



Unlimited  
Legal  
HR  
Documents

e2r<sup>®</sup> represents a revolutionary and unique approach to specialized human resources, employment and labour law support for Canadian businesses





Human Resources Perspective  
+ Legal Perspective = **Solution**

e2r<sup>®</sup> offers both the **Human Resources** and **Legal Perspective** to ensure that decisions and actions are **right the first time**

The practice of human resources continues to become more sophisticated and complex.

e2r<sup>®</sup> believes in a human resources strategy and execution that is customized to fit each specific situation and the uniqueness of each organization.

The e2r<sup>®</sup> team has a demonstrated record of successfully aligning human resources to business priorities and in advising employers in all matters pertaining to employment/labour law.



Meet the leadership team  
[e2rsolutions.com/ourteam](https://e2rsolutions.com/ourteam)



*e2r® has provided our company with excellent value and service for over 8 years. They are very responsive to our time sensitive needs. Plus, the e2r® Alerts and e2r® Learning webinars have greatly improved the knowledge, proficiency and efficiency of the whole team.*

**LARRY DONOHUE** *Controller/HR - Edge Imaging*

*As a medium sized organization, e2r® is there to confirm ideas and strategies before implementation allowing us to feel extremely confident when approaching even the most delicate HR situations. The team is knowledgeable, professional, and very easy to talk to – they have become extended members of our company.*

**CATHERINE CUNNINGHAM** *CHRP - HR Manager, Upwardor Corp.*

*Consummate professionals that provide very timely human resources advice, and thought provoking discussions which are so relevant for today's industrious HR Leaders who are navigating an ever-changing landscape.*

**JASON BRISEBOIS** *Director of Human Resources & Communications - The Lincoln Electric Company*



Employee issues are unpredictable  
– your answers shouldn't be

e2r® members receive:



**Unlimited**

unlimited advice  
and support



**HR**

access to human  
resources professionals



**Legal**

access to employment/  
labour lawyers



**Documents**

documents including employee  
handbooks & agreements



An e2r® membership opens the door to access our team of seasoned HR professionals and employment/labour lawyers

## Services



Advantage



Support



Partner

Unlimited oral advice and support	✓	✓	✓
Regular updates and developments regarding human resource and employment law matters via our e2r® Alerts and e2r® Learning webinars	✓	✓	✓
Access to online resource library including e2r® Training modules and how-to guides	✓	✓	✓
Preferential rates for all legal work performed by the law firm	✓	✓	✓
Unlimited written advice and support including, but not limited to: <ul style="list-style-type: none"> <li>• Employment Agreements</li> <li>• Executive Employment Agreements</li> <li>• Disciplinary Communications</li> <li>• Termination Letters</li> <li>• Employee Communications</li> </ul>		✓	✓
Assistance with labour relations matters, including: <ul style="list-style-type: none"> <li>• Interpretation of collective agreements</li> <li>• Advice on matters related to collective agreement disputes</li> </ul>		✓	✓
Medical file management and coordination		✓	✓
Job descriptions		✓	✓
Advice, strategy, and support for mergers and acquisitions		✓	✓
Support and documentation for mass layoffs/terminations		✓	✓
e2r® Employment Practices Review			✓
Customized Employee Handbook			✓
Organizational policies			✓
Human resources infrastructure <ul style="list-style-type: none"> <li>• Performance Management</li> <li>• Recruitment and Selection</li> <li>• Compensation Strategy</li> </ul>			✓
Harassment investigation reports			✓
Annual one-time customized managerial/supervisory e2r® Training			✓
Complimentary one hour “Fireside Chat” with a corporate lawyer			✓



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