



## Retail and Consumer Goods

The retail industry is one of the largest employers in the United States and encompasses a wide range of formats and product lines with diverse needs. With tight profit margins and reliance on high-turnover, part-time and seasonal workforces, retailers need a trusted advisor with extensive knowledge and legal experience in the industry to help protect their bottom line.

### We know retail

Jackson Lewis P.C.'s Retail and Consumer Goods attorneys have extensive experience representing and advising employers ranging from local and regional companies to multinational and international retailers with operations throughout the U.S. and the world. The insight provided by our seasoned attorneys, many of whom formerly served as in-house counsel at major U.S. retail companies, enables our team to offer an interdisciplinary approach to meet all the workplace needs of our retail industry clients and serve as legal counsel to industry-related organizations.

### We understand the importance of your brand

A strong brand not only builds the public's trust and generates business, but also improves employee engagement, productivity and retention. We understand the importance of a company's brand and the potential damage that can arise from workplace disputes. At Jackson Lewis, we work with our clients to devise a personalized approach to mitigate workplace issues to preserve and protect the substantial investment they have made in their brands.

### We are your workplace partner

The foundation of our client service philosophy is building strong relationships, and we strive to have a deep understanding of the industry in which our clients operate. We learn about each client's particular business and culture with the goal of becoming an extension of their team. This, along with the shared resources of attorneys nationwide, allows us to provide cost-effective solutions in all areas of workplace law to retailers of all sizes, from single-store operations to international organizations. Our retail clients also benefit from our value-added programs and services tailored to the industry, including local and national programs, webinars, newsletters, blogs and legal alerts regarding emerging developments.

## Retail Industry Services

Jackson Lewis' Retail and Consumer Goods Industry Team integrates attorneys who have substantive knowledge and experience with over 30 workplace practice and resource groups dedicated to providing retailers — both brick and mortar and online merchants — with a full range of legal services, including but not limited to:

- Affirmative Action defense and OFCCP compliance;
- Class and collective actions defense and preventive audits to ensure consistent implementation of company pay and promotion policies;
- Collective bargaining representation;
- Counsel for employers on expeditious international transfers and travel strategies;
- Customer privacy issues, including proper handling of customer complaints;
- Employment handbook policies, benefits and training for management personnel including harassment training and compliance;
- Executive and individual employment agreements and other employment-related business torts;
- Integrated disability, leave and health management programs;
- Predictive analytics and data-driven solutions that comply with workplace laws;
- Privacy, data and cybersecurity strategies and preventive practices to safeguard and comply;
- Title III ADA accessibility issues;
- Wage and hour policies and practices for compliance with state and federal laws;
- Workplace safety issues, including machine operation at distribution centers.

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