Manage complex HR and payroll issues with confidence.
HR, benefits, and payroll professionals turn to Bloomberg BNA for quick and accurate answers to the questions they face every day. Our must-have resources are specifically tailored to the needs of professionals like you, providing plain-English guidance that enables you to resolve unexpected challenges on day-to-day employment matters. You’ll gain access to an all-in-one solution offering timely, targeted news; compliance information on federal, state, and local laws; policy guidance; white papers; professional learning; and an array of other tools that will increase your effectiveness and support the goals of your organization.

Bloomberg BNA, an affiliate of Bloomberg, is a leading source of legal, regulatory, and business information for professionals. Its network of more than 2,500 reporters, correspondents, and leading practitioners delivers expert analysis, news, practice tools, and guidance—the information that matters most to professionals. Bloomberg BNA’s authoritative coverage spans the full range of legal practice areas, including tax and accounting, labor and employment, intellectual property, banking and securities, employee benefits, health care, privacy and security, human resources, and environment, health, and safety. www.bna.com
The HR & Payroll Resource Center merges news, analysis, and guidance – including custom research answers, strategic white papers, and more – into a single, fully searchable site, customizable so you can focus on the content areas most relevant to your work. Featuring an entire suite of HR and payroll resources, the Resource Center provides the data and solutions today's professionals need – to stay ahead of industry trends and make sound decisions.

Format & Frequency
Updated every business day online, with email highlights and breaking news.

Visit www.bna.com/hrresource for more information.

Features

**HR Library™**
Get regular updates on federal, state, and local compliance requirements, policies, laws, and regulations, as well as expert analysis and guidance, timesaving practice tools, and regular email alerts in this comprehensive HR resource that ensures you know how to handle all of your responsibilities.

**HR Decision Support Network™**
Take advantage of the insights of our experts through this unique solution, offering 12 custom research answers, salary reports, HR webinars and OnDemand programs, Strategic White Papers, and current research reports such as HR Department Benchmarks and Analysis™.

**International HR Decision Support Network™**
Rely on this global HR information service for coverage of employment and labor laws in more than 75 countries, 12 custom research answers per year, international HR webinars and OnDemand programs, and regular strategic white papers written by experts on global mobility and international HR issues that matter most.

**Payroll Decision Support Network**
Keep your entire payroll department on point with this exceptional source for support and training, including 12 custom research answers, live payroll webinars, regular Strategic White Papers on topics such as garnishments and overtime rules, and current research reports such as Multistate Payroll Tax Compliance Report.

**Payroll Library™**
Receive reliable information and regular updates on every area of payroll administration and compliance at the federal, state, and local levels from the more than 1,000 interactive forms, practice tools, and links to related sites available in this complete information resource for payroll professionals.

**Human Resources Report™**
Ensure you and your staff can meet everyday challenges and long-term planning and policy-making goals with focused news, practical information, and strategic insights on all HR-related developments.

**Compensation & Benefits Library™**
Count on this reliable service for the accurate answers and practical guidance required to design, analyze, compare, administer, and communicate compensation and benefits programs that comply with legal requirements.

**International Payroll Decision Support Network**
The global solution for payroll managers. The Network provides guidance in over 90 countries, custom research answers, webinars, regular white papers and perspectives covering best practices, and tools to help you navigate payroll around the world.
Benefits

• Access the specific tools you need to perform your duties – across multiple areas and job responsibilities – via the Resource Center’s dynamic web platform that connects you to a complete suite of comprehensive HR and payroll resources in a single, convenient site.

• Perform your research more efficiently with the HR Topic NavigatorSM, allowing you to browse through the Resource Center’s extensive collection of HR and payroll content by category or alphabetically to pinpoint the information you need quickly and easily.

• Stay up to date on the latest HR and payroll trends and developments with news coverage from Bloomberg BNA’s network of reporters and expert analysis from the industry’s foremost thought leaders.

• Get custom research directly from Bloomberg BNA. We respond promptly to your questions within five business days with an authoritative answer, a short summary of articles reviewed, and an annotated bibliography of internal and external sources.

• Learn from HR and payroll experts through our current webinars and OnDemand programs – events offer dynamic presentations from top speakers, helpful live Q&A sessions, and digital downloads.

• Use State GatewaySM to stay current on state law requirements with exclusive State Quick Reference Charts and in-depth state law summaries, State Chart Builder, and state compliance email alerts sent every week to keep you up to date.

Major Topics Covered

• Absenteeism and turnover
• Benefits
• Child labor
• Child support
• Compensation
• Drug and alcohol testing
• Employment-at-will
• Employment eligibility verification
• Employment testing
• Equal employment opportunity
• Expatriates
• Family and medical leave
• Federal contractors
• Federal tax rules
• Flexible work arrangements
• Garnishments
• Global mobility
• Health care
• Hiring
• Income tax withholding
• Independent contractors
• International HR
• International payroll
• Layoffs and plant closings
• Military leave
• Minimum wage
• Multistate employment
• Overtime pay
• Payroll administration
• Pension and retirement plans
• Performance and productivity
• Recordkeeping
• Recruitment and retention
• Safety and health
• Sexual harassment
• Social media
• Termination
• Total rewards
• Training and employee education
• Unemployment insurance
• Wage payment requirements
• Workers’ compensation
• Work rules and employee conduct

Best Solution For

• HR and payroll executives and policy makers
• HR and payroll professionals of all levels, and HR and payroll staff
• Compensation and benefit plan administrators
• Corporate counsel advising HR departments
HR Decision Support Network®
A premium service for HR professionals

HR Decision Support Network provides HR news, Strategic White Papers, custom research answers, salary reports, a subscription to Bloomberg BNA’s Human Resources Library, and webinars and OnDemand programs on the hottest HR topics.

Format & Frequency
Updated continually online. Email updates sent weekly. Strategic White Papers updated regularly.
Visit www.bna.com/hrdsn for more information.

Features

HR Library™
Get regular updates on federal, state, and local compliance requirements as well as expert analysis and guidance and timesaving practice tools.

State Requirements
Use state law summaries and State Quick Reference Charts to help you stay current. HR State Chart Builder included!

Custom Research
Have questions? We give you comprehensive answers. Within five business days, you can expect a report including your answer, a short summary of articles reviewed, and an annotated bibliography of internal and external sources. Get 12 custom research reports a year. You also have access to others’ questions through our shared network of Q&As.

Professional Learning
Attend live Bloomberg BNA HR webinars and take OnDemand programs when it’s convenient for you. HRCI and SHRM credits available!

Surveys & Reports
Get trusted metrics and benchmarking data for assessing the HR function.

Strategic White Papers
Access Strategic White Papers designed to provide you with the kind of in-depth, single-issue focus you need to become an expert in the subject areas that matter most.

Salary Reports
Get 100 customized salary reports per year.

Benefits

• Provides vital support and responsiveness, targeted training, and business tools that help the entire HR department provide effective strategic guidance to your organization.

• Offers custom answers for your specific research questions, tailored to your company’s needs.

• Helps you plan more strategically.

• Gives comprehensive answers to pressing questions you and your department face every day.

• Provides research into best practices.

• Trains HR staff on latest best practices.

• Benchmarks your achievements against those of other companies.

• Helps you keep up with the latest HR developments that affect your organization.

• Access all the solutions without leaving your office.
Major Topics Covered

- Absenteeism and turnover
- Affirmative action/diversity
- Age discrimination
- Benefits
- Child labor
- Compensation
- Disability discrimination
- Drug and alcohol testing
- Employment-at-will
- Employment eligibility verification
- Employment testing
- Equal employment opportunity
- Family and medical leave
- Federal contractors
- Flexible work arrangements
- Health care
- Hiring
- Hours of work
- Independent contractors
- Job evaluation
- Layoffs and plant closings
- Military leave
- Minimum wage

Custom Research

Have questions? Bloomberg BNA gives you comprehensive written answers. You also have access to others’ questions through our shared network of Q&As.

Human Resources Library

The most complete, must-have reference providing regularly updated information on laws, regulations, and policies.

Strategic White Papers

Stay competitive and proactive with ideas and insights into issues that matter most in the workplace.

Each Membership Includes

- 12 custom research answers, delivered in the form of three- to five-page reports
- 100 customized salary reports
- Monthly Strategic White Papers and access to the archive.
- A subscription to Human Resources Library™
- Access to live webinars and OnDemand programs – HRCI and SHRM credits available
- Benchmarking studies, such as the HR Department Benchmarks and Analysis™
Human Resources Library™
Bloomberg BNA's flagship HR information service

Features

Issue-Driven Research
Access the specific Library content you need with the HR Topic Navigator™.

News & Updates
Rely on HR Highlights, Library Updates, Email Update: HR Library, State Compliance Alert, and Bulletin to Management™ to keep informed of compliance requirements, trends, and developments.

Productivity Tools
Take advantage of HR Policy Handbook, which provides sample policy language and state requirements that you can easily adapt for your organization.

Federal Compliance Checklists outline employer compliance requirements. Performance Review software facilitates preparation of employee reviews. Custom Job Description software can be used to create job descriptions that meet your business needs.

Federal Laws and Regulations
Stay up to date and understand federal employment laws and regulations with the Library’s expert, timely analysis.

State and Local Compliance
Use State Gateway to stay current on state employment law requirements with the Library’s State Quick Reference Charts, Local Quick Reference Charts, and in-depth State Law Summaries you won’t find anywhere else. HR State Chart Builder included!

Fast Answers™
Turn to this service for succinct, plain-English explanations for common compliance and policy questions.

Forms, Notices, and Posters
Get federal forms, notices, and posters you need to fulfill recordkeeping and reporting requirements.

Benefits

• Single source for HR reference needs.
• News and updates on HR trends and developments.
• Federal, state, and local compliance information.
• Best practices coverage.
• Fast Answers.
• Expert analysis.
• State Law Summaries.
• Federal forms, notices, and posters.
• State forms, notices, and posters.
Best Solution For
• High-level HR professionals and their staffs who need comprehensive federal, state, and local compliance and best practice information and tools.

Major Topics Covered
• Absenteeism and turnover
• Affirmative action/diversity
• Age discrimination
• Benefits
• Child labor
• Compensation
• Disability discrimination
• Drug and alcohol testing
• Employment-at-will
• Employment eligibility verification
• Employment testing
• Equal employment opportunity
• Family and medical leave
• Federal contractors
• Flexible work arrangements
• Health care
• Hiring
• Hours of work
• Independent contractors
• Job evaluation
• Layoffs and plant closings
• Military leave
• Minimum wage
• Overtime pay
• Pay discrimination
• Payroll administration
• Pension and retirement plans
• Performance and productivity
• Recordkeeping
• Recruitment and retention
• Safety and health
• Sexual harassment
• Social media
• Temporary and leased workers
• Termination
• Training and employee education
• Unemployment insurance
• Work rules and employee conduct
• Workers’ compensation
Stay competitive and proactive with focused weekly news, practical information, and expert insights into the issues that matter most in the workplace—from complying with laws and regulations to setting workplace policies and standards.

Format & Frequency
Updated continually online. Email updates sent weekly.
Visit www.bna.com/hrreport for more information.

Features

Weekly News
Get critical advance warning of significant changes in federal employment laws and regulations, plus regular updates on state regulatory, legal, and legislative developments.

Practical Information
Find out about other companies’ policies and management successes and failures, which you can incorporate into— or leave out of—your own HR plans.

Expert Insights
Gain insights from in-depth analysis of employee relations issues and trends and from interviews with leading lawmakers, business leaders, union officials, and attorneys.

Workforce Strategies
Access monthly in-depth analysis on such topics as recruitment, retention, and employee enrichment.

Benefits

• Get accurate, objective accounts of legislative, regulatory, and judicial developments impacting the HR profession.
• Practical advice and examples of best practices to assist HR professionals in carrying out day-to-day responsibilities.
• Refer to the latest economic and other statistics. Measure your company’s performance against industry trends and standards. Understand the actions that shape policies and profitability in companies nationwide.
• Workforce Strategies provides in-depth analysis to help you attract and keep the best employees.

Major Topics Covered
• Americans with Disabilities Act
• Compensation and benefits
• Contingent workers
• Diversity and inclusion
• Drug screening
• EEO and affirmative action
• Employee engagement
• Employee privacy rights
• Employment-at-will
• Family and medical leave
• Flexible work arrangements
• Health and safety
• Health care
• HR standards
• Immigration
• Military reservists
• Pension and retirement plans
• Sexual harassment
• Smoking restrictions
• Social media
• Workplace violence

Best Solution For
• HR policy makers who need a weekly source for extensive news and expert insights on the latest trends.
Practical, easy-to-understand guidance helps you spot HR trends, handle employee issues with confidence, and comply with legal requirements. The Guide’s hands-on strategies help you manage your workforce and limit potential liabilities. Additional features include weekly news update, Bulletin to Management, a robust collection of State Law Summaries, and Fast Answers providing responses to hundreds of HR questions.

Format & Frequency
Updated continually online.
Visit www.bna.com/employmentguide for more information.

Features
Reference & Analysis
Gain insight and guidance from reference chapters providing essential analysis of key employment issues.

Weekly News Update
Stay current on developments in HR, employment law, and the latest employer practices with Bulletin to Management.

Fast Answers™
Access this collection for succinct, plain-English explanations for common compliance and policy topics.

Policies & Forms
Develop sound HR policies in your organization with ready-to-use model policies and sample forms.

State Compliance
Keep up to date on changing requirements with State Quick Reference Charts and in-depth State Law Summaries you won’t find anywhere else.

Benefits
- Find solutions for a wide range of employment matters with a single, targeted, all-in-one resource in an easy-to-use format.
- Handle employee issues confidently by quickly locating answers to common questions on hiring, firing, and everything in between.
- Stay on top of shifting legal requirements and emerging HR trends to deliver excellence in human capital management.

Major Topics Covered
- Benefits
- Compensation
- Equal employment opportunity
- Policies and procedures
- Safety and security
- Schedules and leave
- Work rules and conduct
International HR Decision Support Network™
The global solution for HR professionals

This service provides an integrated approach that supports and complements your global HR efforts. With International HR Decision Support Network, you’ll gain access to an array of custom resources providing vital support, training, and answers relevant to your entire department—without leaving your office.

Format & Frequency
Updated continually online.
Strategic White Papers
updated regularly.
Visit www.bna.com/internationalhrdsn for more information.

Features
Country Primers
Turn to Bloomberg BNA for an in-depth review of HR policies in the countries where your business operates, including more than 75 countries.

Custom Research
Receive comprehensive answers to the challenges that face your organization up to 12 times per year.

Professional Learning
Attend live international HR webinars and take OnDemand programs when it’s convenient for you. HRCI and SHRM credits available!

Chart Builder
Compare employment laws across the countries where you operate. Build charts that provide the information you most need with links to in-depth coverage in each of the country primers.

International HR Guide
Delve into detailed analysis of expatriate compensation and benefits, expatriate wage taxation, and other key issues in managing offshore assignments.

Strategic White Papers
Rely on the in-depth, single-issue focus of these resources to become an expert in the subject areas that matter most to you.

Benefits
• Helps global HR leaders and their staff get fast, reliable answers so that they can make smart decisions.
• Provides vital support and responsiveness, targeted training, and business tools that enhance the abilities of the entire HR department to provide effective, strategic guidance to your global organization.
• Offers custom answers to your specific research questions, tailored to your company’s needs.
• Helps you plan more strategically.
• Provides research into best practices around the globe.
• Helps you keep up with the latest global HR developments that affect your organization.

Major Topics Covered
• Benefits
• Compensation
• Health and safety
• Hiring
• Immigration and work permits
• Individual taxes
• Labor relations
• Nondiscrimination/diversity
• Termination
Compensation & Benefits Library™
Featuring Compensation & Benefits Update

The most powerful tool on the market for matching total rewards with comprehensive compliance information. Use it to design, analyze, compare, administer, and communicate programs that meet your strategic business objectives and comply with the law.

Format & Frequency
Updated continually online.
Visit www.bna.com/cblibrary for more information.

Features

Issue-Driven Research
Access the specific Library content you need with the Topic List.

News & Updates
Rely on Compensation & Benefits Update to keep you informed of trends and developments in compensation and benefits.

Productivity Tools
Take advantage of:
- Custom Job Description software that can be used to create job descriptions that meet your business needs.
- Interactive Forms that you can complete on screen, save, and recall.

State Compliance
Stay current on state benefits and state compensation law requirements with State Quick Reference Charts and in-depth State Law Summaries you won't find anywhere else. State Chart Builder included!

Fast Answers™
Access this user-friendly question-and-answer service for succinct, plain-English, expert explanations of dozens of compliance and policy topics.

Major Topics Covered
- Cafeteria and flexible benefit plans
- Compensation design and administration
- Economic data
- Executive compensation programs
- Federal employment taxes
- Health care benefits
- International compensation
- Leave programs and alternative scheduling
- Pension plan administration
- Qualified retirement plans
- Sales compensation
- Unemployment compensation programs
- Variable and incentive pay programs
- Wage-hour and wage payment rules
- Welfare and fringe benefits
- Workers' compensation
Payroll Library™
Featuring Payroll Administration Guide Newsletter

This comprehensive, all-in-one reference tool for payroll professionals provides essential guidance and regular updates in every area of payroll administration and compliance.

Format & Frequency
Updated continually online. Email updates for Late-Breaking News.
Visit www.bna.com/payrolllibrary for more information.

Features

News and Updates
Receive instant notification of the latest significant payroll news as well as the biweekly Payroll Administration Guide Newsletter.

Federal Information
Get exclusive electronic access to federal laws and regulations, including the IRS’s Employer’s Tax Guide, Publication 15, Circular E.

State Chart Builder
Compare and organize state payroll requirements with this cutting-edge tool including State I.R.C. Conformity.

Interactive Forms
Streamline processes, increase accuracy, and boost productivity with more than 1,000 federal, state, and local interactive forms.

Fast Answers™
Access this user-friendly question-and-answer service for succinct, plain-English, expert explanations for hundreds of payroll questions.

Benefits

- Exclusive news and analysis, comprehensive state coverage, and continual content enhancements.
- Improved searching.
- Federal and state laws and regulations, including quick reference charts and federal and state payroll tables.
- More than 1,200 interactive forms.
- Compare state and federal tax treatment with the I.R.C. Conformity Chart Builder.
- Bloomberg BNA’s State Chart Builder and numerous helpful State Quick Reference Charts.
- Late-Breaking News feature supplies updates on significant developments virtually as they happen.
- Hundreds of Fast Answers to everyday payroll questions.
- Customization options.
- Live, exclusive website coverage of the American Payroll Association Congress.

Major Topics Covered

- Accountable plans
- Awards and prizes
- Company cars and travel expenses
- Federal requirements for meals and lodging
- Federal tax coverage rules
- Federal tax returns and deposits
- FICA and FUTA taxes
- Fringe benefits
- Garnishment and child support
- Health savings accounts
- Independent contractors
- Liability issues
- Minimum wage and overtime rules
- Multistate payroll functions
- New hire reporting
- Payroll practices and procedures
- State taxes and disability insurance
- Taxation of cafeteria and 401(k) plans
- Unemployment insurance taxes
- Wage-payment and wage-deduction laws
- Workers’ compensation
Payroll Decision Support Network™
The most comprehensive answers to your payroll questions

Gain access to an array of custom resources, tailor-made for payroll management, compliance, and effective administration. The Network combines custom research, webinars on the hottest payroll topics, Strategic White Papers, and thousands of federal and state summaries and comparisons, along with a subscription to the comprehensive research tool Payroll Library.

Format & Frequency
Updated continually online. Email updates sent weekly along with Late-Breaking Payroll News emails. White papers updated regularly. Visit www.bna.com/payrolldsn for more information.

Features
Payroll Library™
Get regular updates on policies, laws, and regulations from the most complete set of research information available for payroll professionals.

Custom Research
Receive comprehensive answers on whatever challenges your organization faces, up to 12 times per year.

State Summaries/State Comparisons
Take advantage of state charts covering benefits, compensation, hiring, leave, and more, as well as the State Chart Builder.

Strategic White Papers
Rely on the in-depth, single-issue focus of these resources for strategic planning and effective management.

Research and Benchmarking Studies
Refer to annual studies and reports on payroll benchmarking, overpayments, multistate taxation, and more.

Webinars
Access payroll webinars, including a multiyear archive of past webinars. APA RCH credits available!

Benefits
• Helps payroll leaders and their staff get fast, reliable payroll answers so that they can make smart decisions.
• Provides vital support and responsiveness, targeted training, and the business tools that enhance the abilities of the entire payroll department to provide effective strategic guidance to your organization.
• Offers custom answers to your specific research questions, tailored to your company's needs.
• Helps you plan more strategically.
• Answers pressing questions you and your department face every day.
• Provides research into best practices.
• Trains payroll staff on the latest payroll practices.
• Benchmarks your achievements against those of other companies.

Major Topics Covered
• Accountable plans
• Awards and prizes
• Company cars and travel expenses
• Computation of taxes
• Data security
• Employee records management
• Federal tax coverage rules
• Federal tax returns and deposits
• FICA and FUTA taxes
• Garnishment and child support
• Health insurance and payroll
• Holidays and leave
• Income tax withholding
• Independent contractors
• Liability issues
• Medical savings accounts
• Minimum wage and overtime rules
• Multistate payroll functions
• Payroll practices and procedures
• State taxes and disability insurance
• Taxation of cafeteria and 401(k) plans
• Unemployment insurance, taxes
• Wage-payment and wage-deduction laws
• Workers’ compensation

www.bna.com/HR
International Payroll Decision Support Network
The global solution for payroll professionals

Bloomberg BNA’s International Payroll Decision Support Network provides vital support, best practice training, and answers relevant to your entire global payroll department.

Format & Frequency
Updated continually online. Email updates sent weekly.
Visit www.bna.com/internationalpydsn for more information.

Features

Country Primers
Get a constantly updated, in-depth review of payroll requirements in over 90 countries. Topics covered include payroll-related taxes (national, local, and social), compensation and benefits issues (including wage and hour, wage payment, and retirement programs), foreign workers (work visas and tax and pay requirements), and tax treaty listings. Country Chart Builder included.

Quick Reference Charts
Easily determine tax requirements, overtime regulations, bonus requirements, and minimum wages by country so you can ensure compliance and minimize risk for your organization.

Custom Research
You’ll get 12 custom research answers per year in the form of a three- to five-page report within five business days of your request. You’ll also learn from other members’ questions through our shared network of Q&As.

Strategic White Papers
Regular white papers provide single-issue focus on the challenges that matter most to you. Reports on global payroll topics are produced by Bloomberg BNA, top consulting firms, and practitioners from around the globe.

News & Updates
Stay alert to new developments that could affect your strategic international payroll decisions. You’ll get updates weekly via email.

International Payroll Webinars
Access international payroll webinars without extra charge. You’ll get dynamic presentations from top speakers and helpful Q&A sessions. An archive of past events is also available. APA RCH credits available!

Benefits

• Specifically helps global payroll leaders and their staffs get fast, reliable, and up-to-date answers so that they can make smart decisions.
• Provides vital support and responsiveness, targeted training, and the business tools that enhance the abilities of your entire payroll operation.
• Offers custom answers to your research questions, tailored to your company’s needs.
• Provides research into best practices around the globe.
• Trains payroll staff on the latest trends and practices.
• Helps you keep up with the latest global developments that affect your organization.
Client Sites
Custom content to meet your business goals

Looking for an innovative way to get people reading, responding, and more involved in the key issues and concerns of your organization? Want to design a single customized source that allows your whole team to access the latest HR news, analysis, and strategic information? Discover how Bloomberg BNA’s custom content can help you meet your business goals and provide your clients with the practical information they need.

Visit www.bna.com/customsolutions for more information.

Features

Fully Hosted Bloomberg BNA-Designed Websites
Bloomberg BNA can design a custom website that includes links to our articles, access to our publications, research and reference material, and much more. Some websites are designed for access by an organization’s employees, while others are designed for an organization’s customers or prospects.

Custom Newsletters or News Feeds
Bloomberg BNA’s capabilities range from sending customers hand-selected articles via email to producing custom newsletters for an organization’s clients, prospects, or members. We can even print and mail out the custom newsletter and integrate content provided by the customer.

Monitoring
Bloomberg BNA can monitor legislative and regulatory developments at the federal and state level. Customers choose the topics, states, and frequency. Or give us a list of all regulatory citations that your company needs to comply with and we will send you an email when there are developments. Our editors also can provide a regular custom-written analysis of developments affecting your industry.

Benefits
- Bloomberg BNA’s custom solutions provide an invaluable resource to consultants, advisers, brokerage firms, PEOs, and other service provider organizations that are looking for new business development, marketing, and client communications to attract and retain clients. You don’t need to be a brand name when you can leverage the best brand name in the HR arena – Bloomberg BNA.
- Empower your organization and build stronger client relationships with the ability to better advise and solve problems.
- Offer your clients a trusted single source for fast answers, state information, news, analysis, sample policies, and more.
- Gain a competitive advantage over similar organizations by offering exclusive Bloomberg BNA content.

Best Solution For
- Large corporations
- Employer associations
- Chambers of commerce
- Benefits brokers
- Consulting organizations
- Service provider organizations
- New business development advisers
- Consultants
- PEOs
- BPOs

www.bna.com/HR
HR Department Benchmarks and Analysis
Gain vital insight and understand key trends

2016-2017

HR Department Benchmarks and Analysis

Features
The detailed analyses in this report highlight your colleagues’ and competitors’ HR challenges and solutions, allowing you to better assess your own organization’s position and progress. With information and statistics from surveyed companies representing a broad range of industries and sizes, you’ll gain insight into the problems, challenges, and solutions facing both your colleagues and competitors.

This integrated report features readily accessible metrics, clear analysis, and coverage of important trends. You get 150-plus pages of data and insights covering HR department staffing, expenditures and budgets, measurement and strategic planning, performance management, and outsourcing – fully updated and produced by the leaders in HR information, research, and training.

- Authoritative statistics and benchmarks, which are time-tested over the report’s 30+ year history.
- Focused guidance that gets “behind the numbers” with insights and examples.
- Expanded content and analysis on HR staffing, expenditures, and measurement. Specific content includes:
  - HR staff ratios, both current and historical
  - Contingent workers’ impact on HR staffing
  - HR budget and staffing trends in the current economy
  - Trends and changes in HR responsibilities, priorities, and evaluation
- More than 80 easy-to-read color graphics and tables.
- Appendix with all survey data in crosstabs by major demographic breakdowns (size, industry, with status)
- Coverage of important trends in HR outsourcing and strategic planning as well as emerging issues likely to affect your organization and your work.
- Consistent demographic breakouts by organization size and industry sector.
- A rigorous research methodology and a useful profile of participating organizations, which includes small and mid-sized companies up through Fortune 500.
- Infographic overviews of every chapter, including narrative highlights.

Stay up to date with the benchmarking tools you need to plan effectively. Compare your HR vital stats with data from more than 350 participating organizations in this respected survey, then apply the insights of our HR experts to more strategically serve your organization.

Visit www.bna.com/hrbenchmarks for more information.
Get a head start on upcoming management bargaining plans with this collection of industry intelligence. Based on responses from a cross section of nearly 150 U.S. employers, this respected, in-depth, 50-plus-page report provides a comprehensive review and analysis of management’s bargaining plans.


Features
Gain meaningful insights into the issues that matter most to employers preparing for contract talks this year with Employer Bargaining Objectives—including key areas in which management seeks to gain or make concessions. Numerous contract provisions are discussed, affecting core areas related to wage adjustments, pay systems, insurance and health benefits, health care cost containment, pension and retirement plans, paid leave, and job security.

This Year’s Edition Includes:
• Results from more than 100 survey questions targeting:
  - Wage adjustments and pay provisions
  - Insurance and health benefits
  - Pension and retirement plans
  - Paid leave
  - Job security
• Analysis of major trends covering traditional and emerging bargaining issues.
• Results broken out by major employment sector and bargaining unit size.
• A crisp report summary and individual chapter overviews.
• More than 20 easy-to-read charts and tables.

Benefits
• Comprehensive analysis of management’s bargaining plans.
• Graphics and tables present data clearly.
• Demographic breakouts by major employment sectors (manufacturing and non-manufacturing) and by bargaining unit size.
• Insightful comparisons to previous years.
• Easily searchable PDF version.

Best Solution For
• Corporate leaders
• Labor relations professionals
• Union and management negotiators and attorneys
HR & Payroll Professional Learning
Offering HRCI, SHRM, and APA RCH credits

Designed especially for today’s busy professionals, HR and payroll webinars and OnDemand programs give you access to in-depth coverage of an ever-changing array of current topics in just 60 to 90 minutes. Find out about new and revised regulations affecting human resources and payroll as well as the latest trends and developments. Get expert insights into compliance with newly enacted laws as well as strategic and practical guidance on the issues that matter in your workplace.

For just one low price, you can attend these sessions in the convenience of your office. Bloomberg BNA’s webinars and OnDemand programs allow you to follow along with the speaker’s presentation, slide by slide, then apply what you’ve learned within your department or organization.

Please visit www.bna.com/HR for a complete list of program titles, information on pricing, and registration.

Benefits
• Reliable and timely information and analysis.
• Lively, dynamic presentations from top speakers in your field.
• Focused live discussions in a time frame that fits into your busy schedule as well as OnDemand programs for you to watch at your convenience.
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Workforce Strategies

Wellness Policies: Understanding Mental Illness

February 2017
Volume 35, Number 2

Features

Workforce Strategies provide you with a single-issue focus on the most challenging issues surrounding the HR function. These white papers give you more tools, more practical analysis, and more case studies on workforce development, recruiting, and retention to help you stay competitive with ideas and insights into such issues as productivity, quality management, customer service, and employee satisfaction.

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- Single-topic focus means more in-depth coverage on the latest HR issues.
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