



# 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	<b>✓</b>	X
Drafted, reviewed and revised by employment lawyers	<b>✓</b>	×
Detailed state addenda included	<b>~</b>	×
Customized updates, made regularly	<b>~</b>	×
A compliance and best practice roadmap for clients and their managers	<b>✓</b>	×





## ADMINISTRATIVE **PROCEEDINGS**

#### **DEALING WITH FEDERAL AND STATE AGENCIES/EMPLOYEE CLAIMS**







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\*



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

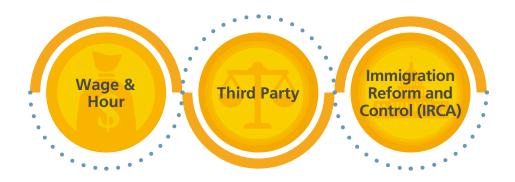
## EMPLOYMENT PRACTICES LIABILITY INSURANCE (EPLI)

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**

Discrimination and Harassment
Prevention
in the Workplace

Professionalism and Business Communication

Interviewing and Hiring Skills

Performance Management

Documentation, Coaching and Terminations

Performance Evaluations

#### **ALSO OFFERED**

Managerial Skills 101

Workplace Violence Prevention

Coaching and Performance Evaluations

Leaves of Absence: FMLA, ADA, State Laws

Wage and Hour/FLSA

Change in Leadership

Engagement and Team Building

Overview of Employment Laws







**Get your practice ENGAGED today!** 

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