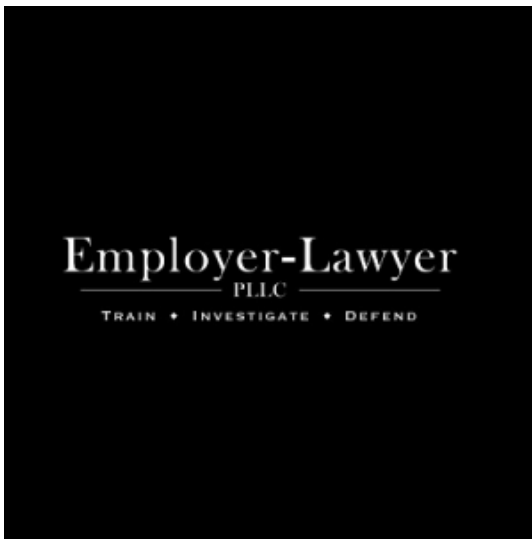


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Before starting Employer-Lawyer, PLLC, Mr. Phillips was a Senior Attorney with Littler Mendelson, P.C., the largest employment law firm in the world. Working

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