

Campbell, Hornbeck, Chilcoat & Veatch LLC

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COMPLETE OVERVIEW OF SERVICES

BUSINESS

- Counseling of privately held and family businesses of all types
- Organization and entity selection (corporations, limited liability companies, partnerships, proprietorships)
- Acquisitions, sales and mergers
- Tax planning
- Employee benefits and owner compensation
- Contract drafting and negotiation
- Financing and commercial transactions
- Succession planning

HEALTH CARE

- Nursing homes
- Assisted living
- Managed care organizations
- Health care billing and related services

SPORTS & ENTERTAINMENT LAW

- Contract negotiations
- Marketing
- Public Relations
- Estate Planning
- Tax Planning
- Ancillary Services

EMPLOYMENT LAW & COMPLIANCE

- EEOC and OCRC compliance
- ADA; ADEA; FMLA compliance
- Prevention counseling
- Employee handbooks

TECHNOLOGY LAW

- Contract negotiation and drafting
- Software technology licensure
- Internet issues

ALTERNATIVE DISPUTE RESOLUTION

- Mediation
- Arbitration
- Negotiation

LITIGATION

- State and federal courts throughout the U.S.
- Contract disputes
- Shareholder controversies
- Employment claims
 - ADA; ADEA; FMLA discrimination;
 - covenants not to compete
- Eminent domain
- Collection of accounts
- Real Estate foreclosures/evictions

MEDIATION

TRUST & ESTATE PLANNING

- Estate and gift taxation
- Will and trust development
- Estate administration
- Trust management assistance
- Probate avoidance

TAX REPRESENTATION

- Tax Audits
- Assessment defense
- Multistate sales/use taxes
- Multistate income and franchise taxes
- Structured audits
- Voluntary disclosure agreements

NON-PROFIT TAX EXEMPT ORGANIZATIONS

- Formation
- Exempt status application
- Governance
- Memberships
- Parent-Chapter relations
- Certification
- Contracts
- UBIT

REAL ESTATE

- Commercial and residential
- Contracts
- Deeds
- Easements
- Licenses
- Closings
- Mortgages
- Options
- Ground leases
- Land installment contracts
- 1031 Tax free exchanges
- Board of Revision

EMPLOYMENT LAW

Campbell, Hornbeck has extensive experience guiding clients regarding today's employment laws including compliance with COBRA, ADA, ADEA, OSHA and FMLA. Many costly disputes can be avoided when the proper workforce guidelines are in place. We will help you in establishing appropriate methods of discharging unsatisfactory employees and handling employee disputes. We will draft policies that clearly define approved employer /employee behavior to protect you from potential harassment and discrimination claims. Should you find yourself in a legal dispute with an employee, we will work to resolve the issue.

TRUSTS AND ESTATE PLANNING

Campbell, Hornbeck provides personalized estate planning services. We will work with you to help devise a plan that provides for the financial support of your survivors; minimizes estate taxes; provides for investment management; funds the education of children and grandchildren; or even supports charitable organizations.

You will have your own personal objectives for the future of your estate that reflect your marital status, relationships with children and grandchildren, estate size and other issues. Our attention to individualized service allows us to create plans that meet your specific needs and minimize the probate process.

As a business owner, you will have complex problems. Tough decisions must be made. Do you sell, liquidate, or choose and train a successor for your business. We can help you devise a plan that meets your specific goals, minimizes taxes and reduces the risk of family conflict.

It is never too early to begin planning your estate. Failure to do so, however, could have disastrous results for your survivors. Family conflicts can arise when assets end up in the possession of those never intended to receive them. Taxes can unnecessarily take away large amounts of the estate's value. We will develop properly drafted wills and guide you in selecting one or more of the various trusts available to reach your planning goals. In addition, we are experienced in estate settlement and trust administration and, where necessary, probate proceedings.

MULTI-STATE TAX REPRESENTATION

Your offices are in Columbus. Your product is manufactured in Georgia, with parts from Arkansas. Packaging and shipping are done in North Carolina. An inbound telemarketing company in Illinois takes the orders. The purchase is made in California.

QUESTION: Which state gets the sales or use taxes? What about business income or franchise taxes?

This is commerce in the new millennium—interstate production, distribution and sales are now commonplace. So too are multistate taxation issues. The product you sell and the income you earn in another state could be taxable in that state. State tax agencies have begun to pursue, aggressively in many cases, the dollars which they believe are owed to them.

Campbell, Hornbeck has extensive experience in representing clients' multistate taxation issues in all 50 states. We can help you to negotiate structured audits through the tax departments of the various states or through the Multistate Tax Commission.

In addition to our multistate experience, we represent clients before federal, state and local tax authorities concerning tax assessments, trust funds and actions for failure to file. Our thorough tax representation often results in clients not having to appear in person before the tax authorities.

LITIGATION

The walls of the courtroom have regrettably become a familiar sight for the business owner in today's litigious society. Our litigation practice exists to defend and fight for the rights of our business clients. Since 1980, Campbell, Hornbeck has tried cases in state and federal courts in various parts of the country, as well as before state and federal agencies.

We strive to help you avoid litigation in the first place. However, should you find yourself involved in a lawsuit, Campbell, Hornbeck will work to minimize your expenses and maximize the results. The firm's litigation experience covers many business areas, including contract disputes, shareholder controversies, employee claims of discrimination and harassment, violations of covenants not to compete, eminent domain and other real estate issues.

NOT-FOR-PROFIT AND HEALTH CARE ORGANIZATIONS

Frequently, the laws that regulate one business also apply to another. However, many industries are subject to additional laws specifically created to regulate a particular business activity. We can guide you in the formation, representation and ongoing operations of not-for-profit corporations and section 501(c) tax exempt organizations. Interest areas include governance, membership questions, parent-chapter considerations, certification, contract preparation, and Unrelated Business Income Tax (UBIT) concerns. For many years our firm has also worked with closely held businesses in the health care field, particularly nursing homes and assisted living facilities. We also work with companies which provide services to the health care industry, such as managed care organizations and billing companies.

ATHLETE REPRESENTATION

The demands and requirements of today's athletes are best served by experienced professionals. Our firm is skilled in many areas of athlete representation, including contract negotiation, tax planning, marketing, estate planning, public relations and ancillary services. We maintain an extensive list of business contacts and potential sponsors for the benefit of our clients. We strive to obtain the best available monetary arrangements for our client while maintaining a high standard of integrity.

www.sterlingsm.com

SUCCESSION PLANNING

Our firm understands the importance of ensuring the security of your company's future. Our practice serves the business owner in planning the succession of leadership that limits disruption of company operations, and eases the transition for both you and your successor. We will provide guidance that maintains continuity for your business from the start of the process to its completion and beyond.

TECHNOLOGY LAW

We have been fortunate to represent multiple clients in the areas of computer and software development and consulting. As a result, our firm has built valuable experience and knowledge in computer and software contract negotiation and drafting, software technology licensing and related software and internet issues.

A Word About Professional Fees

One of the more important elements of a professional relationship between attorneys and their clients is the manner in which professional fees are determined and billed.

Prompt, efficient delivery of legal services is the goal which we strive to attain for each matter we handle for each and every client. We enjoy the nature of our practice and are extremely interested in developing the type of relationship with our clients which will allow us to serve their needs most efficiently and economically.

Although the charges for legal services are primarily based upon the current hourly rates of the attorneys or staff members who render the services, fixed fees are charged for certain services such as corporate organization. Contingent fees, while uncommon in our office because of the nature of the areas in which we concentrate, may be appropriate in certain limited incidences with the approval of the responsible attorney.

Retainers, i.e., payment of a sum in advance against which fees will be charged, are required for new clients and matters involving litigation, and, may be appropriate where substantial, concentrated services and/or expenses are anticipated. Clients will be expected to pay in advance for such items as expenses of depositions, court filing fees, and transportation and travel expenses where long distance travel is required.

Billing statements contain a narrative summary of services rendered during the billing period and reflect any expenditures made on a clients behalf. Statements are issued on a monthly basis and are due upon receipt. While no interest or carrying charge is assessed for past due statements, prompt payment is a condition of continued representation. Our firm reserves the right to withhold professional services or terminate the relationship in those cases in which the clients account are in arrears.