

EPISODE 2

[00:00:00.0] AWB: You are listening to the Legal Road Map Podcast episode two. Today we're talking about contracts. All the different things you need to know about contracts for your creative business, what kinds of contracts should you have in place and what should they include?

I think contracts are the most important thing that businesses need to take care of legally. It's one of the first things that I always talk about my clients, so I am excited to talk about all of these things with you today.

[INTRODUCTION]

Welcome to the Legal Road Map Podcast with lawyer, Autumn Witt Boyd. She's bringing creative entrepreneurs the copyright, trademark, and business info you need. Learn how to navigate legal issues for your business and protect your rights so you can confidently build your dream business.

[EPISODE]

[00:00:53.1] AWB: Hi everybody. Lawyer Autumn Witt Boyd here. If this is your first time listening, thanks for joining us, I'm so glad you're here. In this first season of my podcast, we're going to go through 12 episodes that take you through all of the different legal issues that you should either take care of or think about for your creative business to get all of your legal ducks in a row.

Please check out the show notes for this episode and for every episode on my website. They're at awbfirm.com/podcast and then the episode number. So for this one, awbfirm.com/podcast2. At that link you can find a transcript of every episode. They'll have links to everything that I talk about, and also an outline of everything I went through, and a super helpful download of either a worksheet or a checklist. Something that you can use with your business to take action on whatever I've talked about in that episode. So let's dive into contracts.

First off, I'll give my standard disclaimer. Everything that I am talking about today is just meant to be information. It's food for thought, it's not legal advice. I am a lawyer, I'm licensed in Tennessee, but I'm not your lawyer unless you hire me to do one on one work with you. Everything that I'm talking about today is going to be based on US law, but contracts are one area where the state laws are a little different on some issues. So if you've got a really specific question, this is a great area where you really need to find a local lawyer who can do the research and make that you are sending your contracts up the right way for your state.

So let's dive into contracts. I think contracts are the most important legal protection for a small business, especially for a creative business. I see most of the creative entrepreneurs that I work with are service professionals so they're providing a service working with clients one on one and a contract is how you put in writing how you're going to work together. It's how you make sure that you are protected in case something goes wrong, it's how you make sure you're paid. It just is so important to how you're doing business every single day.

So whenever I work with a new client, that's always the first thing I ask about is "what contracts do you have in place?" and I try and identify any holes that they may have of what contracts they're missing. You should really have a good contract in place from the day you open your business because it is going to be the way that you do things the right way from day one.

Just a little background. So a contract, all contracts is an agreement between two people. Usually there is an exchange of money for something else in the kind of contracts that we're talking about with your business. They can be set up in different ways, but most of the contracts are going to be an exchange of money or services for something else.

What a lot of people don't know is that a verbal agreement, so let's say you don't ever put anything in writing but you just talk with somebody and you agree, "Yeah, I'll do XYZ for you and you pay me a \$100," that is a binding contract, most of the time. The problem in that scenario is that you don't have anything in writing to refer back to if there's a disagreement later.

So then it becomes he said she said and if you get sued, everyone's memory is always going to be different. You are probably going to be in disagreement about what you actually agreed you

were going to do on the front end. So the best practice is to always put it writing even if it's just on a note, a piece of notebook paper and you both sign it.

Here are some examples that I want to go through if you have a verbal agreement where it must be in writing. So not every contract has to be in writing but some do, if you want to be able to sue over them later, that's when all of these start to matter. So in Tennessee, I looked up the law in this, so this is just an example, most laws in other states are similar but they might not be exactly the same.

So in Tennessee you have to have a contract in writing if you're selling something, a product or what they call "goods", a tangible item. If you're selling something that costs more than \$500 it has to be a contract in writing. If you're selling land or if you have a lease on land that's longer than one year, it has to be in writing.

If you have any contract that is going to require more than one year for you to fulfill all of the obligations, so it's going to take you longer than a year to do everything in a contract then it has to be in writing. And then a contract where you're agreeing to loan money or extend credit terms, those have to be in writing as well. So you can see a lot of these contracts are not something that creative businesses are going to deal with every day, but I just like to add that as a little bit of background that there are certain scenarios where you're state is going to require that you have something in writing.

Now what a lot of people don't know is that a writing doesn't have to be something signed by two people. That's obviously the best evidence but you want to think about, "If I had to sue someone and I have to go in front of a judge and show the judge and prove that I had a contract with Mr. Smith to do XYZ, how am I going to prove that?" The best way to prove that is to show that you both read through a document and you signed your name at the last page saying that you agree to everything in that document.

That's great evidence, if you are thinking like a lawyer. But it can be as simple as an email exchange back and forth as long as it's clear in your emails what you're both agreeing to and it's not a bunch of, "Well, I'll do this," and then someone says, "Well, how about you don't do that

but you do this instead.” You know, email strings can be confusing but if it’s clear an email can be great evidence of what you agreed to.

So it doesn’t have to be in writing and signed. That’s the best practice, but you still would have an agreement even if it’s just in an email or even if you’ve just said it verbally but like we said, that is not going to be great because it’s hard to prove that later on. So my number one tip for contracts is put it into writing.

Obviously I think everyone should hire an attorney to make sure that their contract is really solid and protects you in all the ways that you need to be protected, protects your business. But I totally understand that not everybody can hire an attorney for every contract but I want you to at least put your contracts in writing. So an email is okay, a simple Word document or something on a piece of paper that you both signed that’s going to be much better.

So let’s go through some of the contracts that you might need for your creative business and some of these are going to be different depending on what kind of business that you have. So I’ll go through some different scenarios, but I’m talking mostly about creative business owners here so bloggers, coaches, online business owners, graphic and web designers, even people who are selling products you might need some of these contracts if you’re in a product-based business.

So the first one that I usually see for a new business owner is going to be a client or customer agreement. These are so important because that is usually how you’re making money. When you’re first starting out as a creative entrepreneur, you are providing services to clients or you’re providing deliverables. Let’s say you’re a website designer, so you’re providing a website, that’s your deliverable. Or you’re a graphic designer, maybe you are doing wedding invitations, so the wedding invitation is your deliverable.

It’s so important that you have the key terms in your contracts to make sure that both sides know what they’re getting, what they’re paying and how the relationship is going to work and in a few minutes, I’ll go through what you should include in the contracts. I’m just going to go through right now some different contracts you might think about needing in your business.

The next kind of business you might need is if you're hiring someone to do work for you. So if you're hiring a vendor, maybe they are producing your goods. If you're selling, let's say you're a jewelry maker and you hire someone to actually produce the jewelry for you. You want to make sure you really have a strong contract with that vendor so you know exactly what you're getting, you know what the terms are. You know when you're going to get it, you know what happens if you're not happy with what you got, all of that should be spelled out in your contracts with your vendors.

Next, think about if you are partnering up with someone. It doesn't have to be a full partnership, it can be something where you're doing maybe a joint project together and so, you need to put into words how you're going to split any income from that project and who owns what. Can you use it on your own or can you only use it as part of the partnership? What if your business wants to create something separate that's going to compete with the thing that you've done together? You just want to think about all of those things in the front end and put those into writing so that there's no disagreements later.

If you are kind of a startup company where you're wanting to grow quickly and you can't provide all of the money you need for your business on your own and you're taking investments, you definitely want to get an agreement with any investors in your business, especially if they think they're going to have ownership of a piece of your business at some point. Those are really crucial, even if it's just in those early days of your business where you are having friends or family who are investing money in your business or if you're borrowing money that you are going to pay back later.

Those are really important to get in writing so that if you are the next Uber or the next hugely profitable successful company and all of a sudden people are crawling out of the woodwork wanting a piece of your business that you've got it writing what their piece is or whether they don't get a piece at all and you're just going to pay them back.

Another thing to think about is independent contractor or employee agreements. So I can only talk about Tennessee here. I am not licensed in any other state but I can give an example of Tennessee. We are what's called an At Will State, At Will Employment, and that means that you don't have to have an employment contract. You don't have to be a member of a union to work.

So whatever the terms of your employment are, you should put those in writing with your employer, but you don't have to. That also means that you can be fired for any reason as long as it's not what we call a prohibitive reason. So as long as you're not fired with a discriminatory intent because of your race or your gender or that you're pregnant or that you're disabled, those are all prohibited reasons for firing someone.

If you are using independent contractors, it's super important that you have an agreement with them and often those contracts are going to contain what are called NDA, non-disclosure agreements. So that is one way you protect your business. You protect your ways of doing things, you protect your client list, you protect any secret ways that you have of doing things.

Let's say you have a recipe for your beauty company and you have a recipe for your products, you want to have a non-disclosure agreement with any independent contractors you have so they can't take your recipes and make competing products. In your independent contractor agreements, you also may want to have what's called a non-compete or a non-competition agreement or a non-solicitation agreement.

And those are going to protect you from your employee or your independent contractor learning all of the ways you do business and then going and opening up a competing shop the next day after they either got fired or decided to quit. Or going and working for one of your competitors and taking all of that knowledge that they gained from doing business with you. You would protect them from doing that with a non-competition agreement or a non-compete and I will tell you those are really, really state specific.

So that is an area where you definitely need to contact either a lawyer in your state or a lawyer who can research your state laws and make sure that you are doing that that agreement that you have is actually going to be held up. Some states really don't like non-competes because they basically keep you from getting another job, so they consider them a restraint on employment and so some states don't like non-competes, some states think they're just fine as long as you follow certain rules.

So you always want to make sure that if you want a non-compete that you've got it written in a way that is actually going to work in your state. In Tennessee, for example, we're fairly friendly to non-competes as long as they follow the rules. They have to be reasonable, they can't last for too long. You basically can't keep someone from ever getting another job in the same industry but you can be reasonable about what kinds of jobs they can take and not take in geographic area and how long you can keep them from taking that similar job.

Liability waivers; so these are those papers that you sign let's say you go to a mud run or you go participate in something where you might get hurt and they ask you to sign that form or you're basically saying that if you die or if you get injured you're not going to sue them. That's called a liability waiver.

And if you are a personal trainer or if you are a coach or a speaker and you're doing events where people are coming to your facility, you're hosting people and they could get hurt, you always want to make sure that you have a liability waiver in place and it's not that you're trying to get off stuff free, you want to do the best job you can. But a lot of times, people getting hurt is really out of your control and that's the kind of thing you want to protect yourself from being sued for.

If somebody twists an ankle and it's through no fault of yours, they just twisted an ankle because they were doing exercise and you're always at risk of twisting an ankle anytime you are doing exercise, you don't want them to sue you or your business just because they had bad luck and twisted their ankle. So that's what that liability waiver is for.

And I like to include in those often some other terms for in person events or if you're working with people, for example with in person events often times you're giving out materials, maybe worksheets or books or any kind of content. So I like to, as a little bonus, include in there that some intellectual property protection so that it's clear that they can't copy those without your permission. I also like to include things where if you take a picture of someone at one of your events that they're giving you permission, you can then put that on your website to promote the event.

So those liability waivers can also include other things that aren't necessarily a waiver or liability but would be related to having an in person event. So that agreement, you can really put things in there that will give you an extra layer of protection for your business and also some benefits, like being able to use people's pictures on your website for marketing. That could be a really great asset for your business.

The last thing I'll mention quickly is, when you're letting other people use your content, I talked about this a little bit in the next episode when we go into website documents, when you're letting other people use your things like an e-course or a digital product or a download, you want to have a contract with the person who is downloading it or viewing your course that tells them how they can use their stuff. And this is just extra protection for you.

You, by creating the stuff, the e-course or the digital download, you own all the rights in it as long as you created it and you're not using somebody else's stuff without permission and by having a contract with the people who are using your stuff, that just gives you a little extra protection where you're telling them you own it and they are agreeing they're only going to use it how you want them to.

So if you're okay with them copying it and plastering it all over the internet, then you can say that but most of us are not okay with that, and so you would want to put that in your contract with the users of your e-course or your digital products. You tell them how you want them to interact with your stuff and what is okay to do and what is not okay to do.

So that was just a general overview to get you thinking about some different kinds of contracts that you might need in your business. The next thing I want to talk about is what should go in those contracts and this will differ a little bit depending on what kind of contract we're talking about, but as a general rule, you're going to need these couple of things.

So for any kind of service provider or if you're selling a product and it's a big enough product, maybe you're doing a commissioned art work or a special piece of jewelry that someone has asked you to create specially for them or maybe it's just a high dollar order of products and you want to put it writing, you want to be really clear what you're providing or what you're getting, if

we're talking about maybe a vendor contract and you want to include a delivery schedule in there.

So I'll use an example of a web designer. Your delivery schedule should set out all the different deliverables and when you are going to get them. So maybe the first deliverable is just some design elements, maybe a header for the website or some different ideas for how the web page might be laid out. So it's just kind of an initial idea gathering stage, so that's going to be your first deliverable and then you'll get client input.

Then maybe the second deliverable is that draft of the whole website where you've actually got it designed. So it's not just an idea, it's actually coded and designed and again, you're going to get client feedback on that and then maybe the final deliverable is the actual website loaded, live, up and running, and ready for the client to use.

So you would want to have dates for each of those deliverables and I like to include a dollar amount for each of those deliverables and I'll tell you why that makes sense when we get to the part where we talk about a termination provision. It makes it really easy if you say on the front end what each of those steps is worth to then figure out how to terminate the contract.

So number one, what you're providing including a delivery schedule. The same thing would be true for a coach, you'd want to say how many sessions you're going to do and is there any phone support or email support in between sessions. You just want to make it really clear what you're getting.

The second thing would be a cost and payment schedule, so what are they paying you, are there payment plans or do they have to do everything upfront? Do you require deposit before you get started? You could set it up however you want; there's some best practices depending on how you do business and if you're working one on one with a lawyer, they are really good at helping walk you through some of the pros and cons of those different decisions. But you definitely just want to put it in writing when you are going to get paid and how that's all going to work.

You might want to include there also if they don't pay you what are the consequences? Are you going to charge them interest? And each state is going to have a maximum amount of interest that you can charge. You want to make sure that you've looked up your state law to make sure that you're not charging people more interest than you're allowed to charge.

You might also put there that you're allowed to collect collection fees or if you have to send them to collections that they'll pay for that. Those are all kinds of little contract terms that we often will glaze over when we're reading through a contract. It just looks like legalese but these are the things that are really going to help your business later on if something goes wrong. It gives you options.

You don't have to enforce them. You don't have to charge all of your clients interest if they're one day late making a payment but if you've got a client that's driving you crazy because they're always ten days late or 30 days late, then you have that option and it gives you a little leverage. It gives you something that you can use to help your business.

The next thing you need to include is a termination provision. So if either side wants to walk away, how do you do that? Are you required to give written notice and how do you handle payment in that situation? So let's say, with our web designer example, let's say they did the initial deliverable of the kind of design ideas and the client didn't like any of them and the client made it clear that they were going to be very difficult to work with and so the designer said, "I am really not looking forward to the rest of this project, I think I am just going to tell them we're not a good fit and end it right here."

That's fine. You should have a provision in your contract that allows you to do that. But you need to give the client an outline for what happens when you decide to do that. So if you say, were terminating early, what do you get paid? If there was a deposit, do you get to keep all of that or do they get some of it back? And that's why I like to have those dollar amounts for the different deliverables. Because let's say you finished stage one and that was a \$1,000 and you've put that that was worth a \$1,000.

If the client hasn't paid you a \$1,000 yet, then that's what they owe you. They owe you up to that thousand dollar mark. If they've paid you more of that, more than a thousand dollars, then

maybe you refund some of that and you can put in your contract whether any of that is refundable or not. Again, it's up to you how you want to handle things, but you need to put it in your contract so that everybody knows on the front end what it's going to look like if they decide to walk away.

The next thing to think about is kill fees. So let's say that someone has higher due and you've done tons of work to get ready for the project. I had this happen with an interior design client, she had someone hire her, it was a huge project, she hired an architect, she had started getting design plans done, she added to her staff because it was such a big product. She had brought on an independent contractor to help her. She'd really spent her own money getting ready for this project that was going to be a big dollar project and then something like two weeks into the project, the client decided they don't want to work with her anymore.

The client fired her and under her agreement, she came to me to help, you know, "What do I do?" We looked at her agreement and she was really lucky because her agreement said that in that instance that they had to cover any of her out of pocket expenses. So she was able to keep the deposit and the client actually owed her more money because she had spent real money getting ready for that client's job. If she hadn't have that in her contract, she would have just been out. I mean it was thousands of dollars that she had spent getting ready to do that job. So kill fees and how you handle a deposit, it's really important to be clear in the contract how that's going to be handled if one side wants to quit.

Another thing that we often think of is legalese that nobody pays attention to but is really important when things go wrong, is what's called a jurisdiction or choice of law term. This is often buried in that last paragraph of a contract where it's a bunch of stuff you just looks like gobbledegook. It basically says that if something goes wrong and either side needs to file a lawsuit against the other, they can only do it in this location.

So let's say I'm located in Chattanooga, if I have something that goes wrong with one of my clients, I have a term in my contract that they could only sue me in Chattanooga, Tennessee and I have to sue them in Chattanooga, Tennessee. Since it's my contract, I have that choice. Of course that would be up for negotiation if your client doesn't like that. But often they won't fuss about it and that just gives you another little bit of leverage down the road.

Let's say you're working with someone in Wisconsin, if they know that they can only sue you in your home state of Tennessee, it makes it much more difficult for them to sue them and it means you know what laws are going to apply and that your contract is going to be held up because you wrote it in with the thought of the laws of your state we're going to apply. You can also include a provision where they agree that they will come to your state.

So there's all kinds of different rules and they're different in every state over how much contact a person has to have with a state before they can be sued there. If you live in Wisconsin, you don't usually expect to be sued in Tennessee, right? But if the contract says I'm doing business with a Tennessee business and so I'm agreeing that yes, even if I haven't had those minimum contacts with Tennessee, I'm agreeing, yes, I will come to Tennessee to be sued.

That's something you can put in your contract that will make it easier for you to get paid if you do have to sue someone over something going wrong with your contract. Again, these are all kind of legalese-type issues that most people don't think about. But I just want to show you that there are things in your contracts that you might not have thought of that are really important and this is how a lawyer who really knows the ins and outs of doing business in this area can really add value and put protections in place that you didn't even know that you needed but that can really be valuable later on.

The next thing to think about is a refund policy and this kind of goes hand-in-hand with your termination provision. You just want to say whether the payments that you're getting are refundable or not. It's up to you whether they are but you just need to say so that everybody knows on the front end. The next thing is dealing with your intellectual property. So with a creative business, we are often working with clients or working with partners or joint ventures to create something that's protected by copyright or something that's protected by trademark.

So who owns what you're creating? If you're doing work for a client, let's say you're a graphic designer, you're creating a logo who owns the copyrights to the logo? Is it you, or is it the client? There's different ways that you can setup your contract for that and I like to make sure in my contracts that I don't transfer the copyrights to the client until I've been totally paid. That's again, it just gives you that little bit of leverage. If a client really wants to fire you, that's fine. But if they

don't want to pay you then they don't get the rights to what you've done for them and they can't take it to someone else to finish working on it if it's not at the point where they want it to be.

So again, none of this is unfair to the client, I want to be clear on that, I'm not saying that your contract should be really one-sided. But I want them to protect you and I want them to be setup in a way that if you're providing something that you're going to get paid for it and if you're not paid for it that you have some leverage to get paid. You'll often hear what's called "work for hire" and that is a provision of our copyright laws in the United States. That means if you are an employee working for a company and you create something that's protected by copyright as part of your job, let's say you work for a movie studio and you're writing a movie script.

The movie studio owns that movie script because you're writing it as an employee for the movie studio. But if that movie studio had hired you as an independent contractor and you're not an employee and you write that movie script then you, the movie script writer own the rights to that and that is not a work for hire unless you put it in writing that you agree that the movie studio is going to own all the rights even though you did the work as an independent contractor.

What a lot of people think is the opposite, they think, "Well if I hire someone and I pay them then I own all the rights," and that's just not true. The person creating the content is going to own all the rights unless you put it in writing that you, the person who hired them, own it. So a lot of people will put work for hire into their independent contractor agreements like working with a graphic designer or web designer.

I don't like that at all because the way it works if it's a work for hire is the person who is doing, who is the hirer, the client owns the content as soon as it's created, even if they haven't paid for it. So you don't have any leverage as the designer or as the creator to hold that back from them until they pay you. So I like to make sure in my contracts that it's really clear that the copyrights are transferred after payment, they are not a work for hire.

Another question I get a lot is about how I can, let's say a photographer, how the photographer can tell a client, what they can and can't do with the images that they've created for them. The way you do that is just by putting in the contract and by talking about it with the client on the front end. So if you the photographer hold the copyrights, so you don't transfer them then you

get to control what the client can do with the images and maybe the easiest way to control that is to never give them digital files. But maybe you give them low quality, low res image files and you're okay with them sharing it on Facebook or Twitter or Instagram but you're not okay with them actually using them to create prints that they would hang in their home. So you would just outline that in the contract, "Here's what you can and cannot do."

Something else that comes up a lot with people who are doing design work or in the photography realm or fine art realm is what can people do with working files? Does the client get them? Can they take them to someone else and have them worked on? This is another area where there's no rules, it's just whatever you and the client decide. So if you're okay with them getting the working files, then you should put it in there that, "Yes, you're entitled to the working files and this is how I'm going to transfer them," because they're often huge and you can't just email them to them.

You should just put, "This is how we're going to work, either we'll do it FTP or I'll put them on a thumb drive or a CD or a DVD and give them to you that way." Or you may want to say that, "I own all the rights to all the preliminary work in the working files and you only get the final kind of design ready files." Totally up to you and the clients will decide how you want to do that but it's important to be put in writing so that at the end of the project, especially if there's a disagreement and the client wants to go somewhere else to get the project finished, that it's just really clear what everybody's rights are.

The last thing I want to cover, this is not really a term in the contract, but as I mentioned in the beginning, getting the contract signed is going to be your best evidence of agreement. So if you have something, maybe you send somebody a contract and they never sign it, it's kind of hard to show a judge later on that they actually agreed to that. Maybe you're working together but they didn't agree to all this terms that we've talked about.

So the best way if you are working with someone who is maybe out of town is going to be to use an E-signing service. I use one called HelloSign, there's lots of them out there and you upload a document in a PDF to their system and it sends a link to the other person and they can sign it online right there. From their email, it pops up into a web browser, it's super easy, super simple, it's all automated and I will tell you, I used to send my own clients just a PDF of my client

agreements as an attachment to an email and then I'd ask them to print it, sign it, scan it, send it back. You can probably guess how often people actually did that, not very often.

I was like a 10 or 20% rate of getting back my client contracts and that's a real problem because then if something goes wrong, I have no evidence that they actually agreed to all the things in my contract. When I started using HelloSign, and I'm not an affiliate for them, I don't get paid just for the record. I just like the service, it's worked really well for my business and there's lots of options out there. But when I started using that service, I am now at pretty much 100% and it helps me send automatic reminders, it's really easy to track and people like it, it's easy for them to use. I think that's the most important thing with whatever service you're using is if your clients find it easy to use then they'll actually do it.

Those are totally legitimate. I get asked a lot like, "Is that the same as having someone sign it in person?" It's just as good because they have a really great audit trail and you want to make sure if you're using a service that they do have that audit trail. Because again, like we've been talking about, you're going to have to show that to a judge and the question might come up, "Well, how do we know that that person is the one who signed it?" Well, if you're using a legitimate service, they're going to have an IP address, they're going to have a date, they're going to have all this information for you that will help you show that it was that person who actually was the signer. Not just — you don't want to have to worry that somebody's kid was the signer or someone random that was not the person you're actually working with.

If you are selling an E-course or an information product and we talked about that those terms of use are really important for you to get someone to agree to, it can be really easy for you as part of your check out process to have either a check box or a box where people enter their initials or a popup that they have to click a check box where it says, "I have read and agreed to all the terms," and it's best if the terms are right there so that they can read them. I think a lot of us just check that box without reading them, but that's at our own peril if we don't know what we're agreeing to.

It's no defense that you didn't read the contract that you're agreeing to and again, if you have to go to court and show a judge that that person did agree, I like to say, the more steps you can

make them take, the better. Like if they have to give their address or some sort of information that shows that they are who they say they are and that that's who agreed to the terms of use.

You want to just make them do something affirmative where they are actually agreeing. You don't want to just have a statement that says, "By submitting my credit card information, I agree." That's not really good enough, I like to have them take a step that's actually by the words, "I have read all the terms of use and I agree that I'll abide by them." Again, just think about if you had to go in front of a judge, what do you want to have to show him to show that everybody agreed to these terms?

That is the end of what basic terms that you should include in every contract. The freebie for this episode is really awesome. It's a download of how to write your own contract, it's got five key terms that you need to have and what they actually mean so that you can understand them and explain them to client or somebody on the other side and you can find those at awbfirm.com/podcast2 along with the show notes for this episode.

Thank you for joining me today, I look forward to talking to you again soon.

[END OF EPISODE]

[0:32:44.3] AWB: Has listening to the Legal Road Map Podcast opened your eyes to the legal holes in your business? I'd love to help. I work with entrepreneurs who need help navigating the legal issues in their business; bloggers, online entrepreneurs and influencers, authors, photographers, videographers, musicians and designers just to name a few.

If you're ready to take your business to the next level, sign up for a one hour Get Planning legal planning session today. During our call, you can ask me lots of questions about specific issues or documents. I'll learn all about your business and we'll create a list of action items to build your dream business legally. Go to awbfirm.com to sign up today.

[END]