



## First Edition

Byrnes Gould Law is pleased to present the first edition of our monthly newsletter! In this and future editions, we will share updates regarding legal issues of importance to our clients and information about areas of focus for our firm. We invite you to share this with colleagues and friends, who can subscribe by clicking on the link below.



## Thank You For Six Great Months

We began our firm on August 1, 2016, and we have been overwhelmed by the support of clients old and new. We are grateful for your business and for your referrals.

## Overtime Rules Remain On Hold

Beginning in the late spring of 2016, employers spent months preparing for the new federal overtime regulations that were set to take effect on December 1, only to have these changes put on hold by a federal court in late November. As a result of the decision in November, employers have been able to continue with business as usual (i.e., making no changes to the exempt status of certain employees).

As of today, the overtime changes remain on hold and may be repealed by Congress before the courts render a final decision on them. We will keep our clients updated on any developments as they occur.

## Our Approach to the Attorney-Client Relationship

We pride ourselves on providing efficient, cost-effective legal solutions that help our clients to seize opportunities and to solve or avoid problems. Our combined experience of more than twenty years

has shown us that, for many clients, the traditional approach to legal billing does not work. Rather than an invoice for every phone call, letter, or email, they would benefit from the certainty and transparency associated with a flat, recurring monthly rate or a single, flat fee. In addition to providing predictability to our clients, this approach allows us to understand our clients' businesses without clients fearing that a large, unexpected bill will arrive in the mail.

**To learn more about our approach, contact Hunter or Steven today.**

## **Gould Named as Legal Elite for 2016**

Byrnes Gould principal Steven Gould was recently named by Virginia Business magazine as a member of the 2016 Legal Elite, receiving recognition in the Young Lawyer Category. This honor "recognizes lawyers selected by their peers as outstanding attorneys in 18 specialties." Nearly 3,800 attorneys across the Commonwealth were nominated this year, with more than 950 ultimately honored as Legal Elite.

This marks the third consecutive year that Gould has been recognized by Virginia Business magazine. He is one of fewer than 60 attorneys in Virginia honored in the Young Lawyer Category.

PRINCIPALS  
W. Huntington Byrnes  
Steven Gould

310 Main Street  
Suite 200 (24541)  
PO Box 47  
Danville, Virginia (24543)

**[Edit your subscription](#) | [Unsubscribe](#)**