



ENGAGE HR DELIVERY **SUCCESS STORIES**



WAGE AND HOUR MISCLASSIFICATION

CLIENT

Mid-size, multi-state professional services start-up

ISSUE

At onboarding during the wage and hour review, the Engage HR Consultant found several misclassifications.

RESULT

Extensive discussions were held with client regarding job duties and correct classifications. After illustrating the need for compliance, the employees were reclassified properly.

Approximate savings – OVER \$100,000

Immediate credibility and strong relationship with client.



UNPAID PTO

CLIENT

Large, multi-state hospitality company

ISSUE

A terminated employee filed a wage and hour complaint with a state agency based on unpaid PTO.

RESULT

The client had a strong, detailed PTO policy already in place - drafted by Engage - so the state agency closed the claim with no penalty to the client.

Approximate savings – \$20,000

Plus a compliant policy for use across the organization.

EMPLOYEE PERFORMANCE ISSUES AND ADA COMPLAINT

CLIENT

Mid-size, multi-state medical company

ISSUE

New client called regarding an ADA accommodation request for an employee with performance issues.

Client wanted to terminate employee.

Employee complained of ADA retaliation. Engage conducted investigation.

RESULT

Prior to joining Engage, the client failed to properly document the performance issues. Engage executed a nominal severance agreement and negotiated an amicable termination. Avoided EEOC claim and subsequent litigation.

**Approximate savings –
\$50,000 - 200,000**





HARASSMENT CLAIM

CLIENT

Mid-size, multi-state retail company

ISSUE

Sexual harassment claim before EEOC in California.
Employee alleged supervisor sexually harassed her and other female employees.

Initial employee's claim settled (nominal amount).
EEOC retained jurisdiction due to other allegations.
Engage aggressively defended against widening the matter.

RESULT

Engage prepared and presented volumes of documents on the client's behalf to the EEOC and they dropped the entire case.

**APPROXIMATE SAVINGS –
\$150,000 - \$350,000**



DISCRIMINATION COMPLAINT

CLIENT

Mid-size manufacturing company

ISSUE

An employee made a race discrimination complaint. Engage conducted an investigation and concluded discrimination had occurred. Manager received appropriate coaching, but behavior continued and manager was terminated.

RESULT

Complaint resolved to employee's satisfaction and no EEOC charge was filed.

APPROXIMATE SAVINGS – \$10,000+

If EEOC charge filed - Unknown \$\$\$.

WAGE AND HOUR

CLIENT

Small, non-profit organization

ISSUE

Employee alleged wage and hour claim for unpaid commissions; alleged employer breached commissions agreement.

Employee requested \$200,000 to settle claim; filed a charge with state workforce commission.

RESULT

Engage presented the client's version to the state agency with a result of \$0 commissions and bonus owed.

**Approximate savings –
\$75,000 - \$100,000**





DISCRIMINATION COMPLAINT

CLIENT

Large, multi-state employer

ISSUE

Disability discrimination based on learning disability.

Employee alleged manager discriminated against her; name calling involved.

Other factors led to potential significant exposure.

Engage HR Consultant attended mediation.

RESULT

Matter settled for nuisance value of \$2,500 and no outside attorney fees.

Approximate savings – \$75,000 - \$125,000



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