



STRUTHERS LEGAL

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EMPLOYER & LANDLORD SERVICES Eff. Feb. 2021

In the hopes of helping small businesses, I try to make as many of my services as affordable as possible. Thus, the below offerings are at flat fees or lower retainers as a cost-effective means of representation. If you don't see a service below that fits your need you may reach out and we can discuss finding a solution that is within your means.

EMPLOYER

- ***Dispute/ Demand Letter :: \$2,500 retainer**** -

Prior to filing a lawsuit an employee's attorney will send a demand letter (Dispute) outlining allegations and a demand for documents and to pay money or negotiate. This representation includes liability analysis, negotiations and risk mitigation consulting.

- ***Government Agency Claim Defense :: \$2,500 retainer**** -

Sometimes an employee goes to a government employment agency to file a claim instead of a lawyer. Employees often go to the LWDA, DLSE, DFEH, NLRB or Cal/OSHA, to name a few. This representation includes inspecting workplace related to claim, negotiating with investigating agent and risk mitigation consulting.

- ***Lawsuit Defense- Superior Court :: \$5,000 retainer**** -

This representation includes filing required pleadings, discovery, liability analysis, risk mitigation consulting and negotiations.

- ***DLSE Claim & Conference :: \$2,000 flat fee*** -

The DLSE, sometimes referred to as the Labor Commissioner or Labor Board, is a very pre-employee forum. The Claim and Conference is the first step and designed to settle claims before they are finalized in a complaint. This representation includes liability analysis, appearance at claim and conference and negotiations.

- ***DLSE Hearing :: \$2,500 flat fee*** -

If a case is not settled at a Claim and Conference then it is sent to a Hearing, which is a trial. Both sides will present evidence and witnesses. This representation includes liability analysis, trial preparation (exhibits and examination), trial appearance and negotiations.

- **Employment Agreement :: \$1,200 flat fee -**

Employee contracts can be an invaluable resource for employers who want to be risk averse. These agreements, which often include job descriptions, can reserve many of the employer's rights and policies in a more legally binding manner. Employee agreements often include pre-determined bonus structures, wages (salary or hourly), at-will employment preservation and pertinent employer policies.

- **Handbook Review :: \$800 flat fee -**

Handbooks are only as valuable as the continued effort employers put into them. This service includes review of current handbook to check for necessary revisions, out of date policies, compliance with various employment laws and recommendations for new or revised policies to better suit the workplace and employer goals. Handbook training for employees can be designed at an additional cost.

- **Site Visit :: \$2,000 flat fee -**

A site allows a real time inspection of a workplace by an attorney with the goal of preventing lawsuits and employment agency claims before they arise. This service includes a walkthrough of the workplace, review of employer record keeping policies, review of employer handbook and policies, consultation with employer and written report of observations and recommendations.

LANDLORD

I was hired by an owner-manager to stabilize a 15-building real estate portfolio in Los Angeles of LARSO apartments, multi-tenant commercial and single-family residences. On my own I was able to make the portfolio profitable again. I evicted headache tenants, got keys and settlement from tenants without litigation, risk managed in real time, prevented an apartment from getting into REAP, automated many routine processes and maintained the day-to-day. For the first time in the owner's life his portfolio was actually passive and manageable for himself. I learned a great deal about relationships with tenants, vendors and the city. Many of my services below are designed to help small property management firms, owner-managers and mom & pop operations get a better handle on their real estate.

- **Tenant Buy-Outs ("Cash for Keys") :: \$2,500 flat fee -**

Tenant buy-outs are one of the few resources left for landlords to get a fair market return on their unit. This fee covers the costs of initial offer to tenant, necessary disclosures to tenant and Housing Authority, negotiations and final written agreement, if any. This fee is broken down into 2 parts. \$400.00 for the initial offer. If tenant engages in negotiations the remaining \$2,100 is then earned. This fee does not guarantee a tenant will agree to a buyout, as there are many variables. Bulk discount available for multiple tenant buyouts.

- **Resident Manager Agreement :: \$800 flat fee -**

California requires all apartment buildings with 16 or more units to have an on-site resident manager. Further, this resident manager must enter into a voluntary, written resident manager agreement. Many landlords do not have these and run in to trouble later with employment laws.

- **Habitability Lawsuit Defense- Superior Court :: \$5,000 retainer* -**

This representation includes filing required pleadings, discovery, liability analysis, risk mitigation consulting and negotiations.

- **REAP Defense :: \$2,500 retainer* -**

Prior to being entered into REAP a landlord goes to a General Manager's Hearing and presents their case against being entered into REAP. This service includes hearing preparation (exhibits and examination) and hearing appearance.

- **Portfolio Management Consulting :: \$1, 000+ monthly fixed fee -**

This service includes a monthly review of a portfolio's performance- delinquent rents, R&M records, P&Ls, owner reports, resident manager time sheets, eviction advice and suggestions for operations. This service can also be provided to owners who have a property management company but would like additional oversight of that management. Pricing varies by portfolio size.

*Retainers are not flat fees and do not represent the final cost of representation or related expenses. Retainers are billed against at \$400.00/ hr per every 10th of an hour and require replenishment once used.