



AECUS LAW
IMPARTIAL. THOROUGH. TIMELY.

COMPANY OVERVIEW

Aecus Law is a certified women and minority owned business in 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.

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 & women lawyers

INVESTIGATIONS PRACTICE INCLUDES:

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

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.



CORE COMPETENCIES



PROFESSIONAL AFFILIATIONS

- ABA-Labor and Employment Law Section (ABA-LEL)
- Asian American Bar Association, SF (AABA)
- Association of Workplace Investigators (AWI) Certificate Holder
- California Minority Counsel (CMCP)
- National Asian Pacific American Bar Assoc (NAPABA)
- National Association of Women Business Owners (NAWBO), Sacramento Valley, Chapter President
- National Employment Law Council (NELC)

INDUSTRIES SERVED

- | | |
|---------------------|------------------------------|
| • BioTech | • Non-Profit |
| • Construction | • Professional Services |
| • Education | • Restaurant and Hospitality |
| • Government | • Retail |
| • Manufacturing | • Technology |
| • Municipal Utility | • Tribal Governance |



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