



**AECUS LAW**  
IMPARTIAL. THOROUGH. TIMELY.



## COMPANY OVERVIEW

Aecus Law is a certified women and minority owned business 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 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 and women lawyers

## 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
- Post-termination issues

### 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
- Workplace policies and handbooks
- Separation agreements
- Workplace culture and engagement

### AECUS LAW

3626 Fair Oaks Blvd, Suite 100  
Sacramento, CA 95864

2443 Filmore St, Ste 380-17439  
San Francisco, CA 94115

## PROFESSIONAL AFFILIATIONS

- Association of Workplace Investigators (AWI) Certificate Holder; Publications Committee
- National Association of Women Business Owners (NAWBO) Sac-Valley President Elect & Corporate Partners Chair
- Asian American Bar Association, SF (AABA)
- National Employment Law Council (NELC)
- California Minority Counsel (CMCP)
- National Asian Pacific American Bar Assoc (NAPABA)
- Sacramento Professional Advisors Network (SPAN)

## PAST PERFORMANCE & CLIENTS

- CA+SA Studio
- City of Sacramento
- DeLaval
- Metropolitan Water District (LA)
- Opendoor
- Plaid
- Seagate Technologies
- Simpson-Strong Tie
- Zenni Optical



**ZENNI® Opendoor**



**DeLaval**



aecuslaw.com



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