



## Why Choose Fair Measures?

### ❖ **Training Approach Based on Values, not just the Law.**

We believe and teach that the law is just a floor - the bare minimum. We remind employees that company policies are often set to a higher standard - employers will not wait until conduct is illegal before requesting that it stops. Respectful Workplaces by contrast are created when we treat each other based on values. Fair Measures bases all of its work on this law/policy/values model. Clients appreciate this approach because it is based on the same assumptions about managers that the clients have - that employees are good people who want to do the right thing. Conversely, many other legal training companies try to scare employees into compliance. Our experience is that this type of "scare training" is ineffective and often even counter-productive.

### ❖ **Interactive, Pragmatic Programs**

Some Fair Measures competitors use games or role-playing to make their courses interactive. However, the activities are not practical, nor designed to enforce essential learning points. By contrast, Fair Measures activities and exercises receive high marks from participants who say they are relevant to the subject and to their jobs.

### ❖ **Dynamic Instructors**

Fair Measures' instructors are uniquely qualified to deliver high-impact, quality programs. All instructors are lawyers who have years of employment law experience, years of training experience, and the ability to make courses fun and interesting. Our instructors are comfortable facilitating conversations rather than lecturing.

### ❖ **Best Program Materials in the Industry**

Fair Measures programs are based on Intellectual Property (IP) that is unmatched in the industry. The IP was developed based on years of litigation experience as both plaintiff and defense counsel, years of training experience, and application of adult learning theory. Our materials are easily understandable; they are not written in legalese. They are targeted at educated employees for whom English may be a second language. As a result, they do not insult the intelligence of the participants but are readily accessible to all audiences.

### ❖ **Common Sense, Real World Philosophy**

Unlike its competitors, Fair Measures programs are based on common sense. For example, a steel company brought in a competitor to conduct harassment prevention training. The trainers tried to scare the men into compliance by telling them virtually everything was harassment. The women in the programs heard this, and in the next year filed hundreds of harassment grievances for virtually everything. Both the company and the unions agreed to bring in Fair Measures to restore common sense values while accurately explaining the law.

### ❖ **Reputation for Quality and Dependability**

Fair Measures has been in business since 1982 and has offered over 2,500 trainings to 50,000 employees. We have earned a reputation for quality programs and dependability. Our programs are consistently rated number one or number two by participants against ALL programs offered at client companies.

### ❖ **Money Back Guarantee**

Just like it says...If you are not 100% satisfied with our first training, just let us know. We will not send you an invoice.

---

*As you can see, Fair Measures has the experience and know-how to partner with individual organizations in delivering high-quality, memorable training programs. Call us to discuss how we can unleash the full potential of your workforce.*