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Dear WLA Member,

WLA is pleased to provide you with this special member's-only copy of the Employment Compliance Guide tailored for Washington State's hospitality industry. This publication has been prepared and compiled by FISHER & PHILLIPS LLP, one of the oldest and largest law firms in the country representing companies in the hospitality industry in the areas of labor, employment, employee benefits and immigration. The Firm represents hotels, resorts, motels, gaming companies, casinos, spas, restaurants and related service providers across the United States. FISHER & PHILLIPS LLP is an Allied Member of WLA.

This Guide is intended to provide guidance and forms to management, legal counsel, and human resources professionals involved in employment-related matters in the hospitality industry. You should find this material useful and effective as you deal with employees and issues relating to employment on a day-to-day basis. This guide has been specifically compiled for Washington State employers.

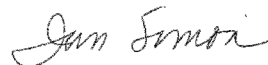
Today, the scope of labor and employment issues is so vast that no reference or forms book can hope to cover all topics in depth. As a result, this publication does not attempt to answer every possible question or provide a form for every possible situation. Instead, we have tried to assemble the most common and useful forms and guidance that pertains to employment in your industry. Please do not construe the forms and guidance contained herein as legal advice or guidance. Labor and employment issues are often extremely complex and fact-specific, and even simple issues may require analysis of a host of laws, regulations, court cases, or agency interpretations. For legal advice regarding any labor and employment matter, we urge you to consult competent legal counsel with expertise in this area.

FISHER & PHILLIPS LLP was founded in 1943 to provide advice and guidance exclusively to management regarding all aspects of labor and employment law. Today, FISHER & PHILLIPS LLP consists of 180 attorneys in 19 offices around the country. The Firm continues to pursue an aggressive and practical approach to employment law, focusing on innovative and preventive solutions to workplace problems. Please visit our website at www.laborlawyers.com.

You may contact a member of Fisher & Phillips' Hospitality Business Practice Group at fp@laborlawyers.com.



Andria L. Ryan, Esq.
Co-Chair Hospitality Business Practice Group
Fisher & Phillips LLP
945 East Paces Ferry Road, Suite 1500
Atlanta, Georgia 30326
404-240-4219 (direct and VM)
404-240-4249 (fax)
aryan@laborlawyers.com



Jan Simon Aridj
President and Chief Executive Officer
Washington Lodging Association