

## Member Benefits

When you're a Cascade Member, you have a complete range of services available that will help you hire well, engage for loyalty, train for excellence, discipline effectively, and dismiss appropriately and legally. You have a staff of experts and a wealth of resources at your fingertips when you need them – a value much greater than the cost of membership.

### Complimentary to Members

#### AnswerSource

Your toll-free helpline for quick and reliable answers to general employment-related questions – 866.232.7378.

- Regulatory compliance answers
- Quick guidance on common workplace issues
- Sample forms, policies, and guidelines

#### Pay Survey Data

Excellent tools for evaluating market pay practices. Participate in Cascade's *Oregon Regional Pay Survey* and receive a complete annual survey subscription FREE.

- 24/7 on-demand access to custom report tool
- Two updates to standard survey reports
  - Non-exempt positions
  - Exempt positions
  - Executive positions

#### Online Member-Only Area

Access a wealth of resources, 24/7.

- Sample forms, policies, and guidelines
- Frequently asked HR questions and answers
- Extensive family leave section (*coming soon*)
- Federal and state workplace notices and posters
- State law summaries

#### Publications

Keep current on those issues that affect you as an employer. Through monthly newsletters and special alerts and updates, Cascade reports important information so you remain informed.

#### Briefings, Select Webinars, and HR Networking Forums

Enroll your designated management representatives and get to-the-point information on relevant employment topics. These sessions are generally one to two hours in length.

#### Job Bank

Post unlimited job openings for up to 30 days each. These postings can be viewed by anyone, giving you one more tool for recruiting qualified job candidates.

#### DVD Library

Borrow from over 100 DVD and VHS presentations covering the best of management, team-building and safety topics.

**For new Members, we recommend and include with your membership fee . . .** An assessment of your human resource practices to help you get and stay in compliance.

### Reduced Rates for Members

#### Training Workshops and Online Learning

Get your employees, supervisors, and managers on track with essential training.

- Compliance topics
- Human resource & compensation
- Leadership & supervisory development
- Safety & workers' compensation

#### On-Site Training

Bring nearly any topic in Cascade's curriculum to your site, adapted to fit your organization's culture and goals. This allows for flexible scheduling and maximizes training dollars.

#### Pay Survey Data

- Survey reports for HR Policies & Benefits, IT & Engineering and Sales Compensation
- Custom pay surveys for your industry

#### Professional Consultation

Stay in compliance and on top of tough issues.

- Attendance & family leave
- Policy & benefit administration
- Discipline & discharge
- Affirmative action & EEO
- Pay practices & pay discrimination
- Performance improvement
- Harassment

#### Project Assistance

Perhaps it's time to revise your employee handbook, to update your affirmative action plan, or to write those long-awaited job descriptions. Whatever the project, help is available.

#### Employee Benefit and Group Program Options

Qualifying members have access to a number of employee benefit and group program options.

- Medical, dental, life, & disability income
- 401(k) retirement plan
- Workers' compensation insurance

#### Partnered Programs

Take advantage of reputable resources at reduced rates through alliances established with outstanding providers.

- Payroll services
- Background screening
- Drug & alcohol testing
- Employee assistance program
- Outplacement services