ENVISION
STRATEGIZE
ACTUALIZE



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



BRYAN ANDAYA
DIRECTOR, ATTORNEY

Bryan's practice areas integrate various aspects impacting employers and business owners, including: franchising, corporate transactions, business strategy, real estate, and labor & employment law.

Prior to joining ES&A, Bryan was President and Chief Operating Officer (COO) of L & L Franchise, Inc. He is a panelist for the American Arbitration Association, and a member of the Hawaii Real Estate Commission. He currently serves on the boards of Oahu Transit as well as University Health Alliance.

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 by Best Law Firms and Chambers USA.

Member of ELA, the world's largest network of labor and employment lawyers.

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
- 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.



ES&A
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ELA Employment Law Alliance
GLOBAL HR LEGAL SOLUTIONS™

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