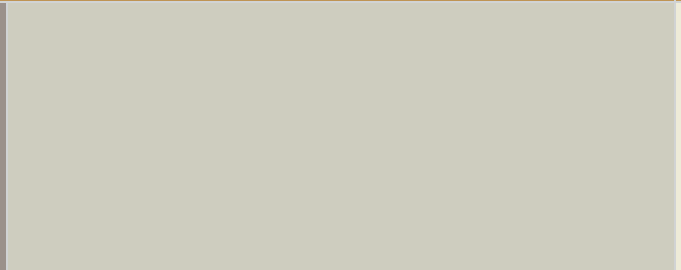
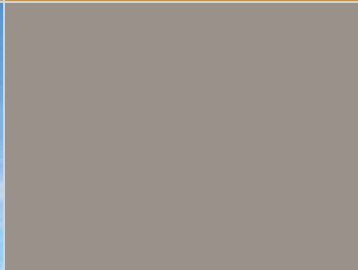


VIGILANTSM

● counsel for employers



It's like having your own in-house counsel team,
at a fraction of the cost.



We're in this together.

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THE VIGILANT EMPLOYER

Vigilant counsels companies with employment issues across the Northwest and California.

With Vigilant you get the following benefits:

- Unlimited consultation with on-staff attorneys, HR professionals and benefit and safety experts
- Advice and resources for employee relations and HR compliance
- Predictable, monthly fee without a service contract or extra hourly fees for consultation

We're Like In-house Counsel, at a Fraction of the Cost

With Vigilant, you can call your dedicated team, including our on-staff attorneys, at any time for practical and professional advice, and not worry about the meter. It's all included in your predictable, low monthly fee. Because we're a membership organization, you get the counsel and resources you need at a fraction of the monthly cost of keeping high-priced expertise on staff or paying high hourly fees to a third party. We've been told by our members that they feel like we're their in-house counsel, but without the overhead.

An Ounce of Prevention

The goal of Vigilant is to give you the counsel and guidance you need to stay compliant with employment laws and manage a productive workforce. Whether it's a question of a challenging termination, leave law compliance, or wage and hour issues, we'll guide you toward the best course that addresses your immediate issues and prevents them from escalating into costly litigation.

Initial Checkup

Within the first thirty days of your new membership, we'll schedule a free Risk Assessment in your HR, benefits, and safety programs. We'll let you know where you may have problems and offer solutions. Given our years of experience in this area, there's a very good chance your own situation is familiar to us. If not, we'll dig in and take the time to research your needs and offer a solution.

Northwest and California Expertise

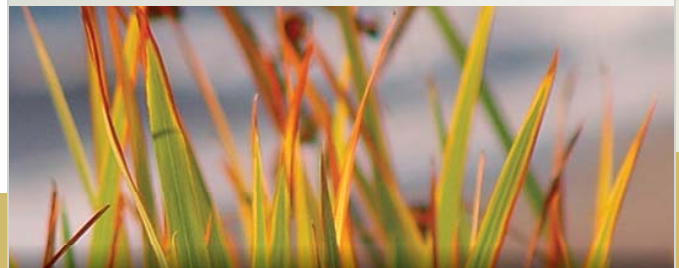
With Vigilant you'll have the help of local experts who know Washington, Oregon, California, Idaho, and Montana laws and programs intimately. We've been right there in all five states for decades, so we know the woods.

Safety Saves

After your initial Risk Assessment, you'll have ongoing access to our safety specialists, safety tools, training templates and sample policies and procedures to support your safety programs and OSHA compliance. Vigilant also offers intensive on-site safety and industrial hygiene services at a discounted member rate. With our help you can maintain a program of regular safety improvements, which can result in reduced losses from claims, lower workers' comp premiums, and increased employee productivity.

“ While a company our size cannot justify the cost of an HR staff attorney, for a small monthly fee we receive expert employment related advice and support equivalent to that of an onsite legal staff. ”

—Sheraton Real Estate Management, CALIFORNIA





Labor Relations

With a half century of experience behind us, you'll find us to be a good ally in labor negotiations. As a Vigilant employer you'll be eligible for a special membership rate that includes our help in contract negotiations, final step grievance representation, unfair labor practice response, and union organizing drives. All this for much less than you would pay with other professional representation.

Affirmative Action Plans (AAPs)

Vigilant can prepare an AAP for you that meets the federal requirements for "supply and service" or construction contracts. Our team will help you identify any problem areas and find solutions that meet AAP requirements. All of this is offered at a discounted, preferential Vigilant fee. We can also help guide you through federal affirmative action audits.

Leverage for Group Employee Benefits

By joining the collective weight of the Vigilant community, you'll be eligible to buy a wide variety of benefit packages at rates your individual company might not be able to negotiate. With our advantage of numbers, we can help you optimize your plan choices and economically keep your employees covered. And we'll support your benefit compliance needs and take care of much of the plan administration including COBRA.

“What began as a relationship solely based on developing our Affirmative Action Plan has evolved into a lifeline of resources. Vigilant has saved our company in so many ways it is difficult to convert into dollars.”

—Eagle Group, WASHINGTON

“Our Vigilant health benefits are top notch and are always the most economical. We consider Vigilant an essential part of running our business.”

—IFA Nurseries, Inc, OREGON & WASHINGTON

Vigilant Training

Vigilant conducts regular training programs in all aspects of running a safe, productive, healthy workplace. We offer thousands of courses at special membership discounts, covering everything from equipment operation to software training to leadership skills. Training sessions can be attended in person at regularly scheduled venues in your area, via live webinar, online in individual training sessions, or at your own site on your own timetable.

Workers' Comp (WA)

If you're an employer in Washington State, you'll be relieved to have such an experienced ally in the areas of workers' comp, retrospective group rating, and in dealing with the Department of Labor & Industries. By helping members reduce claim frequency, since 1984 we've helped members reclaim over \$98 million in direct refunds.

Strength Together

Ultimately, the best reason to join Vigilant is that you'll be part of an alliance of employers and one of the most experienced teams of employment and labor attorneys, and experts in HR, benefits and safety in the Northwest and California. As you get to know us and your dedicated Vigilant team—and we get to know you—you'll be glad we're in this together.





Why Vigilant

- **Unlimited consultation** with employment attorneys, HR professionals and workplace health and safety experts at a fraction of the cost of keeping experts on staff or using other third-party contractors
- **State-specific experts in the Northwest and California** who know the laws unique to WA/OR/CA/ID/MT
- **Predictable monthly fee** without a service contract or extra hourly fees for consultation
- **Spot risks early** and avoid expensive litigation
- **Enjoy preferred Vigilant pricing** on training and specialized services like compensation, safety projects, labor relations, affirmative action, employee surveys and more

Become a Vigilant Employer this Month

Oregon, SW Washington 800.733.8621	Washington, Idaho, Montana 800.733.8620	California 800.733.8625
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“Vigilant has provided support to our company for over 10 years; they have truly been our partners for success.”

—D & L Foundry Inc., WASHINGTON



What do I get with Vigilant?

Vigilant membership brings you all these essentials:

- Risk Assessments in HR compliance, safety, and benefits
- Employee handbook—annual compliance review
- Unlimited consulting with your assigned Vigilant Counsel team on these and other issues:
 - State and federal leave laws
 - Exempt and non-exempt analysis
 - Wage and hour laws
 - Hiring, discipline and termination
 - I-9 compliance
 - Personnel file compliance
 - COBRA compliance
 - OSHA compliance
- Online library of state-specific HR, benefits and safety resources
- Advocacy in responding to a formal state or federal agency complaint
- Sample written safety programs
- Job descriptions database

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www.vigilantcounsel.org