

CASE STUDY: LEGAL FEE COST SAVINGS & LAWSUIT PREVENTION FOR A VIGILANT MEMBER

SITUATION

- Understaffed HR handling all stateside matters
- HR disconnected from corporate: World HQ in Japan
- Legal fees using outside counsel approaching \$60k/year
- Immediately after membership on-boarding, discrimination complaint filed by employee

BACKGROUND

- International electronics manufacturer, traded sector
- 2 US outlets with US headquarters and distribution center—100+ stateside employees
- Rapid acceleration with year over year double-digit growth

ACTIONS

- Vigilant developed a highly cost-effective membership proposal
- HR risk and safety risk assessments (dist. center) conducted by Vigilant staff
- Immediate response to internal complaint filed by employee
- Internal investigation conducted by Vigilant employment attorney

OUTCOME

- Joining Vigilant, outside legal fees were lowered by \$46,900/year
- Internal discrimination complaint investigation successfully mitigated litigation risk
- HR issues handled promptly, efficiently, and in a timely manner
- Attorney response time significantly improved

FROM THE VIGILANT MEMBER

Q: What were some of your key issues on the employment front in recent years?

A: Policy development, best practices, tracking regulatory changes, crossing the 100+ FTE threshold

Q: Apart from costs, what were the other motivating factors for membership decision?

A: Creating bandwidth, trusted external partner, availability of support.

“Diane is seen as an extension of our internal team. She responds as if she were working for us directly.”

Q: Who, apart from you, has tangibly seen a positive outcome from membership on any level?

A: The investigation response really won over our CEO. Previously had a 15-year relationship with outside legal firm.

LEARN MORE

To learn more about membership with Vigilant and see how your company can benefit, contact:

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We're in this together.