



What is Worklaw[®] Network?

Worklaw Network is the international network of law firms representing management exclusively in all areas of labor and employment law. Each member firm is a labor and employment boutique. All we do is employment and labor law, so we have to be quite good at it.

Why is Worklaw Network a better choice? Are you just a big law firm?

Worklaw Network offers employers the benefits of a large, multi-national law firm without the drawbacks. Worklaw firms are not small departments contained within massive general practice firms, nor are they outposts of national firms which often have high associate to partner ratios and high turnover rates:

- ✓ Collectively, Worklaw Network operates 34 offices in 26 U.S. states plus Australia, China, Europe, India and Mexico.
- ✓ Every firm is a local firm with strong ties to the local legal community, providing knowledge of the local landscape where employers have operations. Worklaw Network lawyers are familiar with the labor unions and officials; federal and state judges and court practices; national, state and provincial boards and commissions; the plaintiff's bar; and lawmakers in their locales, and they have the resources to obtain similar firsthand information about other geographic areas.
- ✓ Worklaw Network lawyers are linked by a technology infrastructure that gives them access to redacted research memos, briefs, campaign materials, etc., and allows them to share substantive work product, creative strategies and other information to add value in solving problems or handling cases.

We're better/different than national firms because:

- ✓ Each firm is locally owned and managed by experienced lawyers with a significant and respected presence in their particular geographic market. Clients deal directly with partners and owners of the Worklaw Network firms.
- ✓ Client relationships are local and customized.
- ✓ Member firms are efficient; they do not have legions of associates that are assigned to client matters.

Have you worked with my industry?

Collectively, our members have specialized knowledge of the business conditions and labor problems of virtually every industry. Through our e-mail system and computerized database, members can access materials as well as the expertise and experience of over 350 lawyers.

How many lawyers do you have? Collectively, over 350.

How many law firms are members? 31

How many states are you in? Our members operate 34 offices in 26 states plus Australia, China, Europe, India and Mexico. In addition, Worklaw lawyers are licensed to practice in 13 other U.S. states plus the District of Columbia.

How does a firm become a member of Worklaw Network?

Membership in Worklaw Network is by invitation only, and the organization employs rigorous recruiting standards:

- ✓ Every U.S. Worklaw firm is AV Rated by Martindale-Hubbell.
- ✓ Worklaw Network collectively boasts 65 of the *Best Lawyers in America*.
- ✓ Worklaw Network members collectively are recognized panel counsel for every major insurance company in America (more than 50).
- ✓ Every U.S. member firm employs former Federal judicial clerks, NLRB lawyers or EEOC lawyers.

What rates do you charge? How is billing handled?

Each firm charges its own local rates and prepares its own bills. Although the great majority of Worklaw lawyers are experienced, partner-level lawyers with a wealth of experience, because of the size and efficiency of our member firms, total fees are very favorable in comparison to the large firms.

If the client desires, we can set up a single point of contact and a coordinated billing system.

How do you decide which firm handles the work?

The work will go to the firm with an office in the jurisdiction. In the states where there is no office but there are lawyers licensed to practice, we will route work to the firm with the relevant experience or expertise. We can also help people find counsel in the states where we do not have Worklaw Network lawyers.

