

The background of the entire page is a photograph of a city skyline at dusk, viewed from a bridge. The bridge's white and yellow cables are visible on the left, and its ornate metal railing is in the foreground. The city skyline features several illuminated skyscrapers, with the most prominent one having two spires. The lights from the buildings and streets are reflected in a body of water in the foreground. The sky is a deep blue. The logo 'ksm' is positioned in the upper right corner, enclosed in a square frame.

ksm

Klein Solomon Mills^{PLLC}
ATTORNEYS AT LAW

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About Us



***Celebrating
11 Years***

After eleven successful years of providing first-rate work for clients across the country, Klein Solomon Mills, PLLC, proves that **a team of outstanding individuals aligned in putting clients' needs first can provide better service and better results.**

Founded in 2012, KSM serves businesses, governmental entities, non-profit organizations, and individuals in three major areas - litigation and pre-litigation counseling, corporate and contract, and government relations and compliance. Our size makes us nimble; our experience makes us effective; and our passion makes us the problem-solvers our clients want and need. We serve clients at performance levels rivaling any sized firm, with tangible benefits such as flexible-fee arrangements, innovative technologies, and a personal touch. Whether you are facing business litigation or need to take your organization to the next level, KSM is equipped to help you meet your goals.

Core Values



CLIENT'S NEEDS COME FIRST

If the client needs something, we will be there. If the client needs it by tomorrow morning, we will get it done. This value also drives delegation – assignments are based on who is best suited to handle a particular task; assignments are not based on title, or seniority, or who will get “credit.” Everything flows from what is best for the client.

WE SOLVE PROBLEMS

At the most basic level, we are problem solvers. We understand that our clients come to us for help, often with difficult situations. They need guidance and thoughtful action. Our job is to listen to the client’s objectives, collaborate with them, and work toward the best solution.

RELATIONSHIPS MATTER

The foundation of effective legal representation is trust. And trust grows from relationships. Moreover, we truly care about the people we work with and for. Both internally and externally, the team is important. Our clients’ problems are our problems, and we treat them as such.

WE ARE EASY TO WORK WITH

Lawsuits, employment issues, and negotiating contracts are difficult. Part of our focus is making difficult experiences less difficult. This starts with simple things like returning phone calls and emails in a timely manner, but it extends to walking alongside our clients when things are tough. We are flexible, and we find solutions.

WE DO FIRST-RATE WORK

This item is listed fifth, but it is the cornerstone of what we do. KSM is a group of high-caliber attorneys with big-firm credentials and experience, who have elected to come together with a set of aligned values for how we want to serve our clients and work together. We recognize, however, that we are measured by performance, not potential. So every day, we strive to produce first-rate work.

EVERYONE MAKES THE COPIES

In a small firm, there are times when we literally must make our own copies. But this value means more than that – it means unselfishly doing whatever it takes to put our best foot forward. A great example is provided in Netflix’s Culture Manual, which explains:

There are companies where people walk by trash on the floor in the office, waiting for someone else to pick it up, and there are companies where people lean down to pick up the trash they see, as they would at home. We try hard to be the latter, a company where everyone feels a sense of responsibility to do the right thing to help the company at every juncture. Picking up the trash is the metaphor for taking care of problems, small and large, as you see them, and never thinking “that’s not my job.”

EVERY DAY IS AN OPPORTUNITY TO GET BETTER

As a firm and as individuals, we strive to improve. This value is a reminder that every day is an opportunity to learn something, to grow, and we should never be content with the status quo.

Our Services

Klein Solomon Mills, PLLC is a team of experienced lawyers who have come together to provide high-quality legal services at reasonable rates with a client-centered approach. Our team is ready to assist you in the following practice areas:



Litigation & Pre-Litigation Counseling

In an age when hiring a lawyer who has tried a lot of cases is nearly impossible, Klein Solomon Mills' litigation team is a rare find. Our members have tried dozens of civil cases in state and federal court, including trying a federal class-action lawsuit and handling a separate class-action appeal. With extensive experience in Tennessee's state and federal trial courts, the Tennessee Court of Appeals, Tennessee Supreme Court, and Sixth Circuit Court of Appeals, we are a high-performing litigation firm with hands-on experience in both written and oral advocacy.

Types of Matters

- Labor & Employment Disputes
- Commercial Litigation
- Premises Liability
- FLSA & ERISA Defense
- Civil Rights/Constitutional Law
- Pre-litigation & Employment Counseling

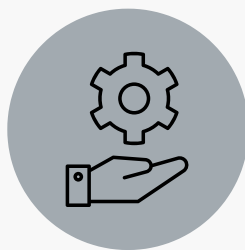


Corporate & Contracts

Klein Solomon Mills attorneys have significant experience counseling clients regarding corporate and contract matters. We routinely assist clients with business formation, restructuring and investing in private placements and small businesses. We also have extensive experience drafting and negotiating contracts on behalf of our clients with their customers, vendors, and other business partners.

Types of Matters

- Business Formation
- Contract Negotiations
- Ownership Agreements
- Mergers & Acquisitions
- Structuring Joint Ventures
- Contract Forms & Templates
- Equity Purchase & Buy-Sale Agreements
- Software License & Subscription Agreements



Government & Compliance

Whether it is conducting internal investigations, serving as outside counsel for elected and appointed officials, drafting and reviewing policy documents, analyzing compliance documents and practices, or representing businesses doing business with local government, KSM attorneys are ready to help your business, government, or organization. Our team has successfully worked with entities large and small to manage and prevent crises, open seemingly locked doors for businesses, and attain compliance.

Types of Matters

- Procurement & Bid Disputes
- Ethics Complaints
- Internal Investigations
- Civil Service rules
- Land Use & Zoning
- Software Contracts
- Outside Counsel Services
- Board Policy Review & Support



Our Successes



At KSM, we know our success is your success. As problem-solvers who put clients' needs first, our interests are aligned and we celebrate success, together.

Recent Victories

- Obtained dismissal of nationwide collective action in an FLSA case.
- Won appeals in the U.S. Court of Appeals for the Sixth Circuit and in the Tennessee Court of Appeals, both upholding successful motions to dismiss.
- Secured a temporary and later permanent injunction in a noncompete / trade secrets case.
- Obtained summary judgment and fee award of over \$80,000 in a breach of contract / noncompete case.
- Obtained complete defense victory and \$60,000 fee award in a defamation / police practices case.
- Secured over \$100,000 in compensatory and punitive damages for intentional torts and statutory violation after week-long jury trial.
- Obtained summary judgment in negligence case against a major tire manufacturer.
- Secured favorable settlements in Title VII, ERISA, breach of contract, and property damages cases.
- Negotiated card acceptance agreements with major national retail chains on behalf of two clients in the payment services industry.
- Negotiated customer agreements on behalf of a healthcare intelligence software client with multiple regional healthcare organizations.
- Negotiated a \$7,000,000 Series A Preferred Stock investment by a private equity firm client.
- Negotiated agreement to distribute medical products in the United States sourced from an overseas manufacturer.

Testimonials

I have both personal and professional respect for Saul. He brought a unique combination of legal and business expertise to the city, and we were fortunate to have him as our legal director.

Karl Dean, Former Mayor
Metropolitan Government of
Nashville & Davidson County

Kevin engineered a tactically superb and tireless defense of the Nashville school system in one of the most significant lawsuits in our city's history. As chairman of the Metro Nashville Board of Education, I witnessed Kevin's mastery of complex subjects and his coolness under sustained pressure, both of which proved critical in winning the legal battle.

David Fox
Titan Advisors LLC



Michael provides first class legal services for his clients. He is responsive to his clients' business demands and extremely efficient in handling assignments. He takes great care to ensure that his clients' interests and sensitivities are protected in each negotiation.

Scott J. Bojczuk, Retired
Chief Administrative Officer & General Counsel
Advance Financial

Our Team



Kevin Klein
Founding Member



Saul Solomon
Member



Michael Mills
Member



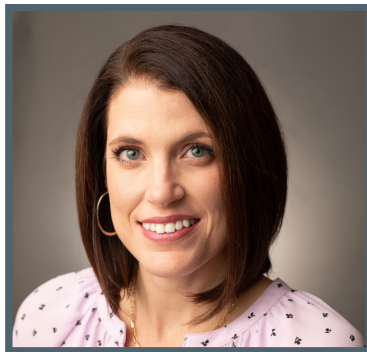
Rita Roberts-Turner
Member



Callie Jennings
Associate



JP Horton
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Erin Pigg
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