

The S E S C O management consultants

Report

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Your "Human" Resource Since 1945

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SESCO Celebrates Its 80th Anniversary!

SESCO Management Consultants sends our sincere thanks and appreciation to those thousands of current and past clients that we have been able to serve! As without our valued clients and their subsequent referrals, SESCO would not be celebrating this significant milestone. We have been truly blessed over these 80 years and through the hard work and dedication of our valued staff, we continue to grow and serve clients throughout all 50 states.

SESCO Management Consultants is proud to be the oldest labor and employment law consulting firm in America today. Founded in 1945 by J.W.R. Lawson, Sr., SESCO became the first such consulting firm. "Uncle" Joe Lawson paved the way for the labor, employment law and human resource consulting profession by winning a landmark case in the state of Tennessee brought by a local law firm. This massive "win" laid the groundwork for our historic service to business and industry, large and small, throughout the United States.

Throughout our history, we have served the likes of Harrah's Casino, Coca-Cola, Pepsi-Cola, John Deere Corporation, Hitachi, Budweiser, Coors/Miller Light, Hershey's, Sumitomo, Target, Boeing, American Airlines and many, many other prominent corporations. In addition to these well known corporations, we are very proud of those relationships with small and medium sized family-owned and operated businesses throughout the country in various industries and professions. We have developed close, personal relationships with most of these clients over the years and, frankly, the relationships that we have built over these 80 years is what's most important to our professional firm.

We are very proud of being retained and promoted by many national and state business and trade associations of which there are too many to list; but, include:

- **National Funeral Directors Association** representing over 10,000 funeral homes
- **The Technology and Manufacturing Association** representing hundreds of small to mid-size manufacturers
- **American Subcontractors Association** serving thousands of subcontractors, specialty trade contractors and suppliers to government



- **Independent Hardee's Franchise Association** representing all franchisees in the Hardee's system

Click [here](#) to view all of our retained associations and services provided to members.

In addition to winning many landmark labor cases, SESCO is proud to have the largest union decertification on record.

Now into our third generation of Lawsons, which have included J.W.R. Lawson, Sr., Dr. J.W.R. Lawson, II and Andrea Lawson Ford, we are poised to move our professional firm and services into the next generation. As our valued clients know, our core services and systems continue to be:

- Union awareness, union avoidance and contract negotiation
- Policies and procedures/employee handbooks
- Compensation administration and developing affordable and competitive plans

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80TH ANNIVERSARY

- Leadership development and training
- Family business consulting to include conflict resolution and succession planning
- Ensuring federal and state employment law compliance including the Fair Labor Standards Act, FMLA, EEOC and all other applicable federal and state employment regulations
- Representing employers before the Department of Labor Wage-Hour Division and Equal Employment Opportunity Commission
- Employee satisfaction surveys with an emphasis on developing, implementing, and overseeing follow-up action plans and employee communications
- Screening and hiring of key leadership staff and human resource professionals
- Providing day-to-day telephone, email and research assistance to our retainer clients through our certified consultants and attorneys
- Authors of a number of human resource and labor relations publications, personnel forms and how to systems

Happy 80th Anniversary to SESCO Management Consultants and, again, thank you to those thousands of clients that we have been honored to serve.

Click [here](#) to read "The Story" of SESCO.

Employers Must Conduct Annual Employment and Labor Law Audits

In today's business environment, employers, regardless of industry or size, should not ignore potential risks associated with federal and state employment regulations.

Employees, whether disgruntled or not or currently employed or separated, have significant information available via the internet and AI within a matter of seconds. Further, back wage assessments, fines and lawsuits are at an all time high. As such, employers cannot ignore complying with laws and regulations. Employers simply cannot afford non-compliance from a monetary standpoint but also, maybe even more importantly, the "stain" it may leave on your good name and reputation, your culture and valued customers.

Utilizing a firm such as SESCO who has the significant experience and know how in conducting an audit and in ensuring compliance is extremely inexpensive. SESCO's retainer clients (monthly service agreement) receive an annual audit at no additional charge. This audit includes:

- All federal and state laws that apply to the client based on number of employees, state specific regulations and industry/professional regulations.
- Age Discrimination Employment Act
- Family and Medical Leave Act
- Fair Labor Standards Act
- Title VII of the Civil Rights Act
- Immigration and Reform
- Department of Transportation
- And many others

SESCO also conducts a review to not only ensure compliance to federal and state employment regulations but also to ensure that your systems and practices are effective not only in managing your employees on a day-to-day basis but also should you have to defend any employment actions to alleged wrong doing through a federal

See "AUDITS," page 3

SESCO Client Feedback

"Okay, talked with our lawyer, he doesn't do employment law and has no recommendations. Just told me to Google it. Thank you, SESCO, for helping me so fast." ~ Amanda Davis, Executive Director - Open Door Service Center, Inc. - Sedalia, MO

"I wanted to thank you for taking the time and making the effort to come to Richmond for the VNPP Conference. I heard several comments after you spoke that reinforced the importance of your message about "Wage & Hour" issues and the importance of diligently following the rules! Our association with SESCO has continued to be important - and we appreciate your support for our members." ~ Jennifer G. Fidura, Executive Director - Virginia Network of Private Providers, Inc. - Richmond, VA

"Good morning, Bill! Thank you for a great session at the VNPP Conference!" ~ Gail Dutchess, Executive Director - Capriccio Elite, LLC - Galax, VA

AUDITS

or state agency or a plaintiff's attorney. These systems include:

- Ensuring your employee handbook is not only compliant but effective and contains the necessary policies and procedures to support employment actions.
- Personnel forms from the application form through termination forms.
- Current personnel files to assess effective documentation or inappropriate documentation.
- Compensation practices to include effective compensation realities such as internal equity, external equity and affordability.
- Job descriptions to ensure compliance with the ADA as well as ensure they are an effective management tool in articulating essential functions as well as holding staff accountable.
- Ensuring current and compliant federal and state posters are properly displayed.
- Assessing if required and/or suggested training is being provided to include anti-harassment, safety and other applicable training and education.
- Personnel files of separated/terminated employees to assess the documentation contained to ensure that it is effective and prepared in such a way that should there be alleged wrong doing the documentation will support and defend actions.
- Auditing confidential medical files.
- Ensuring that all required as well as suggested forms and documentation are being maintained.

SESCO's team of certified consultants and attorneys will provide a thorough written report that will contain very specific recommendations where there are compliance issues and/or recommendations to improve human resource systems and practices. With SESO's extensive history of conducting audits and consulting with clients, SESO will provide the necessary forms, policies and other systems and practices to address your needs.

All current clients and non-clients should contact SESO to schedule this audit and be prepared for 2026 and beyond.

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SESCO Client Highlight: International Cooperating Ministries (ICM)

We can think of no more important client to highlight during this Christmas and Holiday Season other than our valued client, International Cooperating Ministries! In 1986, Dois Rosser, Jr., couldn't stop thinking about one thing: how to bring the most transformative Bible teaching he'd ever encountered to pastors worldwide. He launched International Cooperating Ministries to get this Bible study into the hands of indigenous pastors by partnering with church leaders in India translating Dick Woodward's teachings into Hindi.

He then discovered a critical roadblock hindering the discipleship of Christians in other countries. Without a permanent church building, congregations lacked legitimacy, particularly in hostile cultures. Christians had no place to worship legally or safely.

Mr. Rosser learned he could empower congregations to build their own buildings for very little cost and as such, expanded ICM's vision and set out to put a church within walking distance of everyone in the world!

For more than 35 years, ICM has been partnering with indigenous ministries, equipping them with a permanent structure and Bible study materials made just for them.

And this changes everything. With these two vital resources, believers are transformed into local evangelists, and multiplying churches are planted in some of the world's least-reached mission fields.

If you would like to support the development of healthy churches and begin transforming nations through the Gospel, give today at www.icm.org/give/.



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RETURN SERVICE REQUESTED



**The SESCO Staff
wishes all our
valued clients a
Merry Christmas and
Happy New Year!**

During this season of gratitude and joy, we extend heartfelt thanks to our valued clients like you. Your support and loyalty mean the world to us. You have been the driving force behind everything we do, and we are incredibly grateful to have had the opportunity to work with you this year.

SESCO's Ten Commandments of Client Relations

"Our Business is People"

- **Clients** are the most important people in our profession.
- **Clients** are not dependent upon us -- we are dependent upon them.
- **Clients** are not an interruption of work -- they are the purpose of it.
- **Clients** do us a favor when they call -- we are not doing them a favor by serving them.
- **Clients** are the most vital part of our business -- and they should be treated accordingly.
- **Clients** are not a statistic -- they are people like us with feelings and emotions.
- **Clients** are people -- do not argue or debate with them.
- **Clients** are the ones who bring us their needs -- it is our responsibility to professionally fill these needs.
- **Clients** are deserving of the most courteous and attentive treatment we can give them.
- **Clients** are the lifeblood of this business -- they provide our jobs!