



THE BERENZWEIG LEONARD MISSION

Our mission: to serve our business and executive clients through aggressive and diligent representation, with experienced and well-respected attorneys who are understanding and attentive to clients' needs, and who develop creative and agile solutions to resolve legal problems and assist clients in their continued growth. Berenzweig Leonard recognizes the critical importance of positive and cost-effective outcomes, and the need to help companies and their leaders pursue a successful path to navigate through a challenging business environment.

Berenzweig Leonard has extensive litigation experience in the state and federal courts of Virginia, Washington, DC, and Maryland, as well as with government contract litigation in the US Court of Federal Claims, GAO and Boards of Contract Appeals. The firm also serves as local counsel, and coordinates with legal counsel of companies and executives throughout the United States to protect their interest by understanding and navigating local court procedures.

OUR ATTORNEYS INCLUDE:

SETH BERENZWEIG, an active presence in the Northern Virginia Technology Council (NVTC), who often appears in the national media addressing business law developments. He advises clients on government contracts, general business law matters, and litigation.

DECLAN LEONARD, consistently recognized as a top business and employment lawyer in the Washington Metropolitan area. He advises businesses and executives on employment and human resource issues, general business law matters, and civil litigation.

TERRY O'CONNOR, Director of Government Contracts, well-known in the government contracts community. He has written four books on government contracts law, teaches nationally, and leads the Firm's government contracts practice.

JOHN POLK, the former Director of the Office of Compliance and Fraud Remedies for the Air Force and Federal Prosecutor in Washington, D.C. He provides training and handles compliance and fraud investigations for local and national government contractors.

STEPHANIE WILSON, a former law clerk to the Honorable Judge Lawrence M. Baskir of the United States Court of Federal Claims, the federal government contracts court. Stephanie focuses on government contracts as well as general business law matters.



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BUSINESS LAW IN THE NATION'S CAPITAL



GOVERNMENT CONTRACTS



Berenzweig Leonard features a widely respected team of leading government contracts attorneys who have extensive experience handling the full array of issues contractors encounter when doing business with the federal government. The firm is conveniently located in the nation's capital region, in close proximity to the federal agencies and courts, and represents contractors based in the Washington, DC region and throughout the United States and overseas.

SOLICITATION PROCESS SERVICES

- Draft Proposal Commentary
- GSA Schedules Qualification
- 8(a) Status Qualification
- Bid Protests
- Debriefing Strategies

CONTRACT ADMINISTRATION SERVICES

- Contract Management and Administration Issues
- Contract Novations and Assignments
- FAR Compliance
- Schedule Issues
- Ethics Compliance and Internal Controls
- Payment Problems
- Past Performance Evaluations
- Equitable Adjustments and Certified Claims

LITIGATION SERVICES

- Aggressive litigation representation for contractors before the Boards of Contract Appeals, GAO, the US Court of Federal Claims and the U.S. Court of Appeals for the Federal Circuit

TRANSACTIONAL SERVICES

- Teaming Agreements
- Non-Disclosure Agreements
- Joint Venture Agreements
- Mentor/Protégé Agreements
- Subcontracts
- White Collar Matters, Federal Subpoenas and IG Investigations

EMPLOYMENT & LABOR LAW



The employment law team at Berenzweig Leonard assists companies and executives in navigating the complexities of federal and state employment and labor laws to minimize legal risks and maximize company revenue.

To thrive in today's litigious workplace environment, companies must stay apprised of the most up-to-date developments in employment and labor law. The firm prides itself on working side by side with its business clients and executives to formulate the best strategy on human resource matters, to minimize legal risks and help to grow company revenue. As legal advisors, we play a vital role in our clients' business success by

efficiently and effectively solving complex challenges related to employment and labor law.

EMPLOYMENT AND LABOR LAW SERVICES

- Discrimination / Harassment
- EEOC Investigations
- Title VII Litigation
- Gender Discrimination
- Age Discrimination
- Disability Discrimination
- Overtime Violations under the Fair Labor Standards Act
- Family and Medical Leave Act
- Equal Pay Act Claims
- Hostile Work Environment
- Retaliation
- Non-Compete / Non-Solicitation Agreements
- Protection of Trade Secrets
- Employee Fiduciary Duty of Loyalty
- Collective Bargaining Agreements
- Union Grievances / Arbitrations

BUSINESS LAW & LITIGATION



The attorneys at Berenzweig Leonard have extensive experience handling the full array of business law and litigation matters in state and federal court, and are collectively licensed to handle such cases throughout the Washington, DC area, including Virginia and Maryland.

EFFECTIVE BUSINESS LITIGATION

Companies, executives and human resource professionals encounter issues when conducting business that may or will lead to litigation. This raises a broad spectrum of court cases occurring from both a defensive and offensive posture, and it is critical that businesses have the agility to tackle such matters head-on to protect their

interests. This must occur without the litigation becoming cost prohibitive. It is also imperative to have agile and experienced representation when facing business litigation, as well as consult with trusted legal counsel to understand how to avoid it.

Berenzweig Leonard provides cost effective representation covering the full array of business litigation. These cases include all business issues such as contracts, subcontracts, interference with business relations, and protection of trade secrets. Human resource-related litigation includes handling of non-compete and non-solicitation matters, business conspiracy matters, and injunctions against competitors. Berenzweig Leonard also handles all employment and labor law litigation issues.

GOVERNMENT CONTRACTS LITIGATION

Berenzweig Leonard also covers all litigation for federal and state government contractors. Such depth of experience helps companies contain costs since they can consult with the same team regardless of whether the case involves basic employment issues or complex interpretation of the Federal Acquisition Regulation (FAR). The firm handles litigation before the GAO, Boards of Contract Appeals, and U.S. Court of Federal Claims, as well as all regional US District Courts. The Firm's experience in this area includes handling injunctions in the GAO and Court of Federal Claims for new procurements. The firm's attorneys are intimately familiar with the unique rules and quick moving procedures contractors face in the competitive federal marketplace.

CORPORATE TRANSACTIONS



Berenzweig Leonard provides a full range of business transactional services to clients ranging from start-ups and sole proprietors to large corporations.

Our attorneys work closely with business owners, corporate officers and executives to identify solutions that are unique to each client's needs. Berenzweig Leonard manages legal risks so clients can use transactions to maximize revenue.

The firm has helped many new business owners structure their companies to provide maximum legal and operational benefits.

Berenzweig Leonard possesses the ability to grow with its clients and to serve their varying needs in a thoughtful, cost-efficient, and effective manner.

CORPORATE TRANSACTION SERVICES

- Asset Purchase Agreements
- Stock Purchase/Sale Agreements
- Teaming Agreements
- Joint Venture Agreements
- Subcontractor Agreements
- Independent Contractor Agreements
- Vendor Contracts
- Franchise Agreements
- Licensing Agreements
- Employment Agreements
- Non-Disclosure Agreements
- Non-Compete Agreements
- Non-Solicitation Agreements
- Confidentiality Agreements