



BYRNES
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Want to Prevent a Cruel Summer? Review Leave Policies Now

With summer rapidly approaching, employees will begin to look at opportunities to slip out of the office for needed rest and relaxation. While allowing your employees to have time away and recharge is crucial to their well being and the success of your business, you never want an employee to take advantage of loopholes or ambiguities in your organization's leave policy.

Before the busy vacation season hits, let Byrnes Gould review your existing policies to ensure that you are protected this summer and in the years to come.

Executive Employment Agreements Benefit All Parties

Virginia is an at-will employment state, which allows employers to fire employees (and allows employees to quit their jobs) with no notice and no reason so long as applicable discrimination statutes are not violated. While this flexibility can be beneficial, there are many advantages – both for an organization and its executives – to having written employment agreements for top managers.

In addition to laying out perks and benefits in a clear manner, employment agreements will spell out the circumstances under which an employment relationship can be terminated by either side. From required notice to the amount of severance owed to the departing employee, executive employment agreements help to ensure that everyone is on the same page, particularly when the time comes for a difficult transition. Our attorneys have years of experience drafting these agreements for employers and executives. **Contact us today to discuss how executive employment agreements can help you or your organization.**

EMPLOYMENT AGREEMENT

This Agreement, made on this ___ day of _____, 2017, by and between _____ ("Employer") and _____ ("Employee") (together, the "Parties").

WHEREAS, Employer wishes to assure itself of the services of Employee in the position of _____ for the period provided in this Agreement;

WHEREAS, Employee desires to serve in the employ of Employer on a full-time basis for a period provided in the Agreement as _____, and upon the terms and conditions hereinafter provided;

NOW, THEREFORE, in consideration of the promises and of the respective representations and warranties set forth and of the mutual covenants herein contained, the Parties hereby agree as follows:

Gould Named Employment Law "Rising Star"

Byrnes Gould principal Steven Gould was recently named a 2017 Rising Star for Employment & Labor by the Super Lawyers rating service. Based on a patented selection process that includes independent research, peer nominations, and peer evaluations, Super Lawyers recognizes only 5 percent of attorneys licensed to practice in Virginia, and only 2.5 percent of attorneys are selected as Rising Stars.

This marks the fourth consecutive year that Gould has been recognized as a Rising Star by Super Lawyers.

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