



Legal Update GNOEA

September 2024



Niche Fractional general counsel
for a flat fee

Passion is helping business owners
prevent expensive and time-
consuming legal problems



ABOUT OUR TEAM



Andrew Legrand



Addie Prewitt



Wendi Reames



Aireen Casas



Sheila Peregrin

ABOUT OUR HISTORY

- ▶ Spera Law Group was founded in 2011
- ▶ Offering Subscriptions since 2013
- ▶ Eliminated hourly work in 2019

ABOUT OUR SERVICE

- ▶ Fix the “should I call my attorney about this” problem
- ▶ Incentive us to deliver value, not just bill hours
- ▶ 29 membership clients and over 60 entities
- ▶ Value Price Projects, with Success Bonuses



ABOUT OUR **CORE VALUES**



**Identify
Opportunities to
Deliver Value**



**Communicate
Effectively**



**Consider the
Small Things**



Geek Out



Live your Best Life



FEEDBACK

98.6%

Renewal Rate

400+

5 Star Reviews

91%

NPS

CLIENTS





CLIENT REPORT

Work Summary

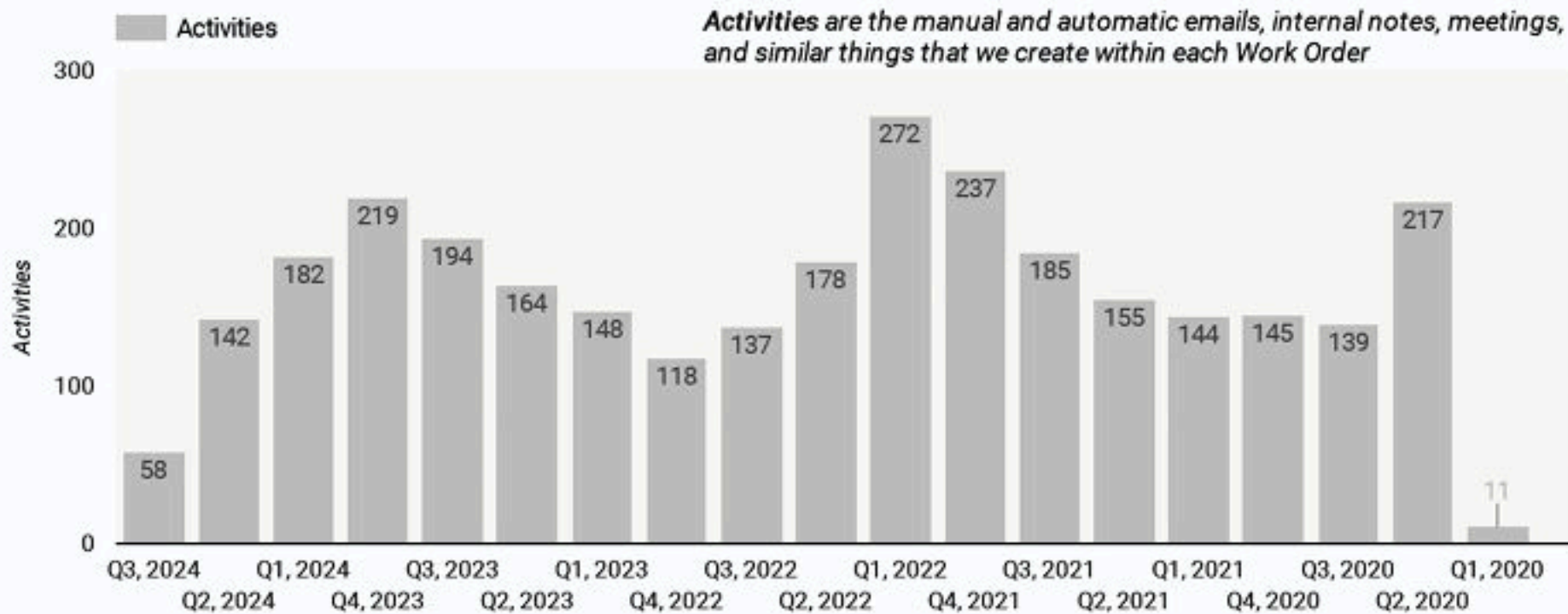
July 31, 2024
Legal Report

Active
12

Completed
194

Cancelled
18

Total
225

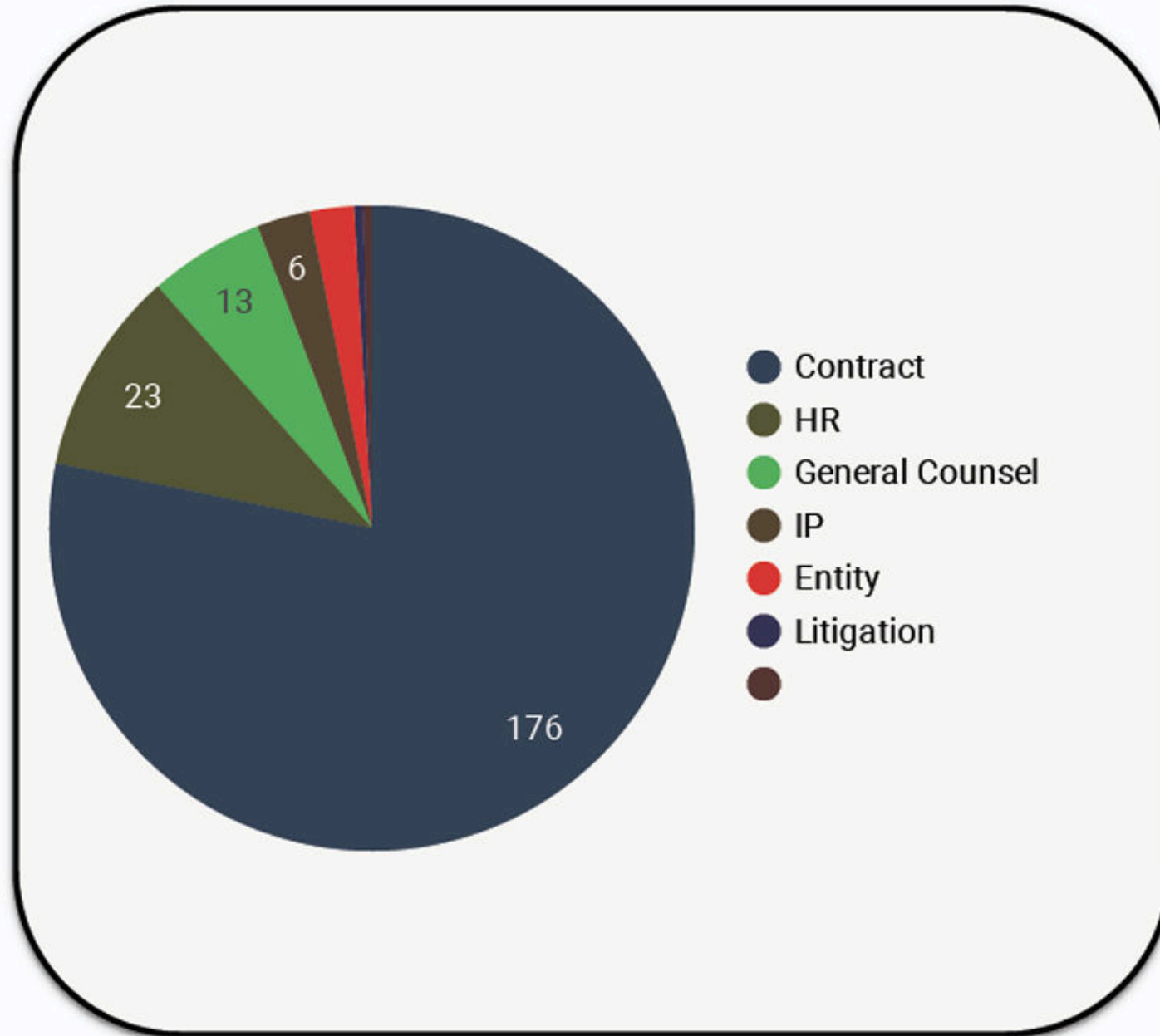


Total Investment
\$80,000

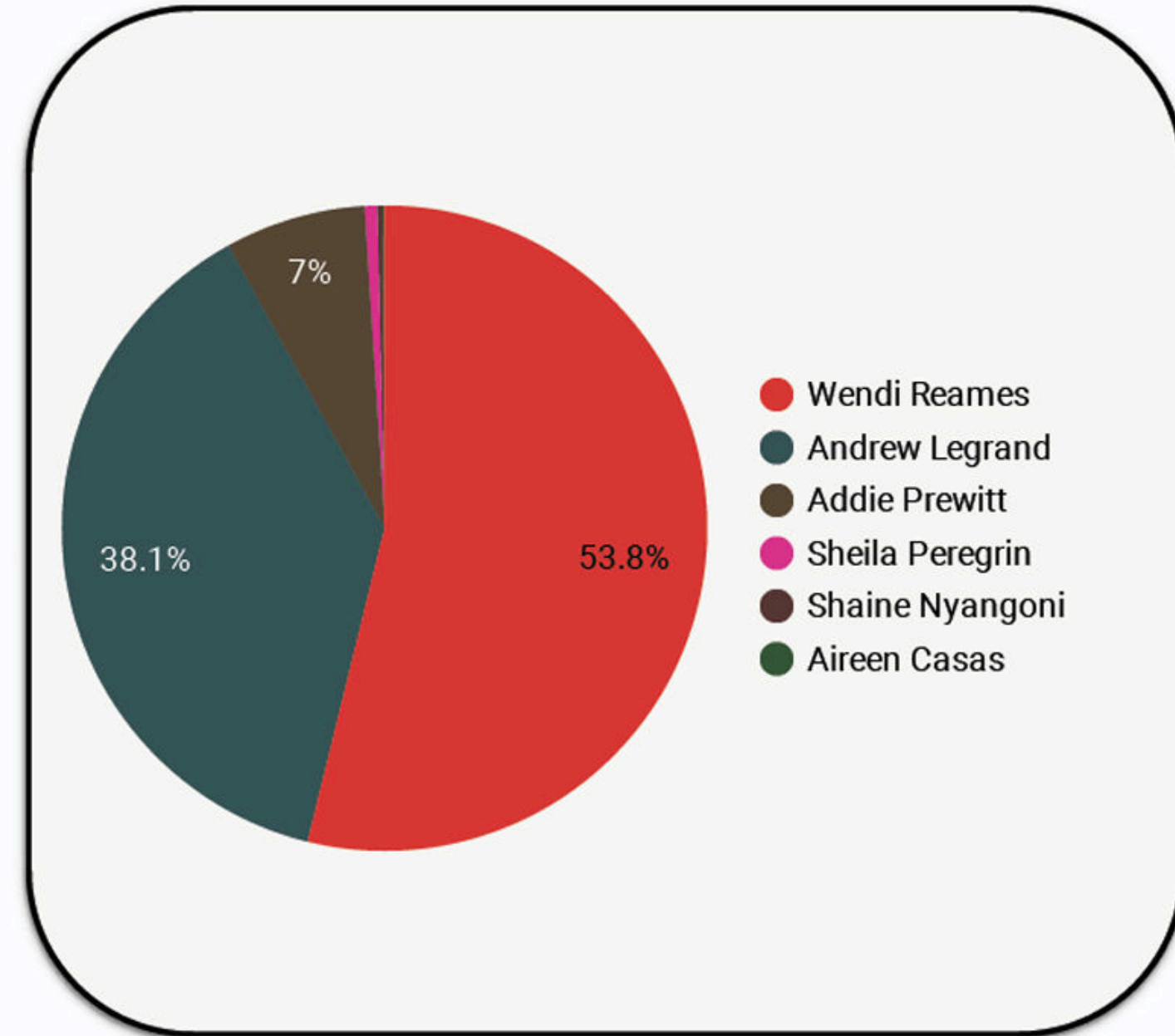
Est Exposure Avoided
\$1,108,673

Return on Investment
1286%

What things are we taking off your plate?



Breakdown by Staff *Prior 12 Months*



Active Work

July 31, 2024
Legal Report

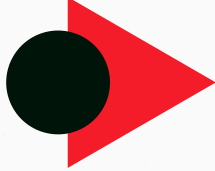


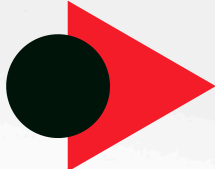
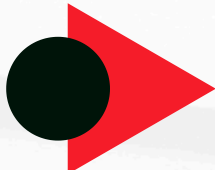
	Title	Work Type	Open Date ▾
1.	██████████ Group meeting	Contract	Jul 29, 2024
2.	██████████ General Indemnity Agreement	Contract	Jul 17, 2024
3.	Subcontract with ██████████ S...	Contract	Jun 21, 2024
4.	Fort Worth ██████████ Bid	Contract	Jun 4, 2024
5.	██████████ NDA Review	Contract	Jun 4, 2024
6.	NDA with ██████████ Consulting LLC	Contract	May 8, 2024
7.	MSA markup	Contract	Apr 12, 2024
8.	MSA	Contract	Feb 29, 2024
9.	Employment Agreement Review	Contract	Feb 29, 2024
10.	██████████ Collections	Litigation	Feb 10, 2024
11.	Phantom Equity Agreements	Entity	Apr 12, 2023
12.	Employee Handbook	HR	Dec 2, 2020



LEGAL UPDATES



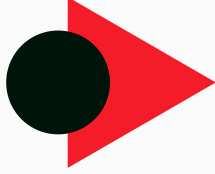
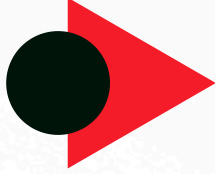
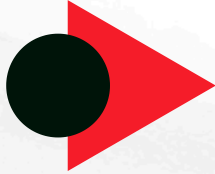
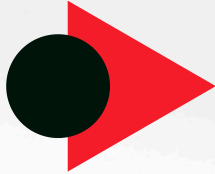

NON-COMPETES

-  FTC Pass Rule Banning Non-Competes with executive and sale exceptions
-  Set to go into effect on September 4, 2024
-  Texas judge issued nation wide ruling
-  Reasonable restrictions on time, geographic area, and scope of activities.
-  Consider alternatives





OVERTIME RULES

-  **July 1, 2024**, minimum salary to be classified as exempt increased to \$43,888 per year
-  Increase again to \$58,656 on **January 1, 2025**
-  “Highly Compensated” exception increasing
-  Review Exempt vs Non-Exempt Classification
-  Policy against overtime







CORPORATE TRANSPARNCY ACT



Must file by January 1, 2025



\$500/day civil penalty, \$10,000 criminal fine,
+ 2 years jail time



Exemptions for inactive, regulated, and large
entities (20+ EE, \$5M)



<https://www.fincen.gov/boi>



speralaw.com -> Services



THANK YOU

VISIT US



504-300-9938



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