



ENGAGE HR DELIVERY
THE BIG DIFFERENTIATOR

ENGAGE
PEO
EXPECT MORE



AN HR TEAM
LIKE NO OTHER

HR CONSULTANTS WHO MAKE A DIFFERENCE

Engage PEO offers a balanced approach to handling employee matters, taking into consideration a variety of HR and legal factors. When an urgent issue arises, small or large, we guide our clients every step of the way until resolution. Our team of HR Consultants has a stellar record of success managing HR-related risks for our clients and eliminating them — before they become lawsuits.

EXPERIENCE LIKE NO OTHER

Our HR Consultants are a multidisciplinary team of skilled attorneys with more than 75 years of combined labor and employment law experience. This higher level of knowledge and sophisticated legal expertise makes a big difference to our clients and is a key differentiator for Engage.

ACCOUNTABILITY. RELIABILITY. CONTINUITY. SEE HOW YOU CAN EXPECT MORE FROM YOUR HR WITH ENGAGE

THE ENGAGE DIFFERENCE	COMPETITORS
Only PEO where all field-based HR consulting and guidance is provided by experienced employment attorneys	Typically provide HR guidance via service representatives with little to no formal legal training or advanced HR field experience
Dedicated HR Consultants and Client Service Specialists with significant HR industry experience who can quickly respond to issues	Client contacts either don't know or have to ask management for answers to tougher questions, or to address urgent legal matters
Clients receive practical guidance and seasoned counsel that they can understand and act upon	Guidance often not provided, or clients can experience a significantly delayed response

PROACTIVE **OUTREACH**

Consistent engagement with clients

ENGAGE HR CONSULTANTS

Build trusted relationships with clients

Serve as “go-to” HR counselors for advice and best practice guidance

Reinforce the value of the Engage HR partnership



Your HR questions answered – and a lot more



HR SERVICE
LIKE NO OTHER

ONBOARDING OF **NEW CLIENTS - HR**

1 HR WELCOME CALL

Conducted **within 5** business days after first payroll.

2 WAGE AND HOUR REVIEW

Clients with up to 100 WSEs:
Conducted **within 5** business days after first payroll.

Clients with 100+ WSEs:
Conducted **within 15** business days after first payroll.

3 NEEDS ASSESSMENT

Clients with up to 100 WSEs:
Conducted **within 60 days** after first payroll.

Clients with 100+ WSEs:
Conducted **within 45 days** after first payroll.

EMPLOYEE HANDBOOKS

Clients with up to 19 WSEs: Federally compliant handbook to be provided to client by implementation; Clients with 20+ WSEs: Q1– first draft completed within 60 days after first payroll; Q2, Q3, Q4 – first draft completed within 45 days after first payroll.

POLICY HANDBOOK	ENGAGE	COMPETITORS
Customized for clients/industry	✓	✗
Drafted, reviewed and revised by employment lawyers	✓	✗
Detailed state addenda included	✓	✗
Customized updates, made regularly	✓	✗
A compliance and best practice roadmap for clients and their managers	✓	✗



ADMINISTRATIVE PROCEEDINGS

DEALING WITH FEDERAL AND STATE AGENCIES/EMPLOYEE CLAIMS



U.S. Immigration
and Customs
Enforcement

ENGAGE	COMPETITORS
Handled by HR Consultants with law degrees and extensive litigation and HR experience	Account Managers typically assigned to handle
No attorney fees and costs	Legal fees and costs passed on to clients
Better results achieved	Clients may be on their own to handle claims

PREVENTATIVE MAINTENANCE

At Engage, we advise our clients on an on-going basis to avoid or quickly address issues BEFORE they can lead to a serious employment claim.

Our HR Consultants have experience handling all types of complaints, including the following most common lawsuits filed against businesses:

- Retaliation
- Employment discrimination and wrongful termination
- Wage and hour violations - FLSA
- Discrimination not based on employment*
- Suits filed by customers, suppliers, patients or other individuals with a connection to the business*

*Engage also offers comprehensive EPLI coverage at no additional cost to our clients. See the following page for details.

EMPLOYMENT PRACTICES LIABILITY INSURANCE (EPLI)

EPLI provides coverage to employers against claims made by employees alleging discrimination, sexual harassment, wrongful termination, demotion or discipline, and other employment-related issues.

EPLI is provided to all Engage clients at no additional cost.

EPLI coverage through Engage offers superior protection for your business

Unique in the industry: The following additional EPLI Endorsements are offered to ALL clients*:



Due to prior industry practices, companies in the following industries typically have difficulty obtaining affordable Wage and Hour coverage.

With Engage, they are covered.

- Home health care agencies
- Tech firms – especially in California
- Accountants
- Auto dealers
- Hotels
- Restaurants
- Janitorial services

*Wage and Hour and Immigration (IRCA) coverages are defense costs only. Engage's EPLI Policy determines coverage. Engage's EPLI Policy and not the information presented here is controlling. The availability of EPLI and the current terms and conditions, including coverage types, policy limits and deductibles, are subject to change by Engage's insurance providers.

COMPLIANCE GUIDANCE AND HR TRAININGS

MOST REQUESTED	ALSO OFFERED
Discrimination and Harassment Prevention in the Workplace	Managerial Skills 101 Workplace Violence Prevention
Professionalism and Business Communication	Coaching and Performance Evaluations
Interviewing and Hiring Skills	Leaves of Absence: FMLA, ADA, State Laws
Performance Management	Wage and Hour/FLSA
Documentation, Coaching and Terminations	Change in Leadership
Performance Evaluations	Engagement and Team Building
	Overview of Employment Laws





Get your practice **ENGAGED** today!

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