



CASE STUDY

REAL BUSINESSES, REAL LEGAL SAVINGS

Learn How HR Pro Clients Cut Legal Costs
While Protecting Their Business

Upnetic Legal provides HR Pro clients with access to top-tier legal expertise at significantly reduced rates, helping them mitigate risk, reduce costs, and resolve issues efficiently. Below are real examples demonstrating the financial and operational value of our legal program.

CASE STUDY #1

Handbook Review—Significant Cost Savings on Legal Compliance

Standard
market cost
\$14,000

Legal club
discounted cost
\$8,400

Savings:
\$5,600
(40% reduction
in legal expenses)

Overview

A member needed a full legal review of its 150-page employee handbook to ensure compliance with federal and state employment laws. Typically, this type of legal service requires around 15-25 hours of attorney time, at an average rate of \$700* per hour—bringing the market cost to approximately \$14,000.

Through Upnetic Legal, the company received a complimentary review of the first 10 pages. The remaining pages were reviewed at a deeply discounted hourly rate of \$420, totaling \$8,400.

Outcome

By utilizing the member discount, the business saved \$5,600** compared to standard market rates—without sacrificing quality. The review helped the company identify outdated policies, ensure regulatory compliance, and reduce legal risk.

*Hourly rates vary and are typically higher in jurisdictions like CA & NY

**Hourly rates and savings vary based on legal matter and location

Key Takeaway

By making high-quality legal services affordable and accessible, we empower businesses to proactively review and improve critical documents without financial strain, helping them avoid costly compliance missteps.



CASE STUDY #2:

Employee Pay Dispute—Avoiding Escalation & Legal Action

Standard
Market Cost
\$6,000+

Legal Club
Discounted Cost
\$8,400

Potential Cost If Lawsuit
Proceeded:
**\$22,500-
\$67,500+**
in legal fees, court costs, and
operational disruptions

Overview

A member faced a pay dispute from a current employee who threatened to file a labor complaint and retain legal representation. The employer sought guidance through our free consultation with an attorney.

Outcome

The attorney reviewed the case and confirmed the employer would likely be held liable if a lawsuit were filed. The employer chose to settle the dispute directly, following step-by-step guidance from their attorney—avoiding costly litigation and preserving the company's reputation by keeping the resolution private.

Had the dispute escalated to litigation, senior attorneys (billing at a discounted rate of \$450 per hour) estimate that resolving the matter would typically require 30 to 50 hours, costing between \$13,500 and \$22,500. In more complex cases, particularly those involving larger companies (100+ employees) or prolonged litigation with multiple motions, billable hours can increase to 90 to 150+ hours, potentially exceeding \$67,500.

By addressing the dispute early, the member avoided these significant costs and operational disruptions.

Key Takeaway

With early legal intervention, the member resolved the dispute before it escalated into a costly lawsuit, saving tens of thousands of dollars in legal fees and preserving their company's reputation. Proactive legal support not only saves money but also minimizes business risks.



CASE STUDY #3:

Wrongful Termination Dispute—Successful Pre-Court Settlement

Standard
Market Cost
\$5,000+

Legal Club
Discounted Cost
**\$2,500-
\$3,000**

Potential Cost If Case
Went to Court:
\$25,000

Overview

After being accused of wrongful termination by a former employee, a company turned to Upnetic Legal for guidance. Upon legal review, the attorney determined that the case would likely favor the employee—meaning a court dispute could be both costly and time-consuming.

Outcome

The attorney negotiated a pre-court settlement, preventing excessive legal fees and a prolonged case, the employer saved thousands by avoiding formal litigation, and the resolution allowed the business to move forward without legal uncertainty.

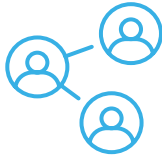
Key Takeaway

With quick legal action, the employer avoided a costly court battle, protecting both finances and business stability. Legal guidance ensures businesses handle disputes efficiently and cost-effectively.



THE BIGGER PICTURE

Why Our Legal Services Matter



ACCESS TO EXPERT LEGAL ADVICE

Businesses have access to a network of boutique firms and large-scale, nationally recognized law firms, ensuring they receive the right level of expertise for their unique legal matters.



RISK REDUCTION & BUSINESS PROTECTION

Proactive legal strategies help prevent lawsuits and costly litigation.



SIGNIFICANT COST SAVINGS

Members save thousands in legal fees compared to standard market rates.

By providing these legal services at a fraction of standard rates, our partners help businesses navigate complex legal challenges without breaking the bank—offering tangible value that directly impacts their bottom line.

