

# HR That Works Helps You:

- ✓ Hire Great Employees
- ✓ Keep Great Employees
- ✓ Increase Productivity
- ✓ Reduce Employee Claims
- ✓ Build the Company Culture
- ✓ Grow the Bottom Line
- ✓ Advance in Your Career!
- ✓ You Can Do It Today!



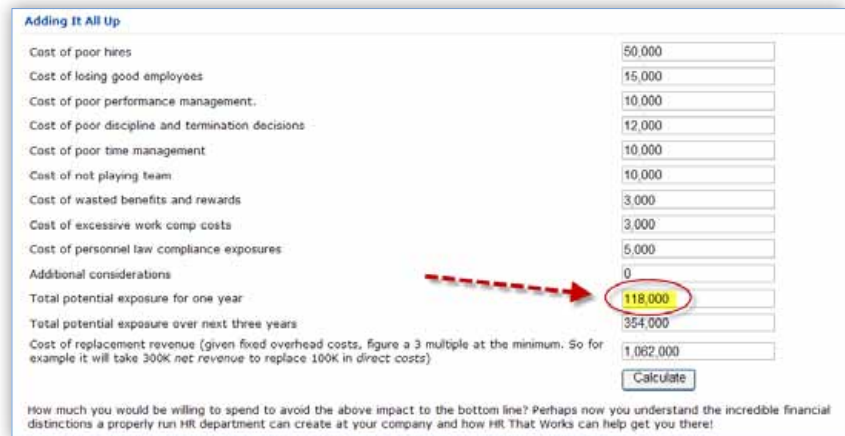
# Do you really know the true costs of your HR practices?

Charlie Munger (the billionaire partner with Warren Buffet in Berkshire Hathaway) preached that in order to make sound business decisions we needed to draw from different mental models. Including mathematical ones. The HR Cost Calculator is the most accurate tool ever designed to help you assess the true out of pocket costs of your HR practices. Here's a hint: **it's at least 10% of your total payroll!** Below you will see a very conservative estimate run for a company with 25 employees and one million in payroll. They made one bad hire, lost one good employee and still have somebody working for them that's a cancer to her team.



As you can see, **their \$118,000 HR cost, variance, or risk is the equivalent of at least \$354,000 in new revenue and over \$1,000,000 over the next three years. In your business maybe much more.**

That's a whole bunch of money coming out of your pocket and a whole bunch of new clients, car sales, truck deliveries, patients or customers you'll need to acquire just to put those dollars back!



## In tough times like these, can you really afford to bleed HR expenses out the back door like this?

HR That Works represents an **incredible opportunity** for your company! The program is specifically designed for small and mid-size companies. Here is what a profile of our 3000 Members nationwide looks like.

Two thirds of the companies that use our program don't have a full time HR person on staff. That means the owner, spouse, CFO, bookkeeper or admin person has been handed the HR responsibility. Good luck doing it right without the support of a program like ours! For the most



part, outside of payroll and benefits management, they won't know much about HR, leaving you at considerable risk.

The one-third of our Members who have full time HR *love* the program because it helps them move from being simply administrative to a more strategic role... meaning that instead of being viewed as somebody who simply spends a company's money, now they are viewed as **somebody who helps the company make money!**

Fact is...there's a whole lot to be concerned about in HR!

**LOOK HERE** 

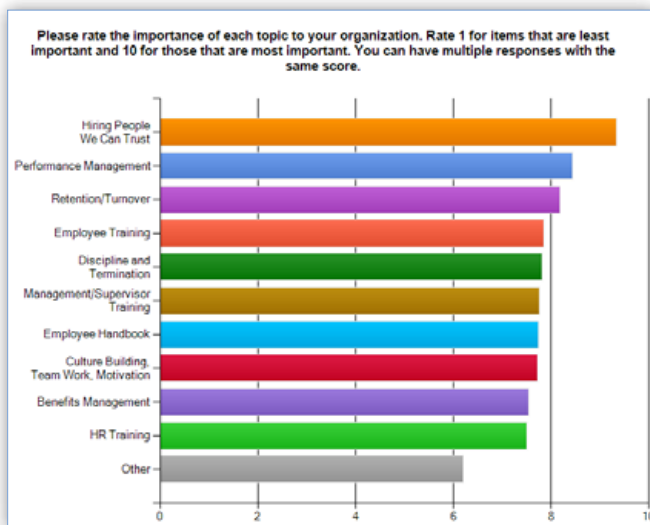


**149 THINGS TO WORRY ABOUT IN HR**

1. Accidents and injuries
2. Administrative exemption
3. Adverse impact
4. Affirmative action
5. Age discrimination
6. Alcohol abuse
7. Aliens/immigration
8. Applicant references
9. Applicant testing
10. Arbitration agreements
11. Attendance
12. Audits
13. Background checks
14. Benefits procurement and administration
15. Bonus payments
16. Bulletin boards
17. Business/travel expenses
18. Cafeteria plans
19. Career planning
20. Child labor
21. COBRA
22. Company culture
23. Compensation
24. Complaints and investigations
25. Compliance review
26. Compliance posters
27. Contingent workers
28. Credit reports
29. Dating
30. Deductions from pay
31. Disability insurance
32. Discipline
33. Dress codes
34. Drivers
35. Drug free workplace
36. Early retirement
37. EEO-1 reporting
38. Electronic mail
39. Emergency response preparation
40. Employee handbooks
41. Employee loans
42. Employee surveys
43. Employment contracts
44. Equal pay/comparable worth
45. Ergonomics
46. ERISA
47. Espionage
48. Executive exemption
49. Exit interview
50. Fair Credit Reporting Act
51. Fair employment practices
52. Fair Labor Standards Act (Wage & Hour)
53. Family Leave
54. Firing
55. Flexible hours
56. Government contractor requirements
57. Grievances
58. Health and Safety
59. HIPAA
60. Hiring
61. Holidays
62. Homeworkers/telecommuters
63. Independent contractors
64. Interns
65. Interviews
66. Investigations
67. Job descriptions
68. Layoffs
69. Leaves of absence
70. Litigation support
71. Marital status
72. Maternity and pregnancy
73. Medical leave
74. Mergers and acquisitions support
75. Minimum wage
76. Motivation
77. National Labor Relations Act
78. National origin discrimination
79. Nepotism
80. New hire reporting
81. Non-competition
82. Notices (posting)
83. Office parties
84. Orientation
85. OSHA
86. Outplacement
87. Overtime
88. Parental leave
89. Part-time employees
90. Payroll
91. Pensions
92. Performance management
93. Personality assessments
94. Personnel files
95. Personnel policies/manuals
96. Physical examinations
97. Pre-employment medical inquiries
98. Pregnancy discrimination
99. Prevailing wages
100. Privacy
101. Quality improvement
102. Racial discrimination
103. Recruiters
104. Religious discrimination
105. Religious holidays
106. Rest and meal periods
107. Retaliation
108. Retention of records
109. Return to Work
110. Salary reviews
111. Salary surveys
112. Sales compensation
113. Sales personnel exemption
114. Searches
115. Security
116. Seniority
117. Severance pay
118. Sex discrimination
119. Sexual harassment
120. Show-up pay
121. Sick leave
122. Social media misuse
123. Solicitation
124. Strategic HR
125. Subpoena
126. Succession planning
127. Suggestion systems
128. Summary plan descriptions
129. Surveillance
130. Teamwork
131. Termination
132. Time keeping
133. Tip credits
134. Trade secrets
135. Training
136. Travel time
137. Turnover
138. Unemployment compensation
139. Unions
140. Vacations
141. Violence
142. Wage and Hour
143. WARN Act
144. Wellness programs
145. Whistleblowing
146. Workers' compensation
147. Workplace bullying
148. Work for hire doctrine
149. Wrongful termination claims

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## Out of all these concerns here's what our Members tell us is most important to them...



We "get it" that you want to hire people you can trust, get them to perform and then keep them when they do. We get it that you want to train them, motivate them and get them to play like a team. Because **that's what it takes to grow a business**. And...that's your greatest risk of all... not growing your business!

And of course, since the EEOC and lawyers are so much fun, you *really, really* don't want to get sued! We'll help you prevent that from happening too! (PS: the EEOC expects to see record claims being filed in 2011. Jury Verdict research reports that average verdict is north of \$250,000 and employees win 2/3rds of cases

that go to trial. The average settlement costs \$75,000 and that doesn't include attorney's fees and all the grief you go through, even if you are lucky enough to win!)

# Here's an Awesome Fact: HR That Works is Going to Help You Grow Your Business and Prevent Legal Dramas at the Same Time!

"If you don't have some degreed and experienced HR specialist, this is a great program. I like that it kind of drips issues or forms at you every so often so that you can actually address HR issues in pieces, instead of everything associated with HR."

Robert Davis, ServiceMaster Quality Cleaning, Wichita, KS

On the following pages I'd like to show you some of the many powerful tools you will have access to on HR That Works .

Each member gets their own individual share-point platform with HR That Works built in. It allows for access by your management team and the ability to add content and training to the site.



## HR TOOLS TO PROTECT YOUR COMPANY

We recognize it is critical for companies to have strong HR capabilities to function at their best. However, many companies are spread too thin, with HR departments that are overworked, understaffed or non-existent which is where HR That Works comes in. This comprehensive web-based program is a complete HR solution that can positively transform your company by offering;

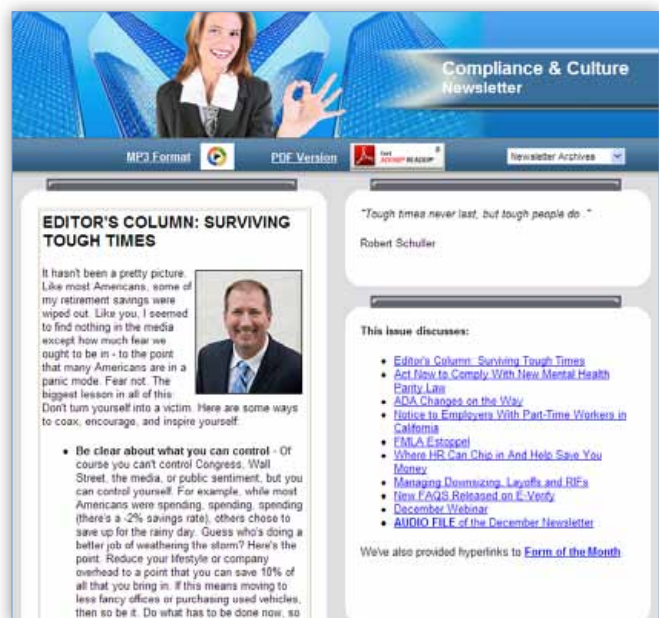
- Increased productivity
- Decreased risk exposure
- Peace of mind
- Improved bottom line

## The Compliance and Culture Newsletter

Dr. Deming taught that education provides the greatest leverage. Managers should have to learn more to earn more. Each month, you and your management team will receive the Compliance & Culture newsletter in PDF or HTML format. You can also listen our monthly podcast on your MP3 player. Every one of your mangers needs to learn this valuable information.

"Always read the newsletter from top to bottom, there's always good information in it."

Trini, AWC Packaging, Corona, CA



# The Monthly Webinar Series

Webinars are an easy, inexpensive, and awesome way to train your HR and other executives. Your team is invited to join our Webinars with leading legal, leadership and HR experts for lively and practical discussions of the hot-button issues in today's workplace. HRCI credits are offered for live attendance and all Webinars are stored in video and audio format for anytime use. We have over 70 hours of great Webinars! And unlike any "competition" out there, we don't ding you an extra \$150 every time someone attends them live or stored.

*Note: California employers are also able to satisfy their two-hour AB1825 sexual harassment training obligations with HR That Works for no extra cost!*

03/05/11 - Innovation & Creativity within Organizations—How to Develop It, Encourage It, and Sustain It  
 02/15/11 - AB1825 CA Mandatory Sexual Harassment Training  
 02/15/11 - The Talents Success Formula: How to Supercharge Your Life and Business  
 01/20/11 - Strange New World: Employers' Do's and Don'ts for the Genetic Information Nondiscrimination Act  
 12/15/10 - 10 Common Hotline Concerns Every Employer Should Know the Answers To  
 11/17/10 - Humor in the Workplace: The Funny Thing About Leadership  
 11/09/10 - Are You Ready for a Wage & Hour Audit?  
 10/20/10 - The Strategic HR Executive  
 09/29/10 - Employer Responsibilities Under the FCRA  
 08/26/10 - Identifying, Managing & Preventing FMLA Abuse  
 09/15/10 - Work Less and Do More with the Get-It-Gone Guy  
 08/31/10 - The Business Cost of Healthcare Reform  
 08/12/10 - The M-Factor: How the Millennial Generation is Rocking the Workplace

August 12, 2010  
 2:00 pm-3:00 pm (EST)

The 16 million member Millennial generation are "the new kids on the block" and are challenging expectations everywhere they go. Generations expert Lynne Lancaster will present the fascinating and often hilarious dynamic of how Traditionalists, Daily Boomers, Gen Xers and the Millennials can sort out their differences on everything from entitlement to etiquette and from social networks to work ethics. Based on findings and hot trends from Lynne Lancaster and David Sidman's brand new book, *The M-Factor: How the Millennial Generation is Rocking the Workplace* (MorganCaldwell), Lynne will give you practical insights into the challenges this talented and complicated generation will present at work, and what it will take to engage and manage them.

To learn more about Lynne, please [click here](#).

To download the PowerPoint Presentation PDF, please [click here](#). To download the handout, please [click here](#).

Audio Video

**"Take the time to listen to a Webinar."**  
 Jim Gibbs, Dynamic N/C, Udall, KS

# HR That Works Audit Tool

Here you'll find the critical questions every employer needs to ask to make sure they have their HR act together. Complete it all at once or one section at a time.

When you've finished, you'll be presented with the "best practices" for each issue raised, as well as links to specific tools you need to use.

**Bonus: You can also create and distribute your own audits for internal checks and balances and for marketing purposes. We've had Members use this tool to build end of shift audits, vendor audits, safety audits, client audits, and more. This is a very cool tool and it takes only 8 minutes to learn how to use it!**

**Audits**

The goal of this audit is to help determine how well you are running your HR Department. You can do it all at once, or just one section at a time.

Since we also believe compliance is about sound management practices, we have included questions in that area as well. The audit follows a simple yes/no/don't know/don't apply format. If you answer "no" or "don't know" to any of the questions, then you risk management failure from either a lawsuit, employee claim or employee non-productivity. Please note this audit can be taken by sections, so if you choose to take the audit by one or more sections, please use the Quick Jump Answer the question with a "yes", "no", "don't know" or "not applicable", at the end of the audit, press the submit button and you will receive your responses.

**Notes:** The law firm members of World@8 Network have agreed to do an intensive one-day legal compliance audit for a fee of \$1,000. This is a great opportunity for our members! The member firm will agree to do the audit in person within a 50-mile radius of their office. Beyond that distance the audit can be done over the phone. Please understand that companies with operations in multiple jurisdictions or with extremely complex situations may require the law firm to spend more than the "normal" time conducting the audit. If they believe this is the case, you will be notified of such in advance. Please understand that any contract entered into for services with a member law firm establishes a legal relationship with that law firm and not with HR That Works.

or HR That Works Audits

- Audit - Compliance and Productivity - Full
- Benefits Program
- Compliance Training
- Discrimination and Related Concerns
- Employee Claims and Litigation
- Genetic
- General Background
- Health and Safety
- Hiring
- Outsourced and Contingent Workers
- Performance Improvement
- Personnel Records
- Posting and Payprint Requirements
- Privacy in the Workplace
- Protecting the Workplace
- Standards of Conduct and Discipline

1. Do your job descriptions help you comply with the Americans with Disabilities Act (ADA) by setting forth essential job functions and duties?  
 Choices: Yes, No, Don't Know, Not Applicable  
 Your Answer: No  
**Suggested Response, Strategy and Tools:** The Americans with Disabilities Act (ADA) is an exploding area of the law and applies to any company with 15 or more employees. Recent disability claims are the fastest growing category. In many of cases the issue arises over whether or not the employee can perform essential job functions. In making the determination attorneys and agencies will first turn to the employee's job description. While we are great believers in flexibility if you have more than 15 employees, you should nonetheless identify the 6000 of employee responsibility and specifically delineate their essential job function. A great source for developing job descriptions is CNET and it's free!

2. Do you maintain your employment advertisements, job applications, resumes and interview notes for at least three years?  
 Choices: Yes, No, Don't Know, Not Applicable  
 Your Answer: Yes  
**Suggested Response, Strategy and Tools:** In order to help defend against hiring related claims we suggest you maintain employment advertisements, job applications, resumes and interview notes for at least a full year.

3. Are your employment advertisements non-discriminatory and gender neutral?  
 Choices: Yes, No, Don't Know, Not Applicable  
 Your Answer: Don't Know  
**Suggested Response, Strategy and Tools:** The EEOC requires that you eliminate non-discriminatory or gender specific language unless it is an essential part of the job function (i.e. casting and models). Make sure that your HR department reviews all job placement ads prior to their being published.

4. Do you state your position regarding Equal Employment Opportunity in all of your help wanted advertisements?  
 Choices: Yes, No, Don't Know, Not Applicable  
 Your Answer: Yes  
**Suggested Response, Strategy and Tools:** You should place in your help wanted advertisements the statement, "Equal Opportunity Employer,"

Example of an audit response

“HR That Works is a great hands-on tool that will give you what you need right away and not just a site to find case law, which is NOT what my HR folks are looking for. A legal library is not going to help them....real tools that they can get their hands on and correct information that will help them navigate through tough situations is what they need. HR That Works provides that.”

Pam Stewart, Hetrick Insurance, Marquette, KS

# The Best Personnel Forms, Checklist, and Agreements in the Business

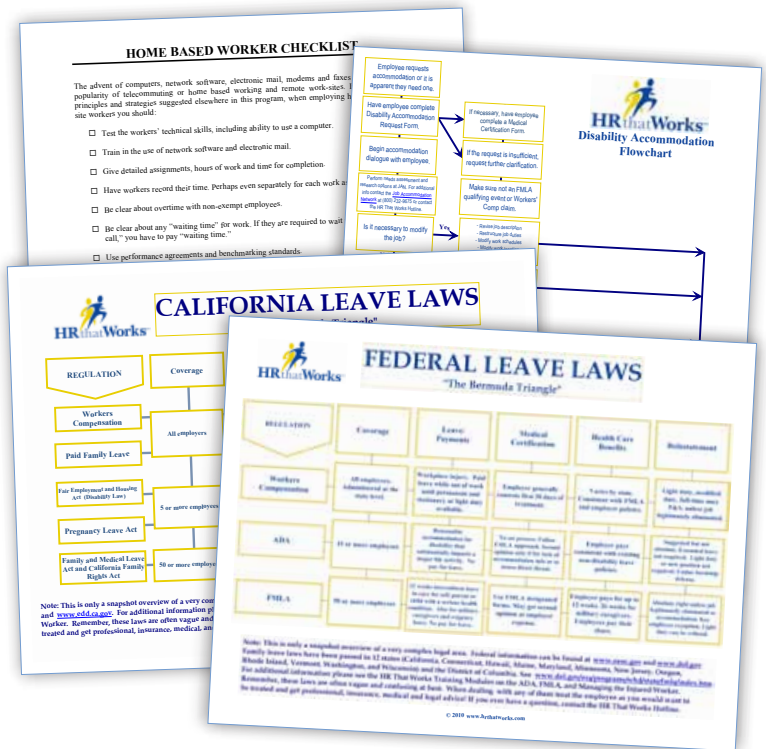
HR That Works includes 220+ checklists, policies, procedures and agreements you need to prevent claims, build productive employment relationships, and achieve bottom line results. Inc.com licenses many of them from us for a good reason: *they are the best!*

Unfortunately, the *thinking* employed in so many of the forms in use today is so 1950's! It is based on the notion that you can control the employee's work experience. Good luck trying! In today's workplace, the employee you can control, you don't want working for you – because they'll expect you to take care of them. I don't know about you, but I've got enough kids to worry about.



Some of the dozens of unique tools include:

- Hiring Checklist
- 60-Day New Employee Survey
- Compliance Survey
- Why I Deserve a Raise (have employees prove they do)
- Creativity Checklist
- How to Be an Excellent Employee
- Career Ladders
- ADA Flowchart
- FMLA Flowchart
- Pre-Termination Checklist
- California Specific Forms
- And over 200 more!



Using checklists (and we have them for everything) is one of the best ways to prevent from making costly mistakes.

“HR That Works has great selection of forms.” Kristan Taylor, Sailing Specialties Inc., Hollywood, MD

# Upload Your Company's HR Documents

The HR That Works document portal allows you to upload your own tools for all managers to see. This feature is especially helpful where people telecommute or work at regional offices. You hear them talk about “the cloud,” well because HR That Works is built on Microsoft’s SharePoint platform, you too can now take advantage of it!

*“A small business can have an HR department equal to the biggest companies by utilizing the services of HR That Works.”*

Ken Cunningham, Dupaco, Inc., Oceanside, CA

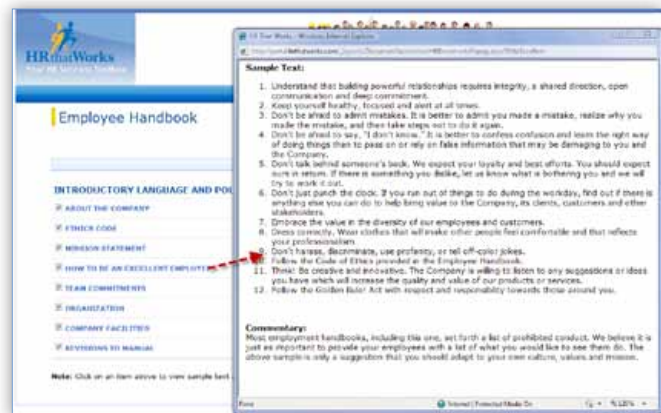


# Employee Handbook Builder

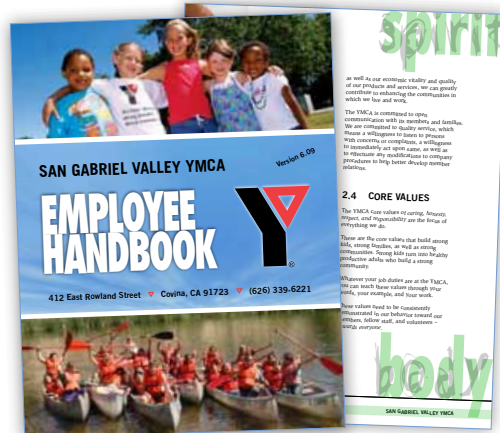
Here’s a sad fact: most handbooks are horrible! They read poorly and look boring. If your employee handbook is a mix of material from different sources—or you don’t have one at all—you’re not alone. With this easy-to-use tool you can create or update a complete and consistent handbook.

*“The webinars are great and the information on the website is very accurate and straight forward. I would also tell them about the Hotline and if it works like I think it does, it is a great resource to get information from a professional right away. So many times in HR it is just making sure your decision is right and bouncing off the situation with a professional in the HR field.”*

Bill Hayden, VJS Construction Services, Inc., Pewaukee, WI



## The End Result...\*



\* The San Gabriel Valley YMCA chose to bring their handbook to life using our graphics partner.

# Employee Surveys

There is no substitute for creating a learning organization. Doing employee surveys is a powerful step towards taking your business and HR opportunity to the next step. These surveys will produce incredible insight with bottom line results. You can even create and distribute your own surveys online.

*“HR That Works is well worth the investment, particularly if you don’t have a strong HR department.”*

David McDowell, Burkett & Wong Engineers, San Diego, CA

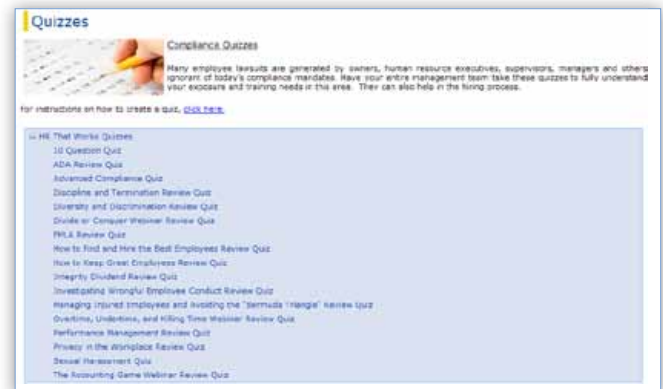
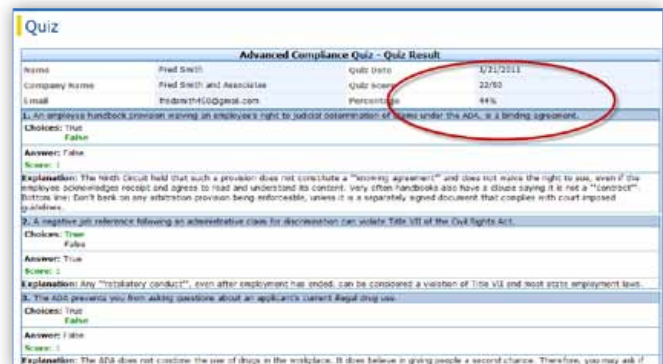


# Compliance and Management Quizzes

Companies don’t “cause” lawsuits, untrained managers do. These quizzes let you know who “gets it” and who really needs some training. As with the audit and survey tools, you can also create your own quizzes for hiring, orientation, training and marketing reasons!

*“HR That Works provides materials, ideas, group workshops (webinars) that are up to date with current problems many companies could face. You have the freedom to use the site when you need to at any time, no pressure, no one looking over your shoulder. And it’s very cost effective.”*

Sue Leatherman, Prescription Landscape, St. Paul, MN

# Special Reports, White Papers and Book Reviews

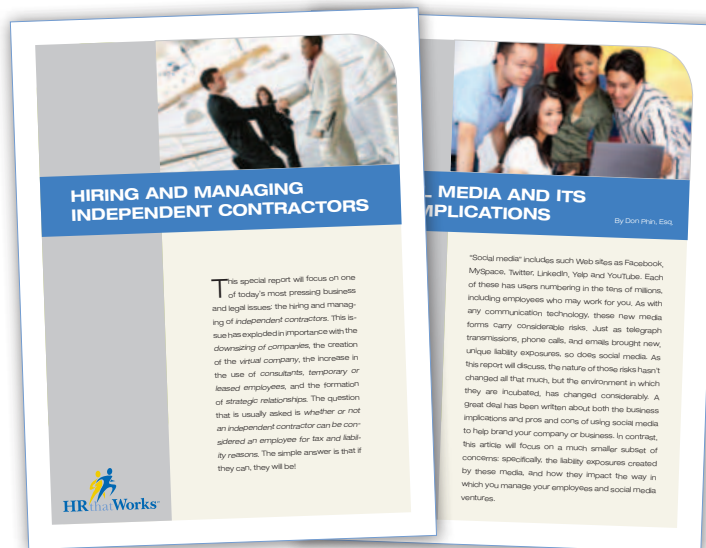
More than 100 concise, practical reports summarize the nuts and bolts of personnel management and legal compliance. You are invited to manipulate these materials for your internal use.

P.S. If you've read this far and would like a copy of the stimulating Workbook: *The Visionaries* (who we used as a reference in building this program), simply email me directly at [don@hrthatworks.com](mailto:don@hrthatworks.com).



"I would tell another person in this field that if they are looking for something (labor law and performance improvement) that they would really use on a daily basis and not park on a shelf somewhere to collect dust. This would be the tool."

Ponci Madrigal Jr., The Burchell Nursery, Inc., Oakdale, CA



## Training Modules

We have fifteen excellent training modules. To purchase these separately would cost \$500 each! Subjects include:

- Lawsuit Free: How to Prevent Employee Lawsuits
- Building Powerful Employment Relationships
- How to Find and Hire the Best Employees
- How to Keep Great Employees
- Sexual Harassment: What It Is; How To Prevent It



- Diversity and Discrimination
- Investigation, Managing And Preventing Wrongful Employee Conduct
- Discipline & Termination
- Managing Injured Employees and Avoiding the Bermuda Triangle
- Complying with the ADA
- Complying with the FMLA
- Independent Contractor
- Performance Improvement
- Social Media Risks
- Wage and Hour

Each training module contains an extensive report, PPT presentation, trainer’s notes, streaming video, handout, forms, quiz and an audit. A great lunch-and-learn training tool for your managers!

**Training Module**  
**Complying With the ADA**

If you have more than 15 employees you must give your managers basic training on the ADA. With the recent amendments, the coverage of the act has broadened...and so has employer exposure to not getting it right! This module covers changes that went into effect January 1, 2009.

The PowerPoint presentation can be used by way of slides, lcd projector, overheads or handouts.

To view the PowerPoint presentation offline, the PowerPoint Reader is required. If you don't already have it, it may be obtained for free by [clicking here](#). PowerPoint 97 or above is required for editing the slide show and may be purchased by [clicking here](#). The PowerPoint files are substantially larger files and will take longer to download. You may want to use the "zipped" files. If you don't already have WinZip, you can download a trial version for free by [clicking here](#).

<b>ADA Module:</b>	<b>Audit:</b>	<b>Quiz &amp; Answers:</b>	<b>Report:</b>
<a href="#">PowerPoint</a>	<a href="#">PDE</a>	<a href="#">PDE</a>	<a href="#">PDE</a>
<a href="#">Power Point - Zipped</a>	<a href="#">Word</a>	<a href="#">Word</a>	<a href="#">Word</a>
<a href="#">Trainers Notes</a>			
<a href="#">Related Forms and Documents</a>			
<a href="#">Video - Online</a>			

- Notice Re: Amendments to ADA
- EEOC/ADA Homepage
- Enforcement Guidance
- JAN Bulletin re ADA Amendments
- JAN Training Videos
- ADA Resources
- What is an impairment?
- Fair California Employers - Legal Standards for Disabilities
- Webinar with Beth Loy of JAN re

Amendments Audio Video

*“This is an excellent tool and reference point. If you have a chance to hear Don Phin speak, don’t miss it. Take as many of your management team as you can and go more than once. He refers to HR That Works and I learn about tools I was unaware of almost every time.”*

Sharon Lynch, The Sonoma Index-Tribune, Sonoma, CA

## Victims, Villains and Heroes Program

Perhaps the greatest frustration of management is dealing with non-productive employee dramas. The unique Victims, Villains and Heroes program provides powerful insight and tools for eliminating this worn-out story. Read it, listen to it, or watch it. You’ll be glad you did. Then you’ll want to make sure everyone “gets” this.

*“Real world, 100% useful and the take-away is outstanding!”*

Howard Benson, CEO, NCDS, Atlanta, GA

**Victims, Villains and Heroes: Managing Emotions in the Workplace**

*“All the world’s a stage  
 And all the men and women merely players.  
 They have their exits and their entrances.  
 And one man in his time plays many parts.”*  
 - William Shakespeare

*Don Phin & Lay Stang*

**Enter, Stage Left...**  
 We are all actors in a play, for which the stage is set every day, in every workplace.

Owners, managers, employees, customers, and clients are all part of the constant, swirling emotional drama. It’s a drama we call The Plot, involving Victims, Villains, and Heroes. Rejection, sabotage, lack of appreciation, miscommunication, lawsuits and overwork with few rewards are all symptoms of “The Plot”.

If only we knew how to recognize repeated no-win scenarios. If only we knew how to step out of emotional dramas at work

- **“Victims, Villains and Heroes” The Book** ([MS Reader Lit File](#)) ([PDE](#))
- **Buy the paperback by [clicking here](#).**
- **“Victims, Villains and Heroes” PowerPoint Presentation** ([Download](#)) ([View Online](#)).
- **“Victims, Villains and Heroes” Webinar** ([WMV](#)) ([MP3](#)).

*“Excellent, you do not have to recreate the wheel. HR That Works is a super time-saving software that allows you find answers quickly and thoroughly.”*

Sheila Campbell, Ronald McDonald House of Memphis, Memphis, TN

# Create and Assign Management Training Plans Using a Basic Learning Management System

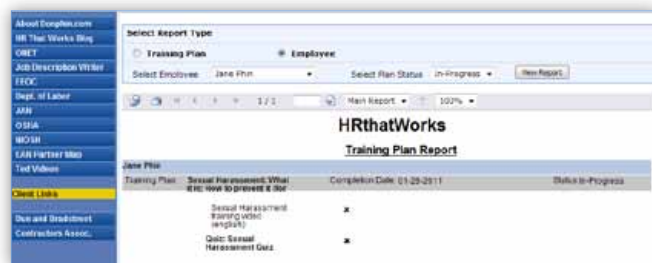
HR That Works contains a basic Learning Management System (LMS) that is pre-loaded with 20 trainings. You can easily upload your own training materials (usually a video or doc with accompanying quiz) and then assign these training materials to the managers who have access to the system.



Once you've "pulled over" the training plans...



You can then assign them to the manager ...



Who will be reminded to take them when they login to the program...



## The Media Library

We are constant learning freaks and big fans of video and audio learning on our MP3 players, iPhones, etc. The Media Library contains tons of great content you can download and listen to or watch anytime. Encourage your managers to listen to these programs on their commute or at the gym. They can only get smarter and more valuable by doing so.



# HR Department Improvement Plan

Great companies don't happen by accident. Michael Gerber taught the importance of having SOPs for everything we do in his book the *E Myth*. Dr. Deming started the TQM movement and taught the importance of process, process, process. The HR Department Improvement Plan is a 40 step-by-step guide to building a powerful HR function. **A system. A process. So what if you take just one step per month. That's our mantra for success!!**



# State Law Summaries

Our excellent partners, the Worklaw Network, have provided our Members with legal summaries for all 50 states. If you were my client I would make sure every one of your managers read and knew the law related to the job they do every day.

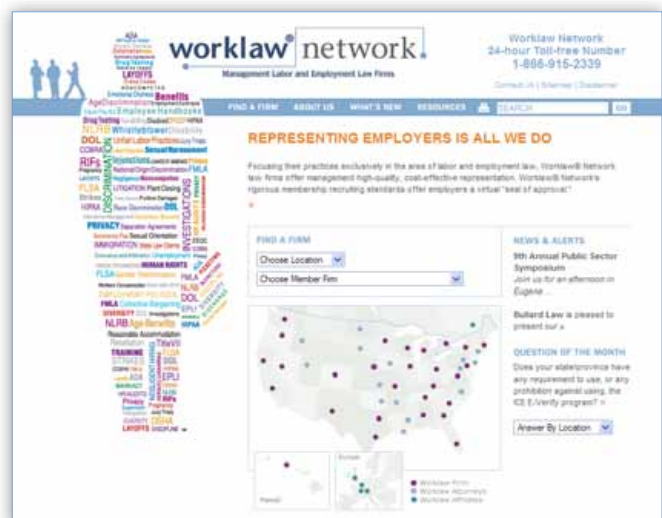
“HR That Works is very useful for those new to the HR and very informative for experienced HR people as well.”

Hector Ruiz, Ruiz Protective Service, Inc., Dallas, TX



# Free Hotline Assistance

Employers are justifiably concerned about today's employment laws. Our free HR Hotline for Members is skillfully answered by experienced employment law attorneys from our partner, the Worklaw® Network and HR That Works President, Don Phin. You get 15 minutes of help on any one legal issue. Knowing you have the support of top ranked lawyers is a comforting aspect to being a HR That Works Member.



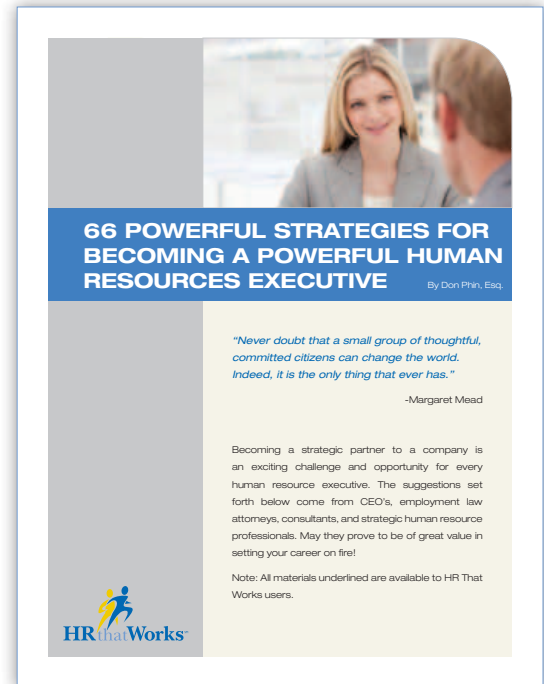
# Strategic HR Tools

It should be the goal of every HR person to become a strategic partner to the company whether they work at it full or part time. Doing so will improve the company bottom line and their own paycheck. Here you will find powerful tools to help make that happen. This is one of the favorite parts of the program for experienced HR executives. You will learn:

- How to assess your HR department needs
- How to assess your career goals
- How to be a strategic partner
- How to develop an HR department plan
- How to work with the CEO

*"Thank you for your time training me on HR That Works last week. I have already found HR that Works to be an essential tool in my HR toolkit. The word templates are so helpful and have saved me several hours in the first week using the website. I look forward to having all the HR goodies at my fingertips in the future."*

Lisa Robinson, CPA, Music USA, La Jolla, CA



## Give Access to Your Entire Management Team\*

HR That Works is not designed for the rank and file to have a login. It is made for every one of your managers to get on board. We make it very easy to add your managers. (This doesn't mean you can't use the tools, including over 80 hours of training with your employees.) Remember, this is not just an HR tool, it's a business tool.

*"With all the potential liability inherent in running any organization, HR That Works can minimize that risk for a value that far exceeds any other option. A small company can get the HR expertise of a Fortune 500 organization for a minimal investment."*

Richard Yardley, Newmatic Engineering, Irvine, CA



\*Pricing is based on 25 managers max. More can be added at a reasonable expense.

# About the Employer Advisors Network, Inc.

- We've been in business since 2001.
- We are located in sunny Coronado, California.
- We have roughly 80 partners and 3000 members.
- We love working with small and mid-sized companies (they make up the soul of our economy),
- We love being on the cutting edge (a mind is a terrible thing to waste),
- We love having fun (life's too short not to),
- We love making money (it beats the alternative), and
- We love helping others to be on the cutting edge, have fun and make money too!

*"I met Don Phin as a student in the "Money and You" program presented by Excellerated Business Schools. I was immediately struck by his focus, pragmatism, love and compassion. Don is the prototype of the new professional for the twenty-first century. He understands that his professional success, as well as the success of those around him, has as much to do with people's feelings as with his technical skills or anything else. Don's unique ability to bridge various disciplines and take a common-sense approach toward workplace relationships is destined to make a significant contribution for years to come."*

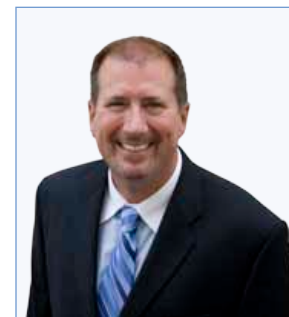
**DC Cordova, CEO of Excellerated Business Schools**

## About the guy who designed this program

Long story short... Don grew up in the Bronx, fell in love with the Yankees, music, sports and Manhattan and was fortunate enough to attend Bronx HS of Science. At 19 he jumped at the opportunity to work on a tuna boat out of San Diego. He liked the sea, sunshine, volleyball, surfing and California girls so he stayed. Today Don is married with three sons and lives and works in beautiful Coronado.

Don has been a California employment practices attorney for 27 years. He litigated cases for 17 years, woke up to how ridiculous it all was, and decided to help build, not tear down, employee relations. Since then he has written three books on the workplace. Don is a professional speaker who has presented to hundreds of CEO groups, associations, insurance and HR executives. He loves nothing more than doing a great workshop. One with real take home value. One that they still talk about long after the meeting.

Don designed HR That Works and remains its thought leader. For eight years he has also been co-editor of the prestigious EPLiC Journal published by the International Risk Management Institute (IRMI).



**Don Phin, Esq.**

*"The amount of information can be invaluable for any company."*

**Heather Lawrence, JM Carrigan Corporation, Sanibel, FL**

# The Cost of Complacency

By now you're thinking: "This sure does a lot of things and it all sounds great, but... "I'm busy right now..." "I don't know..." The economy..." etc.

**Really? Honestly?** Ask yourself this question:

**Are your HR practices helping you or hurting you?**

**How much has it already cost you to:**

- ✓ Hire the wrong employee? 25K 50K? 100K? More?
- ✓ Hire someone who leaves within a few months?
- ✓ Lose employees, clients, and proprietary information along with a departing employee?
- ✓ Fight off an employee claim?
- ✓ Leave productivity and opportunity on the table every day?
- ✓ To waste time trying to manage unnecessary and destructive dramas?

"I would tell them how I've learned so much, used your forms/information and, as a result, I aspire to do better at my job."

Tahníe Roska, Mountain Land Design, Salt Lake City, UT



## OK, OK, OK, I'm interested (heck, I've read this far). So what's the cost? What do I do next??

As you probably figured out by now, if you were to try and buy all the content and tools on HR That Works it would easily cost you thousands of dollars, and that doesn't include the benefit of Hotline access. We are so confident you will be blown away by its value and opportunity we offer to provide you with **30 days of free access**. The only risk you take is not using this program!

This site rocks!!!

Michelle Teachout, Autobuilders, West Palm Beach, FL

No matter how seasoned you or your HR staff is, HR That Works should be available for their use.

Sandee Rugg, Cavníac & Associates, San Diego, CA

## HR That Works Helps You:

- ✓ Hire Great Employees
- ✓ Keep Great Employees
- ✓ Increase Productivity
- ✓ Reduce Employee Claims
- ✓ Build the Company Culture
- ✓ Grow the Bottom Line
- ✓ Advance in Your Career!
- ✓ You Can Do It Today!

*"Don, Thanks for the webinar ... another unbelievably great performance.*

*As I look at your website and all the resources you've put together, my observation is that there is just TOO MUCH GOOD STUFF and it is not apparent to the casual visitor what INCREDIBLE RESOURCES are available to them. And even people who use the site and appreciate certain aspects might benefit immensely from resources just two clicks away that they never see and never even conceive may be available to them.*

*I say that as a business owner who is not always focused on HR, but is learning to pay more and more attention because (a) I have a GREAT human resource director, and (b) I have HRThatWorks.*

*I gave a 7 minute presentation to my Vistage group, and I know one owner signed up right away and was blown away by all the available resources.*

*I think it borders on criminal for a business owner to NOT take advantage of your program. Thanks again for all you do."*

*Richard Yardley, President, Newmatic Engineering, Irvine, CA*



CONTACT US TODAY!

Joel Bernstein

Benefit Providers, LLC

703-370-2226

[jbernstein@benefitprovidersllc.com](mailto:jbernstein@benefitprovidersllc.com)