

VIGILANTSM

● counsel for employers



MEMBERSHIP ADVANTAGES

WHY VIGILANT

- **Unlimited consultation** with employment attorneys, HR professionals and workplace health and safety specialists at a fraction of the cost of keeping experts on staff or using a third-party contractor
- **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 special preferred Vigilant pricing** on training and specialized services like compensation, safety projects, labor relations, affirmative action, employee surveys and more

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 & termination
 - I-9 compliance
 - Personnel file compliance
 - COBRA compliance
 - OSHA compliance
- On-line 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



For more information about joining Vigilant, contact:

Oregon & California

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We're in this together.