

VIGILANTSM

● counsel for employers



EMPLOYER COUNSEL: MEMBERSHIP ADVANTAGES

WHY VIGILANT

- **Unlimited consultation** with employment attorneys, and workplace health and safety specialists without full-time staffing costs or hourly consultation rates
- **Returned calls within 2 hours**
- **Employment Attorneys licensed in WA/OR/CA** who know the laws unique to those states
- **Predictable flat monthly fee** without surprise billings or extra hourly fees for consultation
- **Spot risks early** and reduce exposure to expensive litigation
- **Enjoy special preferred Vigilant pricing** on training, CVI assessments, team coaching, executive coaching, safety projects, affirmative action, employee surveys and more

WHAT DO I GET WITH VIGILANT?

Vigilant membership brings you all these essentials:

- Risk Assessments in HR and safety compliance
- Employee handbook—annual compliance review
- Unlimited consulting with your assigned Vigilant employment attorney on these and other issues:
 - State and federal leave laws
 - Employee classifications
 - Disability accommodation
 - Overtime, meal & rest periods
 - Hiring, discipline, termination & resignation
 - I-9 compliance
 - Drug and alcohol issues
 - Personnel file compliance
 - COBRA compliance
 - WISHA compliance
- Unlimited counsel with our employment attorneys on employee relations and other HR issues
- 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
- Potential eligibility in a successful Washington Retro group



For more information about your services, contact:
Hamilton Barnes • hamiltonb@vigilant.org • 800.733.8620
www.vigilant.org

We're in this together.