



## LATHROP & CLARK

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Lathrop & Clark LLP has been part of Madison and its environs for almost 100 years and is proud of its history as a leader in the community, and as a contributor to its growth and prosperity. As the law firm has grown with Madison, our practice has spanned the state and country and now runs the spectrum from real estate closings to complex patent litigation. Like Madison, we are small enough to know and serve your needs, yet sophisticated enough to provide world class representation.

While our practice may be as diverse as the communities that we call home, one unifying feature is an unerring commitment to excellence and sensitivity to the needs of our clients. We develop effective, creative legal solutions. At the same time, our firm culture emphasizes the highest degree of integrity and legal competence, with a healthy dose of common sense and practicality.

Our clients demand excellence, and at Lathrop & Clark LLP, that is exactly what our attorneys deliver. ■



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## PATENT, TRADEMARK AND COPYRIGHT GROUP

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The attorneys in the Patent/Trademark/Copyright (PTC) Group at Lathrop & Clark are committed to helping our clients protect their investments in new ideas, products and market identities. We recognize the value of patents, trademarks, copyrights and trade secrets, and work with clients to ensure their intellectual property is adequately protected.

Whether you are a manufacturer, researcher, inventor, engineer or designer, members of the group can assist you in protecting ideas, products and processes that bring value to your business.

With technical backgrounds in mechanical engineering, aerospace, food processing, packaging, and plastics, our patent attorneys represent clients in patent prosecution, enforcement and defense. We also provide counsel on the licensing and assignment of patents.

Our trademark attorneys work with clients to create exclusive rights to use and exclude others from using distinctive marks and designs for their goods and services, resulting in powerful brand equity. Diligent monitoring and vigilant enforcement ensures that nothing interferes with the goodwill created by a trademark, both in the U.S. and abroad.

Our attorneys assist clients in protecting domain names from cybersquatters and also devise methods of protecting valuable copyrighted works distributed on the Internet. Given the increased attention to privacy concerns, our attorneys stay abreast of current legislative developments.

Our PTC trial lawyers have extensive experience litigating a wide range of intellectual property cases, including patent, trademark, and copyright infringement actions, trade secret misappropriation and licensing disputes. Our experience includes jury and non-jury trials and appellate work in both federal and state courts, as well as alternative dispute resolution techniques, including mediation and arbitration.

Through creative and skillful counseling, the PTC Group helps clients address complex issues involving all types of intellectual property. Our education and experience have enabled us to successfully serve a wide range of businesses and industries, including manufacturing, software development, chemical industries, food processing, packaging, paper making, technology spin-offs, publishing, finance, insurance, advertising, art and design.

The PTC Group provides a multitude of opportunities to savvy inventors and businesses, helping our clients capitalize on those opportunities. ■





## LITIGATION GROUP

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The litigation attorneys at Lathrop & Clark have represented plaintiffs and defendants in a wide range of adversarial proceedings.

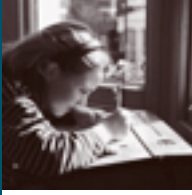
Our attorneys vigorously enforce rights and mount strong defenses throughout every stage of the process, from preliminary settlement negotiations to trials and appeals. We also represent clients in alternative dispute resolution proceedings, including mediation and arbitration.

Whether a multi-million dollar commercial case or one involving a personal injury, our litigation attorneys aggressively represent the interests of their clients. They pursue a resolution that is effective and consistent with the goals of the client.

Members of the Litigation Group are skilled at handling a wide range of issues, including matters involving business and commercial law, labor and employment, intellectual property, real estate, lender liability, foreclosure, bankruptcy, personal injury, product liability and civil rights. Our insurance defense attorneys handle a variety of lines including professional liability claims against attorneys, design professionals, officers, directors and school leaders, as well as commercial liability claims, casualty claims and general insurance defense. We also provide coverage opinions and litigate coverage disputes.

Not every dispute must be resolved at trial. But when litigation is unavoidable, our Litigation Group stands ready to ensure that the rights of our clients are protected. ■





## SCHOOL AND MUNICIPAL LAW GROUP

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Schools and municipalities have special legal needs. They are both employers and the providers of public services, requiring compliance with a multitude of laws, regulations, and public expectations.

The attorneys in the School and Municipal Law Group are skilled at guiding schools and municipalities through these legal complexities. Since 1960, our attorneys have served as legal counsel to the Wisconsin Association of School Boards (WASB). In addition, we prepare a monthly column, "Legal Comments," and a quarterly publication, "Legal Notes," for WASB members on new developments in the law.

We also serve as general counsel to public, private, parochial and charter school clients, offering assistance on issues involving school district elections, referenda, site acquisitions and other real estate matters, student rights and discipline, students with disabilities, school finance, policy updates, and Wisconsin's open meetings and public records laws.

Our school and municipal law attorneys provide cities, towns, and villages with advice and counsel on organizational matters, the powers and duties of public officials and bodies, the conduct of meetings, the adoption and enforcement of ordinances, issuance and administration of licenses and permits, real estate tax assessments, public finance, public contracts, ethics, open meeting compliance, and public records requests.

Our attorneys are experienced in handling matters that arise with schools and municipalities as employers, including collective bargaining, grievance arbitration, and related labor and employment issues. Cooperating with members of the Litigation Group, we litigate all types of matters before arbitrators, administrative agencies, and courts.

Schools and municipalities rely on us to ensure that they remain in compliance with the countless local, state, federal, and constitutional laws that govern public entities. In addition to providing effective counsel, our attorneys write for a number of public sector publications, offer seminars on relevant legal topics, and are often featured speakers at meetings of public sector groups.

In public sector law, the best defense is information. We make sure our clients are informed and prepared. ■





## LABOR AND EMPLOYMENT GROUP

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When it comes to labor and employment law, what you don't know can cost you. Every action taken and every word put to paper can have legal consequences. Actions of employees, as well as employers, are heavily scrutinized and subject to legal liability. In addition, employers must contend with the constantly expanding intricacies of state and federal law.

There are also significant differences in the laws governing public and private sector employers. In the public sector, for example, employees are often governed by a collective bargaining contract, but they also enjoy constitutional protections. On the other hand, in the private sector, the size of a company and the number of employees often determine the applicability of state and federal law. Our attorneys offer both public and private sector employers a comprehensive understanding of labor and employment law.

The assistance offered by the Labor and Employment Group includes the drafting and enforcement of employment contracts, personnel policies, internal complaint procedures, employee handbooks, and the creation of government contract compliance, employee assistance and employee benefit plans.

In addition, our attorneys provide representation to management on labor relations matters including collective bargaining negotiation and interest arbitration, contract administration and grievance arbitration, and prohibited and unfair labor practice claims. We assist clients with issues involving employee hiring, discipline, firing, family and medical leave, discrimination, disability, unemployment and worker's compensation claims, sexual harassment, workplace safety and violence, immigration law, and wage and hour laws. The breadth of our experience includes establishing fully compliant policies and procedures, forms and documentation.

To minimize the risk of employment litigation, our labor and employment attorneys often provide in-house training, seminars and counsel to managers, supervisors and human resources staff. When litigation cannot be avoided, our attorneys work with members of the Litigation Group to ensure that the interests of our employer clients are fully represented through all levels of appeal.

The rights of employees have grown significantly over the past century, and the struggle to comply with each and every regulation governing employee rights can be daunting. Our clients depend on us to ensure that their rights are protected, and that the risk of fines, penalties and litigation is effectively minimized. ■





## TRUST, PROBATE AND ELDER LAW GROUP

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Across the generations, the attorneys in Lathrop & Clark's Trust, Probate and Elder Law Group have provided estate and other planning during a client's lifetime, and administered those plans after the client's death.

During a client's lifetime, significant events, such as illness and disability, marriage, birth of children, and divorce, all trigger the need for planning. Our attorneys advise clients on the creation of Durable Powers of Attorney for financial purposes, and trusts for the management of an individual's assets under a wide range of circumstances. Our attorneys also prepare Health Care Powers of Attorney and related documents.

We are also experienced in planning for long-term care and establishing temporary and permanent guardianships, conservatorships, and protective placements. In addition, if assisted living becomes necessary, including nursing home care, we assist our clients in protecting assets and maximizing the benefits available from government programs, including Social Security, Medicare, and other medical assistance programs.

Marriage or remarriage also creates the need for planning, to ensure appropriate property arrangements and the continued support of both spouses. Wisconsin law affecting the income and property of a husband and wife is complex, and may not reflect the actual intent of the parties. Our trust and probate attorneys assist individuals in creating Marital Property Agreements and Pre-Nuptial Agreements to ensure that the wishes of both parties are carried out.

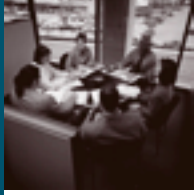
Planning for the transfer of property at the time of death, and minimizing death and income taxes, can be accomplished through the use of wills, trusts and other arrangements. Our attorneys are experienced in assisting our clients in the use of various documents and other arrangements governing the transfer of value at the time of death including the naming of beneficiaries on life insurance and retirement plans and the use of forms of ownership with rights of survivorship and payable on death arrangements.

Careful planning and execution is also required for the transfer of a family-owned business or other special assets for which long-term family ownership is desired. With skillful individualized planning, our attorneys assist our clients in achieving their estate and succession planning goals.

The death of an individual can create significant death and income tax complications and the members of the Trust, Probate and Elder Law Group are experienced in creating strategies for reducing or eliminating both death and income tax consequences resulting from death. Upon the death of a family member, our attorneys assist families with post-death administration, including probate and trust administration or termination.

Our clients depend on us to protect their assets during their lifetime. They also depend on us to ensure that their assets are disposed of according to their wishes upon incapacity or death. With skillful, individualized planning, we help them accomplish those goals. ■





## BUSINESS LAW GROUP

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Since 1905, the business and corporate attorneys at Lathrop & Clark have assisted a wide array of entrepreneurs and businesses with organizational, operational, contract, transaction, and compliance issues.

Our assistance to businesses begins at inception. We offer guidance on the choice of entity and the practical and legal implications of each choice. Throughout the life of a sole proprietorship, an S or C corporation, partnership or limited liability company or partnership, we provide counsel on regulatory compliance, leases, tax issues, contracts and related matters. In addition, we offer advice on the sale of goods and services, dealerships, franchising, confidentiality and non-compete agreements, unfair competition, antitrust issues, and buy and sell contracts.

In our practice, we work with small and family-owned businesses, corporations and business organizations of all sizes. The level of service we provide depends on the needs of the client. In some cases, business owners do not have in-house counsel and rely on us to provide all of their legal needs. In other cases, we work with in-house counsel to address those legal needs requiring skills or experience not available in-house.

We help all of our business clients achieve stability and growth. For example, when additional capital is needed, we offer advice on mergers, ESOPs, and other methods of financing. To ensure the continuation of family owned businesses, we work with business owners to develop and implement succession plans that are fair and equitable to all potential heirs, whether or not they are actively involved in the business. In addition, we assist business owners with “cashing out” of their business entities.

The purchase or sale of a business often gives rise to a host of new issues, including liability for and the resolution of pending claims and litigation, the continuation of employee benefits, compliance with existing employment contracts, tax consequences, the structuring of financing, and the ownership of intellectual property. We work with our clients to ensure that each of these issues is resolved to their benefit.

When a business entity has run its course, we provide assistance with dissolution and the legal issues that may arise, such as the settlement of all claims and debt, shareholder or member rights, and the distribution of assets.

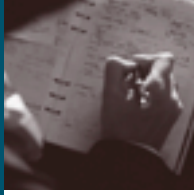
Members of the Business Law Group also counsel nonprofit entities on organizational and operational matters.

In addition, our attorneys represent financial institutions and borrowers in commercial and banking transactions, including secured transactions, and the documentation and collection of commercial loans and other financial obligations.

Due to the diversity of issues that often arise in business law, it is frequently necessary to draw on other resources available from Lathrop & Clark, including attorneys in our patent, trademark and copyright, real estate, labor and employment, tax and litigation groups.

We believe that the success of a business is closely related to the quality of its legal counsel. It is a source of great pride that we have provided our business clients with the advice and counsel necessary for them to grow and thrive. ■





## TAX GROUP

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Almost nothing is more confusing than taxes. Federal, state, and local taxes can add up to a significant amount of money for individuals and for businesses. The various tax laws, regulations, and rules are long and complex.

At Lathrop & Clark, our Tax Group offers a comprehensive understanding of personal and business tax obligations. They are experienced in tax planning for individuals, corporations, partnerships, and limited liability entities. Their tax practice includes income tax, gift and estate tax, real estate and personal property tax, employment taxes, and sales and use taxes. In addition to the preparation of various tax returns, the attorneys provide representation in response to governmental notices, audits, and litigation.

Our tax attorneys assist individuals and businesses in tax planning, including tax-free exchanges of real estate and business properties, estate planning, corporate sales and reorganizations, and business formations. Our attorneys also assist in the formation and administration of tax-free charitable entities and charitable gift planning.

Most personal and business decisions have tax consequences. Our Tax Group strives with you to develop strategies which will minimize taxes and further your personal and business goals. ■



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## REAL ESTATE GROUP

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Through the years, the real estate attorneys at Lathrop & Clark have represented clients in a wide range of circumstances involving the purchase, sale and development of real estate. Our real estate attorneys have been involved with some of the largest commercial, condominium and single-family developments in our service areas. Lathrop & Clark attorneys have sought and obtained all of the necessary zoning and subdivision approvals from administrative agencies and local municipalities for such developments.

At the same time, our attorneys offer the necessary personal service and assistance to individuals purchasing or selling their residence, vacation home or farm. For many people, the purchase of a residence or farm is the single most significant financial investment they will make. Lathrop & Clark's real estate attorneys assist you every step of the way. For example, our attorneys often draft offers to purchase, review the adequacy of warranties and representations, ensure that title is free and clear of all liens and other impediments, and provide representation at closing. Even when realtors assist in the sale or purchase of real estate, our clients appreciate that they have an advocate in their corner representing their legal rights and interests. Lathrop & Clark provides such advocacy to our clients every day.

Whether your real estate transaction is large or small, you will have confidence that the Real Estate Group has protected your interests at every turn. We know how to get the job done and we care about our clients. This is a tradition we have established and the tradition we will continue at Lathrop & Clark. ■



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## FAMILY LAW GROUP

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Parties to a divorce action must deal with issues involving legal custody and physical placement of minor children, child and family support and the division of marital property. Our attorneys ensure that our clients are aware of their rights. We believe that it is important to work closely with our clients to be certain that their rights are pursued and protected in a manner that suits the client and is appropriate under the circumstances. As an example, we see that clients receive an equitable share of the family's marital property. In some cases, that process requires the correct valuation and fair division of assets, discovery of a spouse's hidden assets, or prevention of improper disposal of marital property.

Legal custody and physical placement of minor children must also be determined during a divorce action. The resolution of these issues should reflect the ability of each party to provide necessary supervision for the children with the desire that both parents remain involved in their lives. Our attorneys are experienced in handling these issues, and are often appointed by the courts to represent the interests of children in divorce cases as guardians ad litem.

Child and family support issues can also become a matter of dispute during the dissolution of a marriage. A spouse may require financial support while securing employment, completing a degree or establishing a career. In addition, it may be necessary to make arrangements for child support in order to protect the interests of the minor children. All of these issues require the thoughtful and skillful representation which is provided by our Family Law attorneys.

The creation of, or addition to a family by the adoption of a child, may also require legal representation. The adoption of a child can occur under a number of circumstances, and each situation gives rise to a unique set of legal problems, some of which may not be resolved in a simple manner. Our attorneys are skilled at requiring that all appropriate steps are observed in the termination of parental rights and throughout the adoption process. ■

