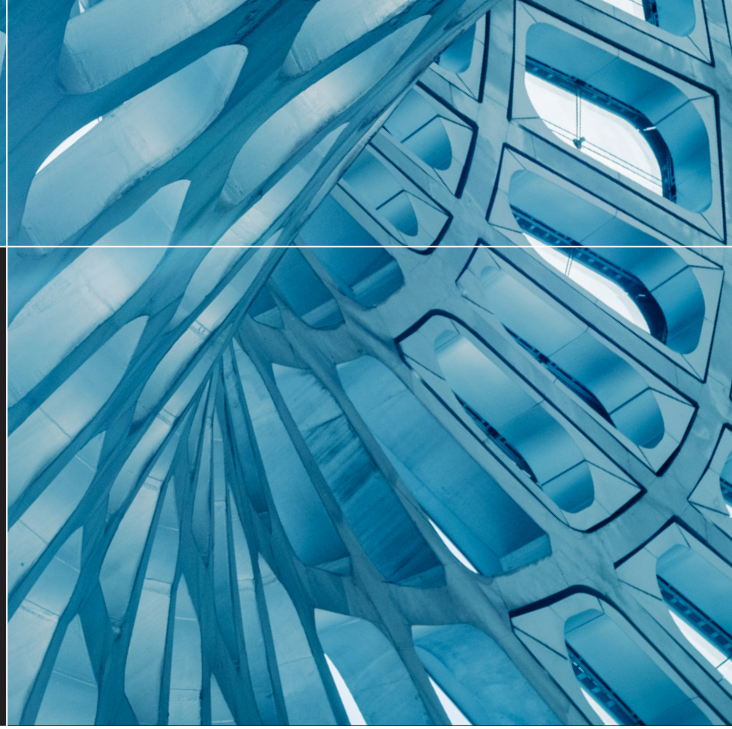


## Non-Profit and Tax-Exempt Organizations Industry Team

# WHY PARTNER WITH FISHER PHILLIPS



### **Q. What makes Fisher Phillips uniquely suited to advise non-profits and tax-exempt organizations?**

**A.** Our attorneys bring decades of experience representing and serving in leadership roles at nonprofit organizations across diverse sectors. We combine deep institutional knowledge with practical, mission-aligned legal advice.

### **Q. What are the most common challenges nonprofits face—and how can Fisher Phillips help?**

**A.** Nonprofits face distinct legal challenges, including:

- Governance and Compliance: Drafting bylaws, codes of conduct, and conflict-of-interest policies that support an intelligently run organization.
- Employment Issues: Ensuring proper employee classification, wage and hour compliance, and handling union-related issues to maintain an engaged, mission-driven workforce.
- Benefit and Compensation Design: Smart structuring of executive packages and navigating ERISA and FLSA rules that attracts the right talent within the organization's budget.
- Investigations and Crisis Response: Appropriate handling of complaints of harassment, fraud, and whistleblowers in a way that minimizes both legal risk and public image.
- Data Privacy and AI: Developing strong policies on cybersecurity, privacy, and AI to prevent or respond to loss of private data.
- DEI: Balancing diversity initiatives with legal compliance.

These services help non-profits avoid legal risks, maintain donor trust, and protect their missions.

### **Q. How does having labor and employment counsel improve operations?**

**A.** Having dedicated legal counsel:

- Prevents Costly Missteps: Expert guidance can help avoid fines, lawsuits, reputational harm, or loss of tax-exempt status.
- Builds Institutional Confidence: Policies and training tailored to your mission empower staff and boards to act decisively and compliantly.
- Facilitates Crisis Control: Swift, strategic response minimizes impact from internal or external crises, preserving stakeholder trust.
- Enables Growth and Flexibility: Support with immigration, AI, or benefits design ensures your workforce strategies align with evolving missions and legal frameworks.

## **Q. What services does your practice group offer?**

**A.** Key offerings include:

- Training & Education: Board and leadership training on best practices in governance and employment oversight.
- Policy & Governance: Crafting and/or reviewing bylaws, handbooks, ethics codes, and compliance programs.
- Labor Relations: Provide guidance on union organization, bargaining support, and ULP defense.
- Wage & Hour Audits: Classification reviews, FLSA compliance, and volunteer/intern oversight.
- Benefits & Compensation: Draft executive agreements, deferred comp, severance, and ERISA/CORBA compliance.
- Investigations: Internal probes into harassment, discrimination, self-dealing, and fraud.
- Crisis Management: Handling misconduct allegations, and donor/stakeholder communications.
- Data & AI Advice: Cybersecurity, breach response, and AI governance.
- DEI: Legally compliant diversity programming.

## **Q. How do we engage with your team—what's the approach?**

**A.** We begin with a tailored assessment of your organization's legal posture, risks, and culture. From there, we collaboratively build a roadmap—policies, training, monitoring, and response planning—aligned with your mission, budget, and values. Whether it's a one-off project like reviewing bylaws or creating an ongoing partnership, our goal is to function as your trusted advisor.

## **Q. How do you support boards and leadership?**

**A.** We offer:

- Board trainings on governance, fiduciary duty, employment law oversight, and ethics.
- Counsel on executive employment agreements, compensation benchmarking, and avoiding IRS intermediate sanctions.
- Guidance through investigations or board disputes for smooth, legally sound decision-making.

## **Q. How do you support boards and leadership?**

**A.** A well-advised nonprofit:

- Runs smoothly with clear, mission-aligned HR practices.
- Limits legal exposure, jeopardy to non-profit status, and negative publicity.
- Enjoys strong staff morale and board confidence.
- Is prepared to adapt to evolving laws (e.g., AI, privacy, DEI).
- Can focus on advancing its mission with legal peace of mind.

## **In Summary**

Fisher Phillips' Non-Profit & Tax-Exempt Organizations Team delivers mission-centric, proactive labor and employment support—from policy foundations to crisis readiness—so your organization can operate confidently, compliantly, and at peak impact.

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With hundreds of attorneys across the globe, Fisher Phillips advises and advocates for employers internationally on some of the most complex and high-profile workplace matters. We leverage our employment experience, tech and thought leadership credentials to keep our clients ready for what's next. By understanding their business, we help them adapt faster to a faster-changing world, realize possibilities sooner and more effectively, and stay steps ahead when everything is on the line.