



The Employers' Association (TEA) is a not-for-profit membership organization providing practical Human Resource Solutions that promote operational excellence within the employer community. TEA provides the following RESOURCES to help employers re-engage their workforce as we return to work from the COVID-19 Stay at Home Orders:

- **Website** (www.teagr.org) listing COVID-19 Resources and Up-to Date Legislative/Executive Actions
- **Webinars** focused on COMMUNICATION, LEADERSHIP and RECOGNIZING A REMOTE WORKFORCE
- **Trainings** focused on individual rewards and group accomplishments during times of Social Distancing (**Contact Ray Bennett at rbennett@teagr.org**)
- **Infrastructure Development** to “re-set” the workplace”
 - **Compensation Administration Program** Review and Development – Talent Attraction and Retention through the implementation of internally equitable and externally competitive pay and benefits practices (**Contact Dave Smith at dsmith@teagr.org**)
 - **Employee Handbook Development** or Review – Communicate expectations and transparently establish Company Culture through formal policy and practices that reflect what you do and portrays accurately what employees can expect you to provide (**Contact Maggie McPhee at mmcphee@teagr.org**)
 - **Benchmark Pay and Benefits Data** – Ensures organizations they are “competitive” within their workspace (**Contact Maggie McPhee at mmcphee@teagr.org**)
 - **Employee Engagement Surveys** – Identify employee concerns (that WILL stand in the way of progress) and collect their ideas (that WILL help propel an organization towards success) by taking the time to ask them for their opinions and then ACTING on what you learn through validated Engagement Survey tools offered by The Association (**Contact Brian Bacon at bbacon@teagr.org**)
 - **Inclusion and Diversity Support** to help establish a strategic culture that encourages all to contribute and everyone to be heard while setting both individual and organizational direction to move forward (**Contact Jason Reep at jreep@teagr.org**)
- **Virtual Networking Groups** to help validate HR Direction and provide alternative ideas to consider during unprecedented times
- **HELPLINE service** to provide practical solutions to Human Resource issues and question/validate the solutions an Organization may be considering BEFORE they are initiated

TEA supports the HR Department of smaller organizations by working with a business owner or an internal administrator to help resolve HR challenges as they arise before they escalate into legal issues. We provide value to larger members by helping their busy HR professionals accomplish time-sensitive projects that require intense developmental and/or implementation efforts. We ARE the trusted business partner relied upon by nearly 500 employers as they move forward during these unprecedented times. Give us a call to see how we can help you welcome your employees back to work.