



**OREGON  
CHAPTER**  
CLUB MANAGEMENT  
ASSOCIATION OF AMERICA



# Club Managers of Oregon Advantage Plan Program

## **Free Services Include:**

- Unlimited telephone and email access to HR Answers consultants regarding any HR subject or employee-related question.
- Unlimited online access and to all HRA Resource Guides: This includes more than 100+ HR related draft forms/guides.
- Monthly Advantage e-newsletter and HR Alerts.
- 10% discount on any consulting project work done outside of the basic services of the CMO HR Advantage Plan. Examples include: job description writing/review, handbook writing/review, policy or safety manuals, etc.
- Discounts off any of HRA in-house workshops. Subjects vary in range from current issues to standardized programs regarding topics that every manager and supervisor should be educated on. Webinar workshops do not receive discounts, as the registration price is already significantly reduced.
- Invitations to special HRA events such as Power Breakfast, Partner Night, Advantage Plan Luncheon, and more.
- Complimentary annual training and update session to address current issues, legal modifications, and address member questions.
- Annual compensation and benefit survey of all CMO members.

## **Consulting Project Work:**

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| ▪ Salary or incentive compensation design       | ▪ Investigation assistance           |
| ▪ Organizational development                    | ▪ Employee Handbooks                 |
| ▪ Employee Opinion Surveys                      | ▪ Policy Manuals                     |
| ▪ Recruiting assistance                         | ▪ Job Description assistance/writing |
| ▪ Outplacement assistance                       | ▪ On-site training                   |
| ▪ HR Audit                                      | ▪ Affirmative Action Plans           |
| ▪ Risk Management with regard to employment law | ▪ Labor Relations                    |
|   | ▪ Compliance                         |