

LABOR AND EMPLOYMENT LAW ATTORNEYS

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Mr. Joshi is pleased to offer the following with respect to his rates and services:

- 1) One free inquiry consultation (via phone or email);
- 2) Monthly or annual retainer plans for a significantly reduced fee, to include unlimited telephone calls or email inquiries regarding advice or counsel;
- 3) Discounted hourly rate of \$275.00* for expert, Board-Certified Labor and Employment Law advice, counsel, and if needed, defense litigation representation; and
- 4) One free review of employer's current policies/handbook complete with recommendations, upon any formal engagement of services or retainer agreement.

*(Flat fee options are also available)

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Mr. D'Cruz counsels companies on human resources matters and applicable employment laws, and also conducts internal employment audits. He has written numerous articles concerning employment law issues and regularly presents training seminars to supervisors and management on various employment law/human resources issues. Mr. D'Cruz also advises companies on multi-state employment issues such as compliance, policy and procedure reviews, hiring and separation, pay, and restrictive covenants.

Mr. D'Cruz is pleased to offer AAHOA members a flat fee rate for certain audit services. Please contact his office for more information.