

Protecting Employers & Healthcare Providers

When California's employers and healthcare providers need expert advice and representation, they turn to Carlson & Jayakumar.

As workplace culture continues to make headlines, employers must find ways to accommodate their companies' and employees' needs and implement policies that comply with California's ever-changing legal landscape. But what happens when proactive steps fail to assuage disgruntled workers and prevent looming lawsuits? The employment law and healthcare law attorneys at Carlson & Jayakumar represent businesses of all sizes in complex legal matters across a wide range of industries. From wrongful termination suits to disputes with licensing boards and insurance payors, Carlson & Jayakumar represents hospitals, academic medical centers, and healthcare providers in contentious situations. And their expertise extends beyond the healthcare space. Their attorneys have broad employment law experience—defending employers in the manufacturing, hospitality, financial, and retail industries, to name a few.

"Our clients retain us because of our accessibility, responsiveness, and the quality of our work," says Jehan Jayakumar, founding partner. "These are large companies that could easily pick up the phone and call the biggest firms in California, but they choose to work with us instead."

BUILDING RELATIONSHIPS

One reason for Carlson & Jayakumar's nearly two decades of success and growth is its ability to provide exceptional advice and clear client communication without the overhead, expense, and "bloat" of a large law firm. Working closely alongside employers, the firm's attorneys learn everything they can about each client's unique company culture, business practices, employment standards, and industry regulations.

"We excel at understanding how our clients' internal organizations and external relationships function," says Keith Carlson, founding partner. "This insight allows us to craft employment policies, communication flows, and legal strategies that fit their culture. There's an intangible value to working with a law firm that actually understands their business." This thoughtful approach with each client, coupled with their legal acumen in both healthcare and employment counseling, has resulted in clients avoiding costly litigation, keeping their hard-earned reputations intact.

While both Jayakumar and Carlson agree that it's always better to resolve employment disputes outside of arbitration or the courtroom, that's not always possible under California's employee-friendly laws.

"When things do end up going to trial or arbitration, it's usually because the plaintiff has been unreasonable," Jayakumar says. "We go in



knowing how to prepare our clients for deposition and trial testimony, and we fashion our case to get the best possible result for them."

With determined advocates in their corner, the firm's clients receive another major benefit: peace of mind.

"Our clients rely on us to take on their legal worries," Carlson concludes. "That may be something they're currently dealing with or an issue they are trying to avoid down the road. It's our job to free them from that stress and to handle whatever the case requires so they can focus on operating their business, making money, and spending time with their families."

EMPLOYMENT LAW

- Wrongful Termination, Discrimination, & Wage-and-Hour Litigation
- Trade Secrets Litigation
- Sexual Harassment Prevention Training
- Unfair Competition
- Employment Counseling

HEALTHCARE LAW

- Hospital Regulations, Operations, & Risk Management
- Medical Staff
- Provider/Payer Litigation & Audits
- HIPAA, Stark and Fraud & Abuse Counseling
- Professional Employee & Business Contracts
- Licensing Board Actions



CARLSON & JAYAKUMAR

ATTORNEYS AT LAW