into our 20 years of experience and best practices supporting labor and employment</li></ul>	<ul style="list-style-type: none"><li>• Axiom's clients include over 50% of the Fortune 100</li><li>• 99% of our clients say they would recommend Axiom</li><li>• Structured onboarding and feedback processes to maximize time to productivity and stay in alignment with client success</li></ul>

# 5 Easy Steps to Get Started with Axiom

START

## 1. Get in touch


→ Reach out – call or email us.



## 2. We will set up a consultation to confirm your preferences

→ An Axiom representative will get back to you to schedule a quick conversation, during which we will identify your business and legal requirements and budget.




 Within 24 hours

## 3. You will receive a curated list of lawyers

→ We will provide you with a list of lawyer biographies matched to your specific needs, including practice areas, years of experience, location and region, company culture, length of engagement, and budget.

→ At your convenience, let us know which lawyers you would like to interview.

 24-48 hours after our conversation




## 4. Lawyers matched to your needs will be ready for interviews

→ Lawyers will be briefed on your needs, the engagement, and your company to provide you with a productive interview experience.

→ When you are ready, let us know which lawyers you would like to work with.




 Within 2-5 days of receiving your preferences

## 5. Lawyers will be ready to start working with you

→ We orient lawyers to your company culture and business needs so they can deliver value from day one.

→ Our best-in-class practices streamline the lawyer onboarding process. Before every engagement, Axiom facilitates: expectation-setting between the lawyer and client; education of the lawyer on the client culture; access to internal technology, systems, and credentials; kick-off calls with clients and lawyers; communication between the client and Axiom.

 Within 1 week of you selecting your lawyers



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