

## Agriculture businesses save \$35,500 annually with our People Risk Management solution.

### Typical Agriculture Issues We Resolve

- ✔ **OSHA Health & Safety Training**  
What are the safety training OSHA requirements for tomato and strawberry pickers? Must the safety training be provided in the workers' first language, if English is not their primary language?
- ✔ **Pre-Employment Medical Exams**  
Can we require pre-employment physical exams to ensure the employee's ability to safely perform work in extreme heat?
- ✔ **Hours of Work**  
What are the maximum hours an agricultural employee can work in one day?
- ✔ **PPE/Safety**  
The union has called to ask if they can provide sunblock for employees working in the fields. Must we allow the union to provide sunblock?
- ✔ **Migrant and Seasonal Agriculture Protection Act (MSPA)**  
Must we provide notices to all agricultural seasonal employees regarding housing?

### Annual Value

or 200 EE Agriculture company

**Live Advisors**  
**\$14,000**

**Living Handbooks**  
**\$1,500**

**Training**  
**\$15,000**

**Job Descriptions**  
**\$2,000**

**FLSA Classification**  
**\$3,000**

**Total:**  
**\$35,500**

### Trusted Guidance, Content, and Technology

#### Advisory Services

Create a high-performing organization in record-time. Access a best-in-class library chock-full of templates, forms, and checklists that ensure your company is compliant. You'll love our up-to-date, accurate, user-friendly tools.

#### HR & Compliance Tools

Resolve employee issues promptly and accurately. Our certified advisors are standing by to answer questions, provide guidance, and follow-up with research to advise on sensitive issues like safety, attendance, and overtime.

#### Training Solutions

Ensure your workforce is productive and safe. Easily deploy a training program tailored to your unique needs. Access an extensive library of courses in English and Spanish on topics including Union Awareness and Wage & Hour for EEs.

“ I love this service...it saves me so much time and headache, and has saved our company a lot of expense. ”

- Operations Manager, Agriculture Business