



## An exclusive invitation to schedule your business legal audit.

### Protecting your Business with a proactive personalized approach.

Today's legal environment requires businesses to navigate complex and ever-changing rules and regulations within business law. Organizations that fail to address such issues proactively often suffer serious consequences. Reducing risk in your business is paramount. The first step in risk management is performing a legal audit.

Brick Business Law helps business by providing holistic evaluation, consultation, and strategies for all parts of your business.



**Corporate & Good  
Standing**



**Financial Evaluation &  
Advice**



**Intellectual Property  
Protection**



**Real Property**



**Employment & Labor  
Law Guidance**



**Litigation & Dispute  
Resolution**



**Industry Specific  
Regulatory Compliance**



**Drafting and & Review of  
Contracts & Agreements**



**Privacy & Data  
Security**

#### Contact Us

**(813) 544-4016**

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www.brickbusinesslaw.com

3413 W Fletcher Ave  
Tampa, FL 33618

The BusinessLaw Audit is consultative in nature. It does not create an attorney-client relationship. It does not include providing the legal services identified or discussed. The legal Audit services are subject to successful intake and conflict checks and limited to a one-time consultation of no more than two hours in duration.



## Audit Elements

### Corporate Structure and Good Standing

- Articles of Incorporation or Organization
- Bylaws or Operating Agreement
- Amendments to Incorporation Documents or Bylaws
- Shareholder Agreements
- Minutes from Board of Directors and Shareholder Meetings
- Certificates of Good Standing from the state of incorporation
- List of states where the company is authorized to do business

### Financial Information

- Details of Debt Instruments, Credit Agreements, and Lines of Credit
- Schedule of Leases and Loans

### Intellectual Property

- Patents and Patent Applications
- Trademarks, Service Marks, and Applications
- Copyright Registrations and Applications
- Licenses (both as licensor and licensee)
- Software and Technology Agreements
- Non-Disclosure Agreements

### Real Property

- Real Estate Deeds
- Real Estate Leases
- Title Policies and Surveys
- Environmental Assessments and Reports
- Zoning Compliance Documentation

### Litigation and Legal Matters

- Pending or Threatened Litigation Documents
- Past Litigation Documents and Settlements
- Governmental Inquiries, Investigations, and Compliance Documents
- Insurance Policies covering potential liabilities

### Employment and Labor

- Employment Agreements
- Independent Contractor Agreements
- Noncompete and Nonsolicitation Agreements
- Employee Handbooks and Policy Manuals
- Benefits Summaries and Agreements
- Workers' Compensation History

### Regulatory Compliance

- Licenses and Permits necessary for operations
- Compliance Policies and Procedures (e.g., anticorruption, export controls)
- Environmental Permits and Compliance Reports
- Health and Safety Records

### Privacy and Data Security

- Privacy Policies
- Data Protection Policies
- Incident Response Plans
- Agreements with Data Processors
- Compliance Documentation for relevant regulations (e.g., GDPR, CCPA)

### Contracts and Agreements

- Material Contracts (customer, supplier, distributor agreements)
- Lease Agreements (equipment, property)
- Joint Venture or Partnership Agreements
- Settlement Agreements
- Franchise Agreements
- Service Agreements

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# BRICK BUSINESS LAW, P.A.

## BUSINESS LITIGATION AND COUNSEL

### How We Can Help

- Rewriting master service agreements to provide client protections related to payments, indemnity, risk of loss and other terms thereby resulting in better negotiating leverage and collections with slow or non-paying clients as well as vetting out prospective clients who may represent payment risks.
- Sending collections letters to non/slow-paying customers/clients resulting in increased collection of accounts receivable.
- Entity planning or corporate restructuring to isolate and reduce risks to owners shielding certain assets from collection and liability or unrelated business risks, creating spin-off businesses and other income streams.
- Protecting intellectual property from theft or misuse by identifying risks, implementing confidentiality agreements, NDAs, supporting policies and procedures.
- Sending cease and desist letters and pursuing litigation to prevent theft or misuse of company assets.
- Drafting, implementing and enforcing favorable employment agreements with restrictive covenants such as non-compete agreements preventing or mitigating the risks of theft of trade secrets, intellectual property and other protectable interests.
- Drafting and implementing technology agreements, website terms and conditions and other consumer-facing documents reducing the likelihood of risks related to advertising/marketing or other consumer-related risks.
- Advise on and structure strategic acquisitions, partnerships and joint ventures to help clients grow and take advantage of opportunities.

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# BRICK BUSINESS LAW, P.A.

## BUSINESS LITIGATION AND COUNSEL

### How We Can Help

- Negotiating terms of employment, including termination, to reduce exposure to litigation or other adverse circumstances.
- Advising on compliance issues related to licensing and other governmental requirements to prevent potential penalties or lawsuits.
- Executive/HR coaching and investigations/incident responses to ensure that proper policies and procedures are implemented and followed regarding employment risks in response to potential or actual claims.
- Negotiating terms of employment, including termination, to reduce exposure to litigation or other adverse circumstances.
- Drafting, reviewing and advising on landlord/tenant and lease issues resulting in property-related issues being resolved favorably.
- Reviewing and advising on vendor and supplier agreements to negotiate favorable terms and advise on protections.
- Negotiating favorable reductions in debts owed, obligations or other liabilities to protect the ongoing concern of a business.
- Addressing risks related to the documentation and titling of certain legal rights, property, inventory or other business assets to reduce uncertainty and risk.

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# Kevin Brick

## Founder & Managing Partner

Kevin is the founder and managing partner of the Firm. He serves as outside general counsel to numerous local and national businesses and litigates business-related issues.

Kevin is recognized by the Florida Bar as a board-certified expert in business litigation. The Florida Bar rigorously evaluates the experience and competency of attorneys to determine board eligibility. There are less than 250 board certified attorneys in business litigation out of over 100,000 members of the Florida Bar.

Kevin is also Martindale AV-rated and has been recognized as a member of the Florida Legal Elite and as a SuperLawyer for several years. He is rated 10/10 by both Justia and Avvo. He was rated as one of the Top 100 "Bet The Company" Litigators in the nation in 2019. He is a former Hillsborough County prosecutor where he took over 100 cases to trial.

Kevin enjoys spending time with his family, playing golf and tennis and cheering on the Bucs and Seminoles. He is a member of Grace Family Church and regularly volunteers his time and efforts to local civic and community organizations and causes.



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## **Joe Kennett**

### **Managing Partner, Complex Business Litigation**

Joe Kennett concentrates his legal practice on resolving disputes for small to medium-sized businesses. He has vast courtroom experience managing cases from inception to completion and has taken nearly 150 trials to verdict. His business litigation practice focuses on complex litigation involving business fraud, breach of contract, fraud, misrepresentations, and other business disputes.



## **John Koda**

### **Partner**

John's practice areas include general civil litigation in the areas of business, corporate, real estate, construction, and consumer protection. With more than three decades of experience, he has practiced at all levels of Florida courts including appellate courts, administrative hearings and arbitration.



## **Scott Miller**

### **Partner**

Scott practice areas concentrate on commercial contracts, transactions and extends to privacy law, media & entertainment law. He possesses substantial business experience in the luxury residential real estate industry. In addition, Scott has taught Fashion Law and Culinary Law & Ethics at the Art Institute of Tampa and has been certified by the Supreme Court of Florida as a Family Mediator.



## Robert Chapman

### Partner

Robert focuses his legal practice on commercial litigation and acting as general counsel for small to large businesses. In addition to his extensive experience managing complex business cases from inception to completion, his practice includes counseling businesses in ways to avoid disputes from the inception of the company through complicated, ongoing challenges that occur for many established companies. His experience in complex business litigation includes business fraud, breach of contract, negligent and fraudulent misrepresentations, tortious interference, injunctive relief, non-compete agreements, commercial real estate and other business disputes.



## Kevin Zwetsch

### Partner

Kevin's practice includes labor and employment law, general civil litigation, dispute resolution, human resource guidance, and general counsel services. Throughout his legal career, he has successfully represented clients in a wide range of legal proceedings, having tried and won jury trials, administrative hearings, and arbitrations. Additionally, he has handled trade secret and no-compete cases injunctions, responded to government investigations, and provided counsel to employers and individuals on a broad spectrum of workplace issues.



## About The Firm

At Brick Business Law, P.A., we are committed to providing the highest quality and accessible legal services to our clients. We serve the needs of small and mid-sized businesses in a variety of legal issues – from choosing the right entity structure to employee handbooks, intellectual property protection and litigation, to contracts and shareholder disputes, and more.

Our Firm's mission is to be the preeminent law firm for Florida's small and medium sized businesses and our employees by creating an environment of compassionate service, excellent work and mission-driven community.

### **This Vision Drives Our Goals:**

1. Provide consistently excellent professional legal services to Florida businesses.
2. Provide thoughtful and compassionate service to every client.
3. Provide the resources and supportive work environment for our lawyers and staff to thrive.
4. Do good in the world.

In line with our dedication to the growth and legal soundness of your business, Brick Business Law, extends an invitation for a complimentary business legal audit. This audit is designed to review and assess your current legal framework, identify potential risks, and general recommendations to improve your company's legal standing. Contact us at 813-544-4016 to schedule your business legal audit and take the first step towards enhanced protection and peace of mind.

Kevin G. Brick  
Founder & Managing Partner

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