



## Personnel Policies, Employment Agreements, Restrictive Covenants

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Kaufman Dolowich's Labor and Employment Law attorneys have a wealth of experience in drafting any and all policies and agreements related to the workplace and the employer-employee relationship. Personnel policies, employment agreements, and other workplace documents are often an employer's first line of defense when conflicts and disputes arise in the work environment. The Labor and Employment attorneys at Kaufman Dolowich take great care in drafting these documents to promote consistency and fairness in their application. Comprehensive, well-crafted handbooks and personnel policies can go a long way in strengthening and improving relationships between employers and employees. These documents can also help ensure that companies have procedures in place to quickly and effectively resolve employment-related issues and complaints before they lead to costly lawsuits and litigation.

In addition to policy drafting, the lawyers in our Labor and Employment attorneys regularly assist employers with drafting enforceable employment contracts and restrictive covenants that ensure that the company's confidential information is protected when an employee is terminated or leaves the organization. Employees at all levels of an organization are frequently privy to confidential and valuable information, ranging from customer lists and product information to trade secrets and organizational strategies. Our attorneys also draft and negotiate severance agreements, non-compete agreements, non-solicitation agreements and non-disclosure agreements for companies of all sizes operating across all industry sectors.

Similarly, our lawyers are highly experienced in aggressively defending and/or enforcing the terms of these agreements, particularly within the context of post-employment restrictive covenants. We work directly with our clients to understand how their businesses operate so that we can help them take the appropriate steps to avoid potential exposure and legal liability. Our lawyers take a proactive approach to achieve the most cost-effective result. We regularly review our clients' existing employment policies and procedures to ensure they are in compliance with all federal, state and local laws and regulations. Each Labor and Employment attorney at our Firm also carefully monitors changes in the law and shares this information with our clients to make certain that they remain current with critical legal developments that may impact their business operations.

In situations where an employee breaches a restrictive covenant or other type of employment agreement, we take quick action, typically seeking emergency injunctive relief to protect the employer from the harmful actions of the employee. Our attorneys understand what is at risk and aggressively advocate for the rights of our clients at every stage of the process.