

Partnership with Enduris

Executive Membership

Enduris Preferred Pricing

Executive members receive expert advice and guidance from our seasoned employment law attorneys and HR specialists.

1-3 employees	\$864.00
4-9 employees	\$1,248.00
10- 19 employees	\$1,680.00
20-49 employees	\$2,140.00
50-99 employees	\$2,660.00
100-199 employees	\$4,196.00
200 + employees	\$5,272.00

Basic Membership- \$645

25% off, annually

Basic members receive access to our comprehensive resources, digital tools, and member-based programs, including the Association Health Plan and 401k program.

Projects & Ancillary Services

Member Pricing regardless of membership status with Associated Industries

We offer many solutions to minimize your employer risks, while elevating your workforce culture, including employee handbooks, background screening, workforce training, and more!

The benefits of joining Associated Industries

We're committed to empowering small and mid-sized businesses as they tackle complex HR and employment law challenges. As your partners, not just advisors, we roll up our sleeves to help you meet compliance obligations while also building a workplace that thrives.

Once launched with membership, you'll access our member-only compliance and HR webinars, our Templated Employee Handbook reviewed by our in-house attorneys, and a suite of interactive applications like the Salary Benchmarking, Job Description Builder, Employee Cost Calculators, and more. You'll also get a robust library of HR content to help you level up your HR and compliance knowledge.



trusted employer advisors



Dues are subject to evaluation and increase each July 1st, effective in January, as determined by the board of directors of Associated Industries, which consists of leaders from our member companies.

Signing up for Membership with Associated Industries

Ready to get started with Membership?

Signing up for membership with Associated Industries is simple and easy. You can find the application directly on our website, by clicking [here](#).

Make sure you check that you are an Enduris member to receive your discounted pricing.

Questions? Contact us today!

We are available Monday-Friday to answer any questions you may have about membership. Click [here](#) to fill out our contact form, or we can be reached at 509.326.6885 or email us at membership@aiin.com.

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ASSOCIATED
INDUSTRIES

trusted
employer
advisors

enduris
WASHINGTON

Executive Membership

2024 Rates

The "Handling HR with Ease" Level

*Unlimited Employment Law Guidance

Unlimited HR Advising

High-Level HR Health Check

HR Content Cloud Access

Templated Handbook, WA

Multi-State Employment Posters

Comprehensive Policy Examples

Webinar Library Access

Legal Updates

Newsletter

Access to 401K Program

Access to our Association Health Plan

Member Pricing

0-49 Employees.....2,990 Annually

50-99 Employees.....4,134 Annually

100+ Employees.....5,226 Annually



Being able to call the HR and legal teams with questions is one of the best tools at my disposal. I am grateful they are just a phone call away when I need them. Whether they answer my question on the spot or talk to the team first, I know I am getting the best advice.

-Associated Industries Member



As an HR professional with many years of experience, I still find myself relying a great deal on the expertise of Associated Industries' legal and HR teams. The employment laws in WA are very complex and ever-changing, and sometimes I get stuck and can't find the answer to an HR issue...This is when Associated Industries' teams shine.

I know that all I have to do is send an email or call the member care team, and they will come to my rescue (their response time is phenomenal, by the way). Not only do they provide an answer to my question, but they also provide a reason for the answer. I always walk away a bit wiser after working with Associated Industries!

-Wendy Peter, KXLY



ASSOCIATED
INDUSTRIES

trusted
employer
advisors

Basic Membership

The "HR Awareness Level"

- Templated Handbook, WA State
- Multi-State Laws Comparison Tool
- Multi-State Employment Posters
- Compensation Benchmarking
- Custom Job Description Builder
- Employee Cost Calculator
- Basic Policy Examples
- Webinar Library Access
- Legal Updates
- Newsletter
- Access to 401K Program
- Access to Health Plan

\$645 Annually

For Washington Employers - 2024



As an employer association dedicated to helping businesses thrive, our comprehensive resources, digital tools, and member-based programs can ensure your HR challenges are well taken care of, so you can focus on what you do best.



WASHINGTON
BUSINESS SERVICES
HEALTH TRUST



WASHINGTON
COMMERCIAL CONSTRUCTION
HEALTH TRUST



WASHINGTON
MANUFACTURING
HEALTH TRUST



WASHINGTON
RETAIL
HEALTH TRUST

Washington employers can join as Basic members for an annual fee of \$645. This membership grants you access to our digital HR tools and resources thoughtfully designed to meet your HR needs. Basic membership does not include personalized HR and Employment Law guidance.

Empowering Employers, Elevating HR



Membership is the smartest way to access quality guidance from experienced employment law attorneys and HR professionals.

Employment Law Guidance

**Executive Membership Only*

As part of your membership, our experienced attorneys can assist you with the details of local, state-specific, and federal employment laws and regulations to help you make informed business decisions.

Digital HR Resources *(\$6,300 Value)*

Access a multi-state employment poster generator, sample employee handbook reviewed annually by attorneys licensed in Washington, employer policies, salary benchmarking tools, and more HR forms as a member; download, customize, and print documents that cover the most important and relevant aspects of managing the employer/employee relationship.

Purchasing Power

Access the purchasing power of the association to enjoy increased cost savings on employer-related products and services. Including Workforce Training Solutions, Benefit Services, Background Screening Services, HR Projects, HR Technology, and More!

On-Going HR Advising

**Executive Membership Only*

Our knowledgeable HR professionals help you understand if your HR practices are helping you achieve your organizational goals! You can reach out with questions between 8 AM and 5 PM, Monday through Friday (except holidays).

Employer Alerts & Legal Updates

We keep our members informed of legal and legislative developments, explain how they will affect your workforce, and help you stay in compliance. We track the changes that matter to your business and are here for guidance when you need us!

Benefit Programs, Health Plan & 401K

We focus on giving member organizations access to programs that put small employers equal to larger employers. Our benefit solutions are flexible and comprehensive. They help reduce administrative burdens and compliance headaches at the same time.

What does my company get with its membership?

Unlock the full potential of your business with our membership's most valuable assets.



What is included in my company's Executive membership?

- Unlimited Employment Law Guidance*
- Unlimited HR Guidance (MemberCare)
- High-Level, HR Health Check Session
- Employer Legal Compliance Alerts
- Templatd WA State Handbook
- HR & Legal Webinars
- Multi-State Employment Poster Builder
- HR Content Cloud - Compliance Apps, etc.
- Digital HR Tools & Forms
- Employer Newsletter

**Washington, Idaho, & Montana*

What pay-as-you-go, fee-based services can I access at member rates?

- Custom & Pre-set Workforce Training
- Background Screening Services
- Investigation Services
- Mediation Services
- Outsourced HR Services
- HR & Payroll Technology
- Custom Handbook Projects
- Small Employer Health Plans
- 401k Plan for Small Employers
- Affirmative Action Plans
- HR Support Services (See Attachment)



Cost-Effective, Valuable Resources

Joining an employer association can provide necessary HR support and cost-saving valuable resources for your business.

Employee Handbook Template

Access our Washington state employee handbook template through the Member Portal to establish clear expectations, minimize risk, and streamline the handbook creation process for your business.

Estimated \$2,000 - \$5,000

Minimizing Legal Issues

Assessing the value of unlimited employment law and HR guidance is challenging due to legal complexity, expert advice, and consultation frequency. However, considering typical legal fees of \$350 to \$500+ per hour, you can estimate savings in the thousands of dollars annually.

Est. Savings for Legal Services: \$5,000 - \$9,000
Minimizing Legal Issues: Priceless

Workforce Training Offerings

Wide range of training available, including Harassment and discrimination, HR 101, Performance Management, and customized-private training, all at discounted rates for members.

Estimated \$600 - \$1,200, Annually

Digital HR Tools & Resources Zywave Platform

Included in Basic & Standard Membership

Elevate your HR toolkit with resources valued at \$3,200 annually through the Zywave HR Client Portal. Gain access to compliance apps, multi-state poster builders, and a comprehensive suite of tools that will transform your HR operations.

Estimated \$3,200 Platform

HR / Legal Webinars

Stay one step ahead with insights worth hundreds. Many of our webinars, priced between \$50 to \$500 per session in the open market, come complimentary as a member benefit.

Estimated \$300-\$800, Annually

CALCULATING YOUR POTENTIAL HR & EMPLOYER SAVINGS

The bundled components often exceed \$10,700 in yearly value. With Executive Membership fees at \$2,990 - \$5,226, it's a strategic investment for tangible HR returns in your business operations.

Estimated Savings: \$7,710 - \$5,474

pay-as-you-go

HR Support Services

Solutions to minimize your employer risks, while elevating your workforce culture.

HR INFRASTRUCTURE, COMPLIANCE & POLICIES

DESIGN HR

A comprehensive HR playbook and roadmap compiled by our professionals to help you eliminate chaos, save time, and successfully "Wear-the-HR-hat."

**starting price*
\$2,950

POLICY DEVELOPMENT

Development of policies for your organization.

\$600

HANDBOOK REVIEW

Ranging from basic customization using the Associated Industries template to custom handbook reviews.

\$2,500

HR ASSESSMENTS & AUDITS

Choose between a high-level or comprehensive look at your HR functions. We will provide recommendations and priority areas that make you vulnerable.

HR Assessments \$2,500

HR Audits \$5,000

HR & PAYROLL TECHNOLOGY

An HR & Payroll solution that frees you from the tasks of today, so you can focus on building and growing your business.

**PEPM*

Partner Service



COMPLIANCE-FOCUSED HIRING & ON-BOARDING

JOB DESCRIPTIONS

Develop new or review existing job descriptions.

**starting price*

\$600

HIRING SUPPORT

Customized for your organization: job posting, pre-screening, phone screens, scheduling interviews, offer letters, etc.

\$2,300

BACKGROUND SCREENING

Background screening tailored to your needs with discounted member pricing.

Database Check \$10

Comprehensive \$20

Integrated Partner Service



DRUG TESTING

Standard, DOT, or custom drug test panels.

\$36

ELECTRONIC I-9

Electronic I-9 processing and cloud storage.

\$4

ELECTRONIC ON-BOARDING

Custom onboarding forms for electronic delivery and signatures.

\$4

pay-as-you-go

HR Support Services, Continued

HR INFRASTRUCTURE, COMPLIANCE & POLICIES

AFFIRMATIVE ACTION PLANS

AI partners with Jackson Lewis, a national firm specializing in OFCCP audits & compliance, to prepare Affirmative Action Plans. Our AAP specialists will walk you through your plan and requirements.

*starting price

\$1,710

Integrated Partner Service

jackson lewis

INVESTIGATIONS

Confidential third-party investigations, providing a neutral, objective, professional process.

\$5,000

MEDIATION SERVICES

Our mediation services offer a structured and impartial approach to resolving conflicts peacefully and efficiently.

\$250 / HR

COMPENSATION ANALYSIS

Pay equity reviews, supported by measured parameters for job-leveling and development of comp policies.

VARIES



Partner Service

HR OUTSOURCING

Outsource critical HR functions for a monthly support cost. ** Cost is tiered based on employee count.

\$2,250

EMPLOYEE SATISFACTION & PERFORMANCE MANAGEMENT

BENEFIT SOLUTIONS (401K)

Our MEP 401(k) program streamlines small and medium-sized businesses' retirement benefits, reduces costs, offers diverse investment options, and ensures regulatory compliance.

VARIES

ASSOCIATION HEALTH PLAN

Our Association Health Plan harnesses the power of multiple employer trusts, enabling small businesses to pool resources and secure enhanced medical benefits for their employees cost-effectively.

VARIES

TRAINING

Wide range of trainings available including Harassment & Discrimination, HR 101, Performance Management. Customizable.

VARIES

PERFORMANCE MANAGEMENT

Develop performance management systems and processes, customized to your organization.

*starting price

\$1,200

pay-as-you-go

HR Support Services

Solutions to minimize your employer risks, while elevating your workforce culture.

HR INFRASTRUCTURE, COMPLIANCE & POLICIES

DESIGN HR

A comprehensive HR playbook and roadmap compiled by our professionals to help you eliminate chaos, save time, and successfully "Wear-the-HR-hat." *starting price
\$2,950

POLICY DEVELOPMENT

Development of policies for your organization. \$750

HANDBOOK REVIEW

Ranging from basic customization using the Associated Industries template to custom handbook reviews. *starting price
\$2,400

HR ASSESSMENTS & AUDITS

Choose between a high-level or comprehensive look at your HR functions. We will provide recommendations and priority areas that make you vulnerable.

HR Assessments \$3,200
HR Audits \$7,500

HR & PAYROLL TECHNOLOGY

An HR & Payroll solution that frees you from the tasks of today, so you can focus on building and growing your business. *PEPM

COMPLIANCE-FOCUSED HIRING & ON-BOARDING

JOB DESCRIPTIONS

Develop new or review existing job descriptions. *starting price
\$800

HIRING SUPPORT

Customized for your organization: job posting, pre-screening, phone screens, scheduling interviews, offer letters, etc. \$2,500

PERFORMANCE MANAGEMENT

Develop performance management systems and processes, customized to your organization. *starting price
\$1,500

INTERESTED IN BECOMING A MEMBER?

Becoming a member automatically gets you discounted pricing on all of our HR support services, plus unlimited HR and legal guidance.

Scan the QR code below, or visit our website to learn more about what all membership has to offer.



pay-as-you-go

HR Support Services, Continued

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AFFIRMATIVE ACTION PLANS

AI partners with Jackson Lewis, a national firm specializing in OFCCP audits & compliance, to prepare Affirmative Action Plans. Our AAP specialists will walk you through your plan and requirements.

Integrated Partner Service **jacksonlewis**

*starting price
\$1,710

INVESTIGATIONS

Confidential third-party investigations, providing a neutral, objective, professional process.

\$6,500

MEDIATION SERVICES

Our mediation services offer a structured and impartial approach to resolving conflicts peacefully and efficiently.

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