



EXPERIENCE THAT MAKES A DIFFERENCE

Searcy Law Offices maintains a federal and state civil litigation practice in Virginia and the District of Columbia concentrating primarily on business and employment law. While the firm represents clients in all industries, it has a focus on technology, telecommunications and government contracting companies. The firm also accepts civil rights matters that involve serious wrongs.

The firm's founder, Lori Searcy, has years of experience representing Fortune 500 companies and individuals in complex legal disputes, many of national significance. Ms. Searcy will handle your matter personally with care and competence bringing in support from a network of similarly qualified lawyers only where necessary to add cognizable value to your interests as the client.

In addition to litigating challenging employment and civil rights disputes, the firm is proud to serve as general counsel to emerging companies and to represent businesses of all sizes in the following areas:

- **Employment Law Counseling**
- **Contract Negotiation, Drafting, and Enforcement**
- **Business Litigation**
- **Copyright, Trademark & Trade Secret Protection**
- **Business Formation & Corporate Compliance**
- **Minority, Small & Disadvantaged Business Assistance**

From your initial contact, the goal of Searcy Law Offices is to deliver excellence in service, quality, and results. The firm truly welcomes your business and looks forward to the opportunity to provide you with the high-quality legal services that you deserve.

Your Business Matters

Founded on the principles of excellence and personal service, Searcy Law Offices delivers legal solutions that are tailored to each client's specific needs and objectives. The firm provides advice and counsel in core areas of business law including contracts, intellectual property, litigation, and employment law. So whether your company is just starting, breaking away from the pack, or firmly entrenched as an industry leader, trust Searcy Law Offices to handle the legal matters that are most critical to your continued business success.

Employment Law Counseling

Adhering to the adage that "*an ounce of prevention is worth a pound of cure*" is a smart business approach to employment law. With experience in nearly all aspects of employment law, Searcy Law Offices can steer your company through the confusing and sometimes contradictory maze of federal and state employment laws whether you have 20 employees or 2,000. The firm advises and assists employers with the following:

- **Employee Handbooks & Policies (call to discuss fixed-fee rates)**
- **Employment Agreements**
- **Severance Agreements and Releases**
- **Confidentiality and Non-Compete Clauses**
- **Discharge, Leave, and Other Employment-Related Decisions**
- **Workforce Restructuring**
- **EEO and Labor Law Compliance Training**

Employment Litigation

Searcy Law Offices handles employment litigation before administrative agencies and federal and state courts that arise under the major federal labor and employment laws, including Title VII, the Americans with Disabilities Act, the Family Medical Leave Act, the Fair Labor Standards Act, the Equal Pay Act, and state counterparts in D.C. and Virginia. The firm's founder, Lori Searcy, has significant experience in this field.

Some types of employment litigation the firm handles include:

- **Employment Discrimination**
 - Race
 - National Origin
 - Sex, Pregnancy, and Sexual Harassment
 - Age
 - Disability
- **Wage & Hour Issues**
 - Overtime

Leave

Bonuses and Commissions

- **Employment Contract Disputes**

Non-Compete Provisions

Employment Agreements

Settlements & Releases

- **Common Law Claims**

Emotional Distress

Defamation

Contract Drafting, Negotiation and Litigation

Poorly drafted contracts often yield costly unintended consequences. Rely on the experience of Searcy Law Offices to draft, negotiate and, where necessary, vigorously defend your contractual rights in litigation whether the matter is simple or complex.

The firm can assist with all types of business contracts including commercial leases, purchase and franchise agreements, employment agreements, joint venture, partnership and LLC operating agreements, vendor agreements, and government contracts.

General Business Litigation

Searcy Law Offices represents clients in arbitration proceedings and in federal and local courts in Virginia and the District of Columbia. Ms. Searcy has litigated a wide range of civil cases in the areas of business torts, contracts, constitutional law, civil RICO, breach of fiduciary duties, and defamation. She will litigate your matter aggressively with the skill and expertise developed at two of the nation's largest law firms representing major international corporations.

Copyright, Trademark and Trade Secret Protection

A delay in securing protection for these and other types of intellectual property exposes your company to a serious risk that key assets and information will be exploited to the company's competitive disadvantage. To minimize that risk, Searcy Law Offices provides a number of services, including:

- **Registration of Copyright and Trademark Materials (at flat rates)**
- **Audit of Intellectual Property and Development of Information Protection Policies**
- **Preparation of Agreements to Assign Ownership & Mandate Confidentiality**

Business Formation & Corporate Compliance

Searcy Law Offices assists businesses in **Virginia** and the **District of Columbia** form or restructure. For good reason, the limited liability company structure has become the preferred choice of entity for many businesses. But whether a business exists as a limited liability company, corporation, partnership, business trust or other form has important consequences for taxes and personal liability. It is therefore important to understand the benefits and pitfalls of each option as applied to your company.

Regardless of whether you choose to have Searcy Law Offices form or restructure your company, the firm is happy to provide you with a complimentary telephone consultation explaining the various entity types and a chart comparing the attributes of each option.

Should your company choose to operate as an LLC, it is critically important that the LLC operating agreement and other corporate documents comply with legal requirements, reflect the members' intent, and are sufficiently comprehensive to avoid disputes down the road. For a fixed fee, exclusive of state or federal costs, the firm provides the following services:

- Unlimited telephone consultations regarding choice of entity and name (for detailed tax advice, you will need to contact an accountant or tax lawyer)
- Preparation and filing of the LLC Articles of Organization
- Memorandum of compliance requirements for LLC's
- A customized single or multiple-member operating agreement with basic, key clauses
- Serving as the LLC's registered agent for the current calendar year

Minority, Women, Small & Disadvantaged Business Assistance

According to leading sources, the main cause for small business failure is the lack of sound legal advice in the early stages of the business. Contact Searcy Law Offices today to receive an analysis of your immediate legal needs in core business law areas including development of risk avoidance policies and tactics for employment law, contracts, and intellectual property. The firm can also assist your business in applying for certifications that expand networking and growth opportunities.

Searcy Law Offices recognizes that the spiraling costs of legal services often prevents emerging businesses from retaining competent legal counsel until the company is faced with prohibitively expensive litigation. To help in that regard, the firm provides the following services to emerging businesses at flat fees:

- **Business Formation**
- **Copyright and Trademark Registration**
- **Creation of Employment Policies and Handbooks**
- **General Counsel** (quarterly or annual basis, exclusive of litigation)

Searcy Law Offices welcomes the opportunity to handle your immediate legal needs and looks forward to growing with you as your business expands and your legal needs become ever more sophisticated.

Civil Rights Matters

Ms. Searcy has successfully represented individuals in numerous civil rights matters of national significance in the areas of police misconduct, public accommodations and housing. She will personally handle your civil rights dispute with care and competence, fighting vigorously for your rights.

WHILE MS. SEARCY HAS AN IMPRESSIVE HISTORY OF SUCCESS, PLEASE BE ADVISED THAT CASE RESULTS DEPEND UPON A VARIETY OF FACTORS UNIQUE TO EACH CASE AND PRIOR CASE RESULTS DO NOT GUARANTEE OR PREDICT A SIMILAR RESULT IN ANY FUTURE CASE.

Ms. Searcy has been co-counsel or lead attorney in cases that resulted in the following outcomes:

- pardons and a multi-million dollar settlement in a case involving deprivation of constitutional rights under Section 1983 for 35 individuals, most of whom are African American, who had been wrongly accused and convicted in a now infamous undercover operation (co-counsel);
- favorable settlements in Section 1981 public accommodations cases of national significance on behalf of the NAACP and individual plaintiffs against restaurants that closed rather than serve African Americans (lead counsel);
- a favorable settlement in an Americans with Disabilities Act case on behalf of a disability rights organization and two individual plaintiffs who challenged the accessibility of stores operated by a national retail chain (lead counsel); and
- a favorable settlement in a case of first impression under a provision of the D.C. Human Rights Act on behalf of an elderly, disabled plaintiff and an organizational plaintiff against a landlord who refused to rent to prospective tenants solely because they intended to rely on Section 8 Housing Choice Vouchers to pay a portion of their rent (lead counsel).

Attorney Experience

Lori Searcy is a *cum laude* graduate of Georgetown University Law School where she was a member of the Georgetown Law Journal. She is licensed in Virginia and the District of Columbia and admitted to practice before the United States Supreme Court, the U.S. Court of Appeals for the D.C. and Fourth Circuits, the U.S. District Court of Maryland, and all federal, state and local courts in D.C. and Virginia.

Ms. Searcy is an advocate of economic empowerment and therefore works on behalf of emerging and established businesses to ensure their continued success. She has successfully represented large corporate clients in a wide range of civil litigation matters before administrative agencies, in settlement negotiations, and before federal and state courts. While she has represented clients in industries ranging from natural gas to health care and professional sports, she has mainly represented clients in the telecommunications and high-technology industries.

Ms. Searcy believes in community service and civil rights and is the recipient of several civil rights awards including the Trial Lawyers for Public Justice Trial Lawyer of the Year Award for her work on a team that handled a particularly egregious case of wrongful convictions in Tulia, Texas.

Prior to forming Searcy Law Offices, Ms. Searcy was a commercial litigator working on complex business and employment law matters with the following firms:

- Gibson, Dunn & Crutcher LLP
- Hogan & Hartson LLP

Professional Affiliations

Bar & Professional Associations: American Bar Association; National Bar Association; Virginia Bar Association; Fairfax County Bar Association; Northern Virginia Association of Black Attorneys.

Business Organizations: Fairfax County Chamber of Commerce; Minority Business Supplier Development Council; National Association of Women Business Owners

Community Service Organizations: Northern Virginia Urban League

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