

ENVISION STRATEGIZE ACTUALIZE



AT ES&A, WE HELP EMPLOYERS LEARN TO RUN. SOLVE CRISES. AND DREAM BIG.



SAM SNEED
DIRECTOR, ATTORNEY

Sam's practice focuses on the intersection of business, law and technology, advising clients on: IP protection and transfer; corporate governance and fiduciary duties; business formation, transactions, and dissolution; government contracts and grants; and confidentiality, privacy and cybersecurity.

Sam is recognized by Best Lawyers Ones to Watch, and Super Lawyers Rising Star. She is Co-Chair of CyberHawaii's Education & Workforce Development Committee.

ES&A IS:

A next-generation law firm that is rethinking the way legal work is done.

Cloud-based, collaborative and client-forward, working with clients ranging from sole proprietors to major multinationals across all industries to help them reach their business goals.

Ranked among Hawaii's top law firms by Best Law Firms and Chambers USA.

A certified Woman-Owned Small Business (WOSB)

ES&A OFFERS alternative fee arrangements, including:

- fixed periodic fees for ongoing advice including unlimited phone/email
- flat fees for finite projects
- hourly rates for litigation, investigations, ad hoc work
- negotiable rates for special projects

ES&A PROVIDES employers and organizations with comprehensive and affordable solutions in the following areas:

LABOR & EMPLOYMENT

Proactive legal advice focused on:

- HR management, from recruitment & hiring through termination; policies, procedures, documentation
- Employee benefits
- EEO compliance
- Labor law
- Wage & hour law
- ERISA
- OSHA/HIOSH compliance
- Remote/hybrid workplaces
- Crisis lawyering
- Litigation

BUSINESS STRATEGY

Designed to help nonprofits and for-profits practice good governance and meet business goals, advising on:

- Entity formation
- Fiduciary duties
- IP strategy
- Mergers and acquisitions
- Franchising

GOVERNMENT CONTRACTS

Federal, state and local procurement advice on:

- Contract competition, negotiation and formation
- IP use & commercialization
- Contract administration

TECHNOLOGY & CYBERSECURITY

Risk management advice to help protect the workplace, including:

- Privacy compliance
- Service contract review
- Information retention
- Acceptable use policies
- Social media policies
- Cybersecurity incident response planning, industry-tailored
- HR-related issues arising from the use of technology in the workplace

TRAINING

Tactical, trending and strategic topics, such as:

- Leaves of Absence
- FLSA Compliance
- Joint Employer Status
- Discrimination, Harassment, Retaliation
- Reasonable Accommodations
- The ABCs of AAPs
- Internal Investigations
- Litigation Checklist
- Supervisor Training Series
- Management Training Series
- Leadership Training
- Cybersecurity Hygiene
- AI in the Workplace

HOW CAN WE HELP YOU? LET'S TALK.



Sam Sneed, Director and Attorney
ssneed@ESandALaw.com (808) 729-9409



ES&A
A LAW CORPORATION

www.esandalaw.com