

Vetting the Right HR Consulting Partner

With over 60,000 HR consulting services and more than 600 employment compliance software solutions nationwide, it's clear that **employers increasingly seek support beyond legal counsel**. The question isn't if your clients will adopt these services, but when and which ones they'll choose.

As an attorney, the HR providers your clients select **can significantly impact your ongoing role** in their compliance strategies. Employers need strong HR programs AND engaged legal counsel to effectively control litigation risks. By vetting HR service providers carefully, you can be prepared to make recommendations to your clients that support their success and keep you engaged.

This guide simplifies the vetting process, empowering you to guide your clients toward smart, effective choices. Let's dive in!

Be the Key to Your Clients' Success: Partner with the Right HR Experts

Why Your Guidance is Essential

Your clients trust you to protect their business from legal pitfalls and costly mistakes. By guiding them toward the right HR Managed Services and Consulting partner, you ensure they are supported by solutions that align with your counsel and protect their workforce.

What You Gain

- **A Trusted Counsel Promoter:** EG encourages clients to establish and maintain trusted relationships with legal counsel. HR service providers are not replacements for legal counsel.
- **A Proactive Partner:** EG regularly recommends proactive engagement with legal counsel for our clients. Engaging legal counsel proactively on compliance options, risk tolerance, and interpretation of legal requirements is a bargain compared to the cost of litigation.
- **Referral Source:** EG needs trusted attorney relationships to recommend to our clients. In addition, we are regularly contacted by employers in trouble that need a legal referral.

Why Attorneys Choose Employer's Guardian

- Our HR programs respect and complement your legal expertise.
- Our ability to help clients execute effectively and on time means they can apply legal advice far beyond the basics.
- Ultimately, your recommendations produce superior results for your clients.
- When Attorneys partner with EG in support of their clients, results are similar to those ten times their size. That is good for everyone.

Be Part of the Conversation. Lead the Solution.

Your input on HR outsourcing decisions ensures your clients are prepared, protected, and positioned for success.

Ready to Make a Bigger Impact?

The following pages detail how Employer's Guardian works hand-in-hand with employment attorneys to deliver HR solutions that complement your legal strategies. From Wage and Hour compliance to LOA and ADA case management, discover how our expertise helps you protect employers, reduce liability, and strengthen client relationships.

Let's explore how partnering with the right HR provider can elevate your practice and your clients' success.

HR Consulting and Managed Services

A Trusted Partner for Employment Attorneys

At Employer's Guardian, we offer a comprehensive suite of HR Consulting and Managed Services tailored to complement the work of employment attorneys. Our services are designed to strengthen your clients' HR foundation, mitigate compliance risks, and enhance workforce management—all while aligning seamlessly with your legal strategies.

Whether you're advising on litigation defense, supporting compliance efforts, or helping clients establish strong HR practices, Employer's Guardian provides scalable solutions through Consulting, Managed Services, and Attorney Partnerships. Together, we deliver measurable results that protect employers and reinforce your role as a trusted advisor.

Employer's Guardian - HR Consulting and Managed Services	Consulting	Managed Services	Attorney Partnership
Compensation Pay Plan Design, 2810 Notice Requirement Management	X	X	X
Job Descriptions, Essential Duties, Competencies, Conditions of Employment	X	X	
Handbooks - Created, Annual Maintenance, Distribution	X	X	
Electronic Enrollment I-9, W-4, Arbitration Agreement, Notices		X	
Arbitration Agreements - Version Control		X	X
Electronic File Storage I-9, Personnel, Medical, Benefits, Payroll		X	
Regulatory Change Management Updates, New Programs, Training	X	X	X
Litigation Defense, Prepare Brief Documentation, Support Legal Counsel		X	X
Employee Certification Mgmt. System Supported Customizable		X	
Annual Salary Survey and Increase Program*	X	X	
Annual Wage Review Program - Equal Pay Act Compliant	X	X	
Alternative Work Schedules*	X	X	X
Internal Investigation Preparation Reporting Conclusion Support	X	X	X
Ethics Hotline Ensure Worry Free Reporting		X	
Unemployment Claim Response Appeals	X	X	

Employer's Guardian is your ally in safeguarding employers and strengthening client relationships. Partner with us to transform HR challenges into opportunities for growth and compliance excellence—reinforcing your position as the trusted expert your clients rely on.

Wage and Hour Compliance

Protecting Your Clients, Strengthening Your Practice

As an employment attorney, navigating the complexities of wage and hour compliance is vital to safeguarding your clients from costly liabilities and legal exposure. At Employer's Guardian, we partner with attorneys to provide expert guidance and tailored HR solutions that align with your legal strategies.

Minimizing wage and hour liability is dependent on employees, managers, and payroll administrators consistently executing their responsibilities correctly and timely. Our programs focus on the efficient execution of processes that align with your legal guidance. Together, we protect employers and create long-term stability in the workplace.

Employer's Guardian - HR Consulting and Managed Services	Consulting	Managed Services	Attorney Partnership
Meal and Rest Period Program Customization	X	X	
Policies, Forms, Aligning Business Needs and Compliance Requirements	X	X	
Daily Employee Attestation Program Integrated with Time Clocks		X	X
Annual Training for Employees and Managers	X	X	
Program Deployment and Adoption Support		X	
KPI Set to Monitor Health of Program		X	X
Meal and Rest Period Compliance Dashboards		X	
Reoccurring Audits Protect Integrity of Program	X	X	X
Regular Rate of Pay Overtime, Double Time, Sick Pay, Premium Payments	X	X	
Accrual Compliance PTO, Sick Leave, Holidays, Vacation	X	X	X
Wage Statement Wage Theft Protection Act, PAGA	X	X	X
Timekeeping - Align Policies, Mgmt. Practices, and Timekeeping Systems	X	X	
Annual Training on Timekeeping, Approvals, for Employees- Mgmt.		X	
Reoccurring Audits on R.R. of Pay, Wage Statements, Timekeeping		X	X
Exempt Status Management Evaluation, Reoccurring Review	X	X	X
2810 Wage Notice Management		X	

At Employer's Guardian, we work alongside employment attorneys to simplify wage and hour compliance, mitigate client risks, and protect businesses from costly liabilities. Let's collaborate to ensure your clients are equipped for success while reinforcing your role as their trusted advisor.

Leave of Absence, ADA, and Title VII Case Management

Simplified Compliance for Your Clients

Managing leave cases and accommodations is complex, but Employer's Guardian makes it easier. We partner with employment attorneys to streamline LOA, ADA, and Title VII compliance, reducing risk and improving efficiency. With our expert case management, your clients gain the support they need, and you reinforce your role as their trusted advisor.

Employer's Guardian - HR Consulting and Managed Services	Consulting	Managed Services	Attorney Partnership
Wizard Driven LOA - ADA Support Intake Integrated Case Management	X	X	
Dashboard Driven Compliance Metric Management		X	
Continuous LOA Automate Time Tracking FMLA, CFRA, PDL		X	
Intermittent LOA Communication Documentation Case Mgmt.	X	X	X
Accommodation ADA - Title VII Interactive Process Management Program	X	X	X
Employee Injury Concurrent Case Management with FMLA & CFRA	X	X	
LOA Case Closure and Transition to New ADA Case Management	X	X	X
Manager Training: Recognizing LOA Needed, Responsibilities of Manager with EE on LOA	X	X	
Employee Training on LOA Rights and How to Request an LOA		X	

Performance Management & Progressive Discipline:

Supporting Compliance and Productivity

Employer's Guardian partners with employment attorneys to implement tailored solutions for managing performance and discipline. Our programs help employers address issues consistently, document actions effectively, and reduce legal risks while aligning with your counsel.

Employer's Guardian - HR Consulting and Managed Services	Consulting	Managed Services	Attorney Partnership
Performance Documentation - Wizard Driven, Efficient, Quality	X	X	
Trend Management Dashboards Act Early Fewer-Smaller Problems		X	
Coaching and Counseling Manager Training, System Supported, Elevate Quality	X	X	
Corrective Action Fully Support by HR Professionals System Supported	X	X	
Attendance Management Wizard Driven Dashboards Trend Identification		X	
Progressive Discipline Matrix Promote Consistency, Fairness, Equality		X	X
Learning Management System Training Employees & Managers	X	X	
Employee Development Automated Tracking Manager Training		X	
Involuntary Termination Protected Class Risk Evaluation	X	X	X
Terminations Fully Supported by HR Professionals	X	X	X

SAFETY - OSHA - WORKERS COMPENSATION

Comprehensive Support for Employment Attorneys

At Employer’s Guardian, we know that workplace safety and compliance are critical to protecting your clients' businesses and mitigating legal risks. Our tailored solutions in Safety, OSHA, and Workers' Compensation are designed to minimize liabilities, ensure regulatory compliance, and simplify injury and claim management—all while supporting your role as their trusted advisor.

From developing injury prevention programs to managing workers' compensation cases, we provide consulting expertise, ongoing services, and attorney-focused partnerships. Together, we help employers maintain safe, compliant workplaces and strengthen their defense against potential claims.

Employer's Guardian - HR Consulting and Managed Services	Consulting	Managed Services	Attorney Partnership
Injury and Illness Program Build, Train, Support Deployment, Maintain	X	X	
Safety Training Courses for All Known Hazards, Managed in LMS	X	X	
Drug-Free Workplace (DOT/Non-DOT) Design	X	X	X
OSHA Representation Inspection Preparation Defense	X	X	X
Hazard Inspection and Remediation Program	X	X	
Safety Officer Every Location Trained Supported		X	
Safety Violation Management Efficient Tracking Trend Identification Remediation		X	
Reoccurring Audits OSHA – CAL OSHA Compliance Program Updates	X	X	
OSHA 300 Log Management and Electronic Reporting		X	
Dashboard Driven Safety Program KPI Metric Management		X	
Wizzard Driven Injury Reporting and Compliance Management	X	X	
Employee Injury Investigation	X	X	
Employee Injury Medical Care Mgmt.		X	
Substance Abuse Rehabilitation Case Mgmt.	X	X	X
Workers Compensation Communication Documentation Case Mgmt.		X	
Workers Compensation Class Code Monthly Reporting Annual Audit		X	
Workers Compensation Class Code, review, and assignment		X	
Return-to-Work Program Modified Duty Management	X	X	
Injury Claim Fraud Prevention		X	X
Worker's Comp Cost Management Program		X	

HR Service Provider Evaluation Framework: A Guide for Employment Attorneys

As an employment attorney, your clients look to you for guidance in mitigating risk and ensuring compliance. Selecting the right HR service provider is a critical decision that directly impacts their operational success, legal exposure, and workforce efficiency. This HR Service Provider Evaluation Framework equips you with a structured approach to help clients assess potential providers, ensuring they align with both immediate needs and long-term goals.

Service Match

A successful HR partnership begins with understanding your organization's service needs:

- **Required Services:** Identify non-negotiable services that the provider must offer.
- **Highly Desired Services:** Highlight services that are highly beneficial. While not mandatory, missing one or two of these shouldn't disqualify the provider if they excel elsewhere.
- **Wish List Services:** Consider services that would be advantageous but aren't a priority. These extras can be a bonus when selecting between otherwise equal providers.

Quality HR services positively impact employees, managers, administrators, and senior leaders. Key factors to evaluate include:

- **User-Friendly Processes:** Ensure the HR processes are intuitive and accessible to all stakeholders.
- **Training:** Review the provider's training methods, the relevancy of materials, and the frequency of updates.
- **Adoption Support:** Confirm how the provider facilitates the adoption of new training and processes.
- **Support Quality:** Assess the responsiveness and reliability of the provider's support team.
- **Audits:** Determine if the provider conducts regular audits to proactively identify and mitigate risks.
- **Metrics:** Evaluate the provider's ability to measure, analyze, and report on HR process outcomes.

Cost – Return on Investment (ROI)

An HR provider should contribute to your organization's ROI by driving efficiencies and cost savings while providing competitive advantages. Consider their ability to:

- Control labor costs.
- Reduce HR department costs per employee.
- Increase employee productivity.
- Enhance customer experience to drive revenue growth.
- Minimize involuntary terminations.
- Lower legal consultation expenses.
- Reduce litigation costs.

Trust

Trust is the foundation of any successful HR service relationship. Evaluate the provider's trustworthiness by assessing their reputation, transparency, and alignment with your organisational values. A reliable provider inspires confidence and ensures peace of mind for all stakeholders.

At Employer's Guardian, we partner with employment attorneys to ensure their clients choose HR solutions that align with legal strategies, reduce risks, and enhance compliance. Together, we can deliver greater value to employers while protecting their interests.



Take the Next Step with Employer's Guardian

Ready to simplify HR, minimize risk, and deliver measurable results for your clients? Whether you need expert consulting, seamless managed services, or a trusted partnership to support your legal strategies, Employer's Guardian is your solution. Let's work together to protect and empower the businesses you serve.

www.EmployersGuardian.com



2339 Gold Meadow Way, Suite 200
Gold River, CA 95670



BBirkhimer@EmployersGuardian.com



916-635-2543