



**SANFORD ROSE ASSOCIATES®**  
EXECUTIVE SEARCH

## **SRA VALUE PROPOSITION: LEGAL**

As any business owner knows, legal matters are a necessary component of operating a search firm - however, search firm owners spending time in legal issues has not just the expense of the legal professionals but also the opportunity cost of that time out of their leadership and production roles.

From large to small, proactive to reactive, legal issues can include human resource policies, employment agreements, fee agreements, fee collection matters, and financial questions.

We have a corporate in-house counsel on our team who can assist our offices with many legal issues.

Legal consultation is available to assist our franchisees in navigating through some of the most common legal challenges. When outside counsel is required, you can feel confident in that you have someone who can help you secure a qualified specialist in your area.

In many legal situations, the best offense is a good defense, and we also assist our franchisees by advising best practices to help preemptively avoid the most common types of legal issues that business owners encounter. We have helped firms from issues ranging from reviewing and drafting employment agreements of potential candidates for your client or even your firm, reviewing and suggesting changes in prospective client's fee agreements for outside search firms, fighting unemployment claims, dealing with employment and wage and hour issues, and fee collection to name but a few.

However, many times, what appears to be a legal issue is actually one that can be solved with negotiation rather than litigation. This is an area in which we excel.

We have helped our franchisees collect many fees where the organization was not prepared to pay prior to our involvement. In some cases, the fee amount secured could be a year or even more of the entire royalties paid for that year.

Although we cannot represent you from a legal perspective, we certainly can offer you the best advice possible based on our internal counsel's years of experience. To learn more about him, please see his bio on our team page.