



HARRANG LONG
GARY RUDNICK P.C.
ATTORNEYS AT LAW



Listen.Think.Solve.®

Founded in 1957, our law firm has offices in Portland, Eugene, and Salem, Oregon. We assist a wide variety of individuals, businesses, and organizations with legal advice, business transactions, litigation, appeals, administrative proceedings, and government relations. Whatever your legal needs, we provide high-quality counsel, leadership, and value-added, practical solutions.

Working with an attorney is more than just getting advice and counsel. It's about developing a close working relationship with someone who will take the time to get to know you, your organization, and your needs and who will help you make the right, informed decisions.

The right attorney will work cooperatively and collaboratively with you. And, the right firm offers you attorneys with the breadth and expertise to meet your challenges, no matter what the issue.

We **listen** to our clients, **think** through the various challenges as a team, and have the ability to **solve** complex problems through a variety of approaches. Ultimately, this means you can be confident you are being well represented.

BUSINESS & CORPORATE LAW



John Witherspoon, Bob Steringer, Kate Grado, Randy Duncan, Josh Stump, and John Rake

When you run a closely-held business, you want legal advice and counsel that is trusted, responsive, and cost-effective. That's why we bring together comprehensive and fully-integrated legal services with the practice and specialty areas **closely-held business** professionals want and need, all in one firm. And, when disputes arise, we have skilled negotiators and trial attorneys to assist you.

We can help you navigate all of your opportunities and challenges. And, through our affiliation with the State Capital Group, we offer you that same trusted service throughout the nation and even internationally.

Our goal is to help businesses and corporations prosper with a wide range of legal services, including:

- Business formation
- Business contracts and commercial transactions
- General counsel services for closely-held businesses
- Licensing and permitting
- Business acquisitions, mergers, sales, reorganizations, restructuring, buy-sell agreements, valuations, loans, leases, and corporate takeovers
- Shareholder rights and remedies and other equity ownership agreements and business owner dispute resolution
- Financial transactions including private placements and creditor's rights

- Lobbying and legislative affairs
- Real estate transactions and development including commercial leases, purchases and investments, transportation, environmental regulation and compliance, and public/private partnerships
- Construction contracts, liens, and disputes
- Intellectual property including copyright and trademarks
- Insurance coverage and advice
- Labor and employment for management
- Tax planning
- Succession planning and wealth preservation
- Wills and estate planning
- Dispute resolution including negotiation, mediation and arbitration, and business and commercial litigation

Business Entity Formation

Shareholder or Owner Agreements

Mergers & Acquisitions

Labor & Employment for Management

General Counsel

Intellectual Property

Estate & Tax Planning

CLOSELY-HELD BUSINESS TEAM

Randy Duncan, Chair

Brett Applegate
Vaden Francisco
Marjorie Elken
Kate Grado
Shari Lane
Rick Larson
Lee Lashway
John C. Rake
Bob Steringer
Josh Stump
John Witherspoon
Jason Yarashes

Outside General Counsel

Sometimes you need a regular sounding board for the business issues that have legal consequences. We serve many closely-held businesses in this capacity and we do so successfully by becoming a part of your team so we truly understand your values, mission, and goals as we offer advice and guidance.

Mergers & Acquisitions

Whether you are growing your business or selling it to launch your next adventure, we can help you navigate these often complex waters. We can help you bring multiple entities together or help you exit a business position with your goals and vision for the future as a guide.

Contact: Randy Duncan

Shareholder & Chair, Business Group
randall.duncan@harrang.com

Randy is rated AV® Preeminent™ and has been practicing business law since 1983.

Randy Duncan



Licensed in OR, WA, and CA

Real Estate

We're experienced in all types of transactions, including tax-deferred property exchanges, leasing, commercial lending, ADA issues, and the buying and selling of real estate. We also have experience in land use, environmental clean-up, and transportation matters, meaning you'll have the counsel you need should those allied issues arise.

Business Entity Formation

Deciding how to set up your business can be a daunting process. We can help you understand the implications of the various options, and compose the appropriate documents to ensure that your personal assets are protected, your governance model is supported, and your customers or clients have confidence in your organization.

Contact: John Witherspoon

Shareholder
john.witherspoon@harrang.com

John is a graduate of Harvard University and the University of Washington School of Law and has been practicing business law since 2006.

John Witherspoon



Licensed in OR and WA

Labor & Employment

We provide creative, strategic legal counsel – targeted to your mission and business environment – to ensure the most proficient use of human resources, prevent disruptions, and to help identify and address issues before they become costly lawsuits.

We can assist you with: daily employment advice; employment contracts; wage and hour, leave, and reinstatement issues; disability and workers' compensation; discrimination and harassment; workplace policy development; employee training; employer defense against claims before BOLI, EEOC, Department of Labor, ERB, and other state and federal agencies and courts; and management-side labor relations and negotiations.

Contact: Shari Lane

Vice-Chair, L&E Group
shari.lane@harrang.com

Shari has been providing practical and down-to-earth labor and employment guidance since 2002.

Shari Lane



Licensed in OR and WA

Intellectual Property

The protection of products or inventions is one of the most important measures that a business can take. We help inventors, authors, business owners, government entities, engineers, architects, scientists, and artists ensure that their intellectual property is secure.

Over the years, we've counseled clients in a wide variety of fields, including environmental sciences, architecture and engineering, food processing, biotechnology, nutritional products, engineering, internet (ISP's), retail services and branding, defense, agriculture and plant nurseries, graphic arts, healthcare, and software development. Whether you have a new brainstorm or need to guard an existing creation, we can help protect you.

Contact: John Rake

john.rake@harrang.com

John's passion is helping start-ups and entrepreneurs protect their trademarks and intellectual property.

John Rake



Licensed in OR

Commercial Litigation

We have extensive experience in state and federal courts and are highly regarded by peers, business owners, as well as judges and boards. We also have a deep understanding of a wide spectrum of issues, such as corporate law, business finance, accounting, and valuation.

Creditors' Rights, Workouts & Bankruptcy

We generally represent creditors in bankruptcy litigation or in structuring settlements, but we also assist our established business and individual clients with their debt strategies and workouts on the rare occasion they need help. Specifically, we advise and represent clients on workout negotiations, default and foreclosure, and bankruptcy actions in state courts and regulatory proceedings related to Chapters 7, 11, 12, and 13 of the U.S. Bankruptcy Code.

Contact: Marjorie Elken
marjorie.elken@harrang.com

Marjorie is an accomplished litigator and bankruptcy attorney, in practice since 2007.

Margie Elken

Tax & Estate Planning

We create innovative and effective estate plans that preserve your wealth, during your lifetime and for future generations. Because we also specialize in tax and business law, we look at the whole picture.

Whether your focus is personal property, real estate, or succession planning for your business, we work with you to determine your objectives during your lifetime as well as the disposition of your estate. We can also guide you through delicate matters, like making provisions for medical decisions, continuing control of finances in the case of incapacity, and other non-tax personal objectives.

Contact: Rick Larson
richard.larson@harrang.com

Rick has an L.L.M. and has been a business and estate planning attorney for over 30 years.

Rick Larson



Licensed in OR and WA

Licensed in OR

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(O) Of Counsel
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^ = rated AV® Preeminent™
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