

# Partnership with Enduris- 2025

## Executive Membership

*Enduris Preferred Pricing*

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

1-9 employees	\$1,296
10- 19 employees	\$1,748
20-49 employees	\$2,224
50-99 employees	\$2,768
100-199 employees	\$4,364
200 + employees	\$5,484

## 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.



ASSOCIATED  
INDUSTRIES

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.*

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## 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](mailto:membership@aiin.com).

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enduris  
WASHINGTON

# 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**

# 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**

\$12

**Comprehensive**

\$22

Integrated Partner Service



### DRUG TESTING

Standard, DOT, or custom drug test panels.

\$40

### ELECTRONIC I-9

Electronic I-9 processing and cloud storage.

\$4

### ELECTRONIC ON-BOARDING

Custom onboarding forms for electronic delivery and signatures.

\$5



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

\$1,778

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

# Get Better Background Checks, Instantly.

Build trustworthy teams with high-quality, efficient, & cost-effective background screenings that meet your needs within legal and realistic business practices.

Leverage the Association Partnership!

## ACCURATE REPORTING

- Records reported from the official source
- No duplicate records reported
- FCRA Certified Staff

## CLOUD-BASED, EFFICIENT SOLUTIONS

- Simple, customizable, intuitive dashboard
- Personalized ordering options
- Multi-factor authentication
- Electronic onboarding & I-9 processing

## PERSONALIZED SERVICE

- Customer-focused
- Uncompromising commitment to service
- No call centers, no outsourcing
- Applicant friendly practices



## Exclusive Member Pricing for Background Screening Services

There is a broad range of services and searches for background checks on the market, and screening companies' practices vary widely within the legal requirements.

It can be challenging to know if you're selecting the right combination of searches to provide a comprehensive and effective check.

That's why we've partnered with Integris to help our employer-members mitigate risks and maintain efficient processes while hiring, so they can start hiring with confidence!

POWERED BY



**GET STARTED TODAY!**

[aiin.com](https://aiin.com)



# Background Screening



\*Price includes all names (maiden names, AKAs, etc.)

## BASIC | \$13.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch

## ESSENTIAL | \$27.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch  
National Federal Criminal  
One County Criminal Search  
(additional counties \$4.50)

## PREMIUM | \$35.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch  
National Federal Criminal  
All Counties lived  
(within seven years)

## EXECUTIVE | \$75.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch  
National Federal Criminal  
All Counties lived  
(within seven years)  
(2) Employment Verifications  
(2) Professional References

## ADD-ON SERVICES

Employment Verifications	\$10	Motor Vehicle Report	\$3
Education Verifications	\$10	Electronic I-9	\$4
Reference Checks	\$10	E-Verify	\$5
Professional License Verification	\$10	Bankruptcy Search	\$5
Social Media Search	\$25	Healthcare Screening	\$7
Drug Testing	\$40	Adverse Action Process	\$3

**\*Custom packages can be built to fit your organization's needs!**

Free statewide upgrades in any state that offers statewide court searches.  
Court access and third-party fees are billed as incurred. Fees vary by location.  
Possible records returned on the National Criminal search will incur a \$2 fee to verify the record.  
Drug Testing starts at \$40. Additional fees will be incurred if a third-party collection site is selected.

# Background Screening



**\*Price includes one name, additional names are \$6 per package**

## BASIC | \$12.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch

## ESSENTIAL | \$22.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch  
National Federal Criminal  
One County Criminal Search  
(additional counties \$4.50)

## PREMIUM | \$30.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch  
National Federal Criminal  
All Counties lived  
(within seven years)

## EXECUTIVE | \$70.00

SSN Address Trace  
National Criminal Database  
National Sex Offender Registry  
Security Watch  
National Federal Criminal  
All Counties lived  
(within seven years)  
(2) Employment Verifications  
(2) Professional References

## ADD-ON SERVICES

Employment Verifications	\$10	Motor Vehicle Report	\$3
Education Verifications	\$10	Electronic I-9	\$4
Reference Checks	\$10	E-Verify	\$5
Professional License Verification	\$10	Bankruptcy Search	\$5
Social Media Search	\$25	Healthcare Screening	\$7
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# Drug Testing

## STANDARD PANELS

	Patient Service Center (PSC)	Preferred Provider Network (PPN)	3rd Party Site
DOT Panel	\$42.00	\$46.00	\$32.00 +
Standard lab based panels (4, 5, 7, 9, or 10 panel)	\$40.00	\$44.00	\$32.00 +
Hair (5 panel)	\$60.00	\$65.00	\$50.00 +
Hair (5 panel, expanded opiates)	\$62.00	Not available	\$55.00 +
Instant testing (5 or 10 panel)	\$44.00	Not available	\$50.00 +
Oral (5 panel)	Not available	Not available	\$40.00 +
Oral (5 panel, expanded opiates)	Not available	Not available	\$40.00 +

### ADDITIONAL FEES:

3rd party sites: Collection fee is not included and varies by site.

Hair panels: Cost listed is for Quest PSCs. Cost will be higher if a LabCorp site is selected.

Oral panels: Collection device sold separately at \$3.50 each, plus cost of shipping.

## VARIATIONS AVAILABLE

Standard panels without THC  
Standard panels plus expanded Opiates, Oxy, MDMA  
Standard panels plus MDMA  
Standard panels plus expanded Opiates, Oxy

## ANCILLARY SERVICES

D&L Isomer  
6-MAM Test  
THC-V Test

Split sample testing  
Aliquot testing  
Litigation packages

## RANDOM TESTING MANAGEMENT

Annual management of random pools: \$795.00 per year, plus cost of tests