

Eric Bass

Business owners need a lawyer that understands their businesses, not just the requirements of the law. They need an attorney who understands the difficulties of assessing business risks, allocating resources, and setting goals, as well as one who can connect them with other advisors to help them prosper and grow.

Before pursuing a law degree, Eric earned an MBA and gained valuable business experience working as a management accountant and project manager. That experience provides him with additional insights into the business-related obstacles faced by our clients and the many issues that they need to consider every day. Combining his practical industry knowledge with over 18 years as an attorney in the Charlotte area, he regularly helps clients to assess those legal and business risks, set priorities, and move forward to grow their businesses. Additionally, Eric firmly believes in helping his clients and the community build connections that result in meaningful relationships. You can often find Eric giving presentations, writing topical articles, and participating in various business groups, such as the Employers' Association

Furthermore, Eric uses this knowledge and his 38+ years of competitive martial arts experience to help the firm's clients drive toward their goals, whatever they may be.

Practice Areas & Representative Work

- Mergers & Acquisitions
- Succession and Exit Planning
- Business Partner Agreements and Issues
- Business Formations
- Franchising
- Contract Negotiations
- Strategic Planning

Honors & Recognition

- Selected by his peers for inclusion in The Best Lawyers in America® in Employment Law – Management (2019 – 2021)
- Recognized by U.S. News – Best Lawyers® (2019-2020)
- Martindale-Hubbell, AV® Preeminent™ Peer Review Rated

Representative Experience

- Acquisition (including letter of intent, due diligence, agreement negotiation, financing and closing of transaction) and disposition of various types of businesses.
- Formation and structure of business organizations, including multiple owner profit/ownership negotiations, shareholders' agreements, partnership agreements, tax considerations, asset protection planning, corporate restructuring issues, succession planning, lease negotiations and compensation alternatives.



PROFESSIONAL HIGHLIGHTS

eric.bass@vennlawgroup.com

704-274-1682

PRACTICE AREAS

Business/Corporate
Employment Law

BAR ADMISSIONS

North Carolina
South Carolina

RECENT AWARDS & RECOGNITION

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Eric Bass *(continued)*

- Franchisee and Franchisor negotiations, evaluations of franchise documents, and forming, buying and selling franchise locations.
- Contract negotiations, including distribution agreements, licensing agreements, consulting agreements, independent contractor agreements, customer agreements with standard terms and conditions and Internet site related policies.
- Developing and updating comprehensive and up-to-date employment policies.
- Training for employees, management and staff.
- Employment agreements, incentive plans, deferred compensation plans, retirement plans and succession plans for key employees.
- Confidentiality agreements, non-competition agreements, non-solicitation agreements and other restrictions on competition.
- Misconduct investigations, discipline and separation from employment issues, releases and severance agreements.
- Working with employers to address unemployment claims, discrimination and harassment claims, and wage and hour issues.

Publications & Presentations

- Covid-19 Response Planning and Options – Vistage Group Presentation (April 2020)
- Networking and Cultivating Relationships in Law – The 26th Podcast by the Mecklenburg Bar (February 2020)
- Worksite Compliance and Immigration Issues in Employment Law – Joint Presentation at the Mecklenburg County Bar (January 2020)
- Tax and Legal Considerations in Buying and Selling Businesses – Continuing Professional Education Presentation (December 2017)
- Employment Issues for Employees Living with Alzheimer’s – 2017 Dementia Education Conference – Alzheimer’s Association – Western Carolina Chapter (August 2017)
- Cyber Security Legal Issues – Charlotte Infragard Meeting (January 2017)
- Professional & Community Organizations
- Mecklenburg County Bar – Chair of the Audit Committee (for 2021)
- Mecklenburg County Bar – Finance and Audit Committees (2014 to present)
- Former Chair and Board Member of SouthPark Chapter of Charlotte Chamber of Commerce (2005 to 2015)
- Cub Scout Den Leader and Boy Scout Troop Committee Member (2013 – present)
- Martial Arts – 38+ years



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