

Proactivity. Efficiency. Experience. Deep Roots Throughout the State.

Running a manufacturing operation is a complex endeavor, requiring robust support on a variety of business and legal issues. Environmental matters; OSHA and other workplace regulations; product safety; trade secrets and other intellectual property issues; and labor and employment matters are all part of the business environment.

As laws and regulations continually evolve, the burden increases. The manufacturing industry attorneys at Bond, Schoeneck & King provide coordinated, comprehensive legal counsel on all business matters affecting manufacturers. We serve clients of all sizes and have significant knowledge in a wide variety of industry sectors.

At Bond, we have the bandwidth, the physical presence and the experience to help our clients analyze and reduce risk. We bring the insights drawn from our deep, long-lasting relationships across New York State with manufacturers, regulators and trade groups to address our clients' circumstances.

The Wisdom of Being Proactive

Waiting until an inspector identifies an environmental problem, for example, or waiting until a leak occurs can generate needless health and safety risks, significant penalties, and loss of reputation.

Similarly, the loss of intellectual property can be devastating; reclaiming a stolen trade secret may cost a company an amount exceeding six figures just in litigation expenses. Smaller companies may not survive.

To help our clients avoid such emergencies—or to minimize the impact and speed recovery—Bond has developed a suite of audit services that provide clear, decisive steps for cost-effectively reining in risk:

- **Trade Secret Protection Audit** identifies critical intangible assets and helps develop procedures, contract language, employment and non-disclosure agreements that guide companies in anticipating and mitigating threats.
- **Environmental Compliance Audit** helps head off disruptions by determining a facility's compliance status in areas such as solid waste, hazardous waste, storage drums, water, indoor air, pesticides, PCBs, asbestos and noise. Bond also supports clients to manage the legal needs that arise when possible violations emerge.

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About Bond, Schoeneck & King

Bond, Schoeneck & King PLLC serves individuals, companies and public-sector entities in a broad range of areas.

With 250 lawyers and 10 offices, we represent clients in manufacturing; agribusiness; commercial lending and real estate development and construction; energy; health care and long term care as well as municipalities, school districts, higher education and other exempt and nonprofit organizations. We maintain eight offices across New York; one in Naples, Florida; and one in Kansas City.

Bond is committed to understanding our clients' needs and providing comprehensive, practical, high-quality and responsive solutions. We strive to maintain the highest professional and ethical standards, and to provide leadership in community activities, pro-bono work and service to the Bar.

For more information, visit bsk.com.

- **Human Resources Audit and Compliance Training Services** ensure that clients maintain high-quality, up-to-date HR policies and procedures, equipping them to productively leverage their people and remain in compliance with fluid labor and employment laws and regulations. Bond's HR audit also involves employment classification analysis and job description review.

Core Services

Bond supports manufacturing clients in matters involving:

- Antitrust and Trade Regulation
- Business Transition and Succession Planning
- Buying and Selling Businesses
- Contract Drafting and Negotiation
- Corporate Restructuring
- Employment, Labor and Immigration
- Environmental and Regulatory Compliance
- Export Controls and Licensing
- Insurance Coverage, Safety and Risk Management
- Intellectual Property Protection
- Lending and Commercial Credit
- Litigation
- Non-Compete Agreements
- OSHA
- Patent and Trademark Prosecution/Litigation
- Product Liability Defense
- Real Estate
- Tax
- Unemployment and Workers Compensation
- Workplace Safety

Why Choose Bond?

- **Statewide reach.** With a physical office in every significant market in New York, Bond attorneys continually bolster and refine our knowledge of the manufacturing industries operating there and the unique aspects of each market. That in-depth insight allows us to tailor our approach to each client's needs.
- **Experienced, multifaceted bench.** Whatever our client's circumstances, we draw on Bond's vast internal resources to assemble a multidisciplinary team, equipped to provide coordinated, comprehensive counsel.
- **Involvement in trade groups.** Bond serves on the executive council of the Buffalo-Niagara Partnership and Manufacturers' Council and is an active member of the Buffalo-Niagara Manufacturing Alliance (BNMA), the Manufacturers Association of Central New York (MACNY), and the Rochester Technology and Manufacturing Association (RTMA).