



EXCLUSIVELY FOR SENIOR HR OFFICERS

2022

INTEGRATED MEDIA PLANNER



WHO WE ARE

YOUR FULL-SERVICE MARKETING PARTNER



2022 could be the greatest rebound year ever—for the global economy, for individual businesses of all sizes and locations, and, hopefully, for the people who work hard to make it all go each and every day.

HR stands at the vanguard of this revitalization and reimagining of work and workers. Now more than ever, your success depends on your ability to translate your business goals into a marketing strategy that resonates with the most senior HR executives. This means your strategy and planning need to work together for optimal success— enter *HRO Today* and our diverse network of integrated media.

HRO Today's integrated platform offers the broadest and deepest reach into the human resources industry available anywhere. Our magazines, digital media products, research reports, e-newsletters, events, and social networks reach over 180,000 senior-level HR decision makers with rich, objective, and innovative content. Our power is in our reach, the quality and level of our coverage, and the influential *HRO Today* Baker's Dozen Customer Satisfaction Rankings.

The *HRO Today* brand continues to evolve as we add new media products, events, and invitation-only topic briefings to our lineup.



Quite simply, our print magazine is **the flagship of the *HRO Today* media universe**. Delivering ROI since 2002, we're proud to be the go-to resource for top-level HR executives and leaders across industries and markets.



From **sponsored email blasts and Provider Directories to research reports, podcast interviews, and special digital publications**, let us work with you to develop a custom plan and media products that support your marketing goals and deliver your message to our audience of HR leaders and decision makers.



Renowned for our **North American, EMEA and APAC Forums**, *HRO Today* events bring HR leaders and professionals together, whether they're in-person, virtual or a hybrid format. Our 2022 event schedule includes our **Educational & Technology Conference Series**, in-person learning and networking events focused on key individual areas of talent management.



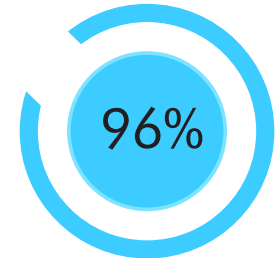
Our research team is the where the customer satisfaction surveys that determine our renowned *HRO Today* Baker's Dozen Rankings are created. *HRO Today* research delivers outstanding insights that can anchor an excellent brand building and lead-generation program. **Most research partners cannot guarantee marketing distribution. *HRO Today* does.**



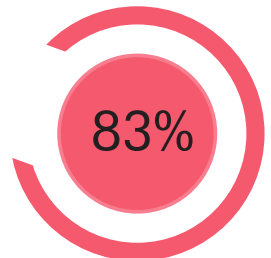
From **research reports to podcast interviews to special digital publications**, let us work with you to develop a custom plan and media products that support your marketing goals and deliver your message to our audience of HR leaders and decision makers.

HRO TODAY'S 100,000 PRINT & DIGITAL READERS...*

Are Influential:



of readers are decision makers who influence HR strategy at their companies.



of readers are VP/directors and above.



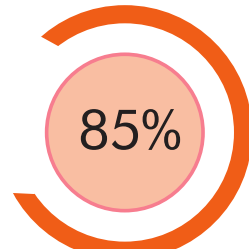
of readers have budget approval authority.

HRO Today readers' companies average nearly
\$9 Billion
in global revenues.

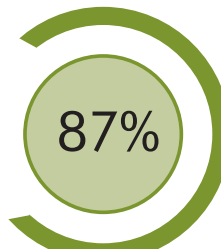
Are Moved to Act by Our Content:



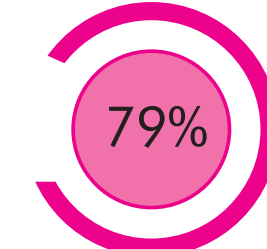
have taken action based on something they read.



say that HRO Today is an objective source of information about the industry.



say that HRO Today is a well-written publication.



say that HRO Today helps them think strategically about their organization.

Are Loyal:

HRO Today subscribers have been reading for an average of

6 years.

HRO Today readers spend nearly

1 hour

with each issue of HRO Today.

*Source: 2020 HRO Today Reader Survey

THE POWER OF HRO TODAY Baker's Dozen Customer Satisfaction Ratings



reference the Baker's Dozen customer satisfaction rankings during their RFP/provider selection process.



say that a ranking on the Baker's Dozen lists influenced their decision when selecting a provider.

THE POWER, REACH, AND INFLUENCE OF HRO TODAY RESEARCH

Our research projects have generated over

100 million

impressions and provide

HRO TODAY

300 leads

on average for custom research for clients.



2022 HRO TODAY PLANNING CALENDAR



MARCH

Ad Close
2/11/22**Baker's Dozen**
Relocation**Content Marketing**
Listicle: 8 Recognition Strategies to Drive Retention**Marquee Feature**
CEO Roundtable: L&D**Lead-Gen Opportunities**
2022 Relocation Provider Directory**Trend Stories**

- Background Screening and Remote Workers How To
- MSP and Gig Worker Experience
- RPO Sourcing Hard-to-Find Talent

MAY

Ad Close
4/15/22**Baker's Dozen**
MSP**Content Marketing**
Listicle: 5 Ways RPO Elevates the Candidate Experience**Marquee Feature**
Building Policies Around Hybrid Workforces**Lead-Gen Opportunities**
2022 MSP Provider Directory**Trend Stories**

- Top Mental Health and Wellness Offerings
- Keeping Workforce Data Secure
- Flexing Up Relocation Approaches

JANUARY/FEBRUARY

Ad Close
1/21/22**Baker's Dozen**
Talent Management Technology**Content Marketing**
Expert Case Study: Screening**Marquee Feature**
CEO Roundtable: Employee Engagement**Lead-Gen Opportunities**
2022 TMT Provider Directory**Trend Stories**

- Recognition's Role in Leadership Development
- TWS Tech: What's Now
- HRO Today Research Roundup

APRIL

Ad Close
3/11/22**Baker's Dozen**
Employee Engagement Services

- AI and the Future of Recognition Programs

Marquee Feature
HR Thought Leadership Section**Content Marketing**
Interactive Infographic: Screening**Trend Stories**

- RPO: Building a Diverse Talent Pipeline
- TWS Aiding Succession Planning

Lead-Gen Opportunities
2022 Employee Engagement Provider Directory

JUNE

Ad Close
5/13/22**Baker's Dozen**
Learning and Development**Content Marketing**
Interactive Infographic: MSP**Marquee Feature**
Diversity, Equity and Inclusion**Lead-Gen Opportunities**
2022 L&D Provider Directory**Trend Stories**

- RPO and Attracting Gen Z
- Background Screening and Fair Chance Hiring
- Building Engagement Surveys

Strategic Editorial for HR Executives

JULY/AUGUST

Ad Close
7/15/22**Baker's Dozen**
Recognition

- Relocation, Technology, and Employee Self-Service

Marquee Feature
CEO Roundtable: Benefits**Content Marketing**
Expert Case Study: Employee Engagement**Trend Stories**

- RPO Tech Stack
- Best Mix of Blended Learning Solutions

Lead-Gen Opportunities
2022 Recognition Provider Directory

SEPTEMBER

Ad Close
8/12/22**Baker's Dozen**
RPO

- HR Tech and the Hybrid Workforce
- Employee Benefits as a Competitive Differentiator

Marquee Feature
Innovative Approaches to Combat Talent Shortages**Content Marketing**
Listicle: 6 Ways Relocation Retains Top Talent**Trend Stories**

- MSP: The Benefits of Direct Sourcing

Lead-Gen Opportunities
2022 RPO Provider Directory

NOVEMBER

Ad Close
10/14/22**Baker's Dozen**
Employee Screening

- Top Concerns of CHROs
- Upskilling and Reskilling as a Retention Strategy

Marquee Feature
HR 100**Content Marketing**
Expert Case Study: Recognition**Trend Stories**

- Relocation: Maintaining Compliance with Short-Term Assignments

Supplement Opportunity
2022 Baker's Best

OCTOBER

Ad Close
9/9/22**Marquee Features**
HR Thought Leadership Section
Top Employment Law Firms**Content Marketing**
Expert Case Study: MSP
Lead-Gen Opportunities
2022 Screening Provider Directory**Trend Stories**

- The Evolving World of Employee Benefits
- L&D: Building Soft Skills in Younger Workers
- Recognition Programs Driving Employee Engagement

DECEMBER

Ad Close
11/18/22**Baker's Dozen**
TWS**Content Marketing**
Interactive Infographic: RPO**Marquee Feature**
2022 HRO Today Superstars**Lead-Gen Opportunities**
2022 TWS Provider Directory**Trend Stories**

- 2023 Forecast
- RPO: Top AI and Automation Tech
- Top Recognition Metrics for Measuring Success



LEVERAGE THE POWER AND REACH OF HR'S MOST PRESTIGIOUS RANKINGS!

HRO^{TODAY} Baker's Dozen Customer Satisfaction Ratings

BAKER'S DOZEN PROVIDER DIRECTORY

This easy-to-use digital guide will be sent to the most influential HR executives who participate in the *HRO Today* Baker's Dozen customer satisfaction surveys.

Your two-page ad unit will reach all Baker's Dozen survey respondents and will include:

- Your full-page, full-color ad.
- Key differentiators for your organization that make you stand out from your competitors.
- Highlights regarding your proprietary technology.
- Summary of your team experiences and/or executive profile with your sales leader's contact information.

This digital directory will be sent to survey respondents and the *HRO Today* community two weeks after the results announcement of each of the below Baker's Dozen categories:

- MSP
- Recognition
- Relocation
- RPO
- Screening
- Talent Management Software

[SAMPLE PROVIDER DIRECTORY](#)



BAKER'S BEST 13TH ANNUAL BEST-OF-THE-BEST HR PROVIDERS

A special print publication bagged and mailed with our North American Forum issue, the Baker's Best will be distributed to CHROs as top providers recommended by *HRO Today*, based on customer feedback.

This supplement will include only your company name, ranking, and URL, so don't miss this opportunity to share your company's pertinent information with a one-page provider profile, or a three-page advertorial unit (a case study, provider profile, executive profile, or second case study).

Let readers know what makes your company unique, why your company is different than the competition, and how to reach your sales leaders.



Gain insights from your peers who have already engaged leading providers. Access detailed benchmarking on critical items including scope of products and services, global reach, customer service and quality of service along with an executive summary of your market.

- Learn what peer companies think about providers of these services
- Understand what services peers purchase and from which suppliers
- Establish the buying criteria that lead to better supplier selection
- Improve the chance of selecting the best supplier for specific needs
- Get interpretations and suggested leveraging of benchmarked results in person or via conference call.

[SAMPLE CUSTOMER SATISFACTION SURVEY RESEARCH REPORTS](#)

HRO TODAY RESEARCH OPPORTUNITIES

CUSTOM RESEARCH

HRO Today research brings unique insight, but also provides an excellent brand building and lead-generation program. Most research partners cannot guarantee marketing distribution. But *HRO Today* has both a celebrated research department and an extensive global marketing platform that can guarantee unparalleled attention and distribution.

Marketing Distribution

Obtaining the latest research is vital to the *HRO Today* network. Results will be distributed to *HRO Today* research participants, covered in *HRO Today* Magazine, presented at the *HRO Today* Forums and distributed in digital format to global CHROs and Staffing executives at leading global organizations.

Research will be promoted in the below channels:

- *HRO Today* Magazine
- *HRO Today* Website
- Three dedicated e-blasts

Custom Research Sponsorship Cost is \$40,000 - \$50,000

[CLICK FOR SAMPLE CUSTOM REPORT](#)



FLASH REPORTS

HRO Today Flash Reports are a brief discussion of the results from research and editorial papers that address today's themes, trends and topics of interest in the HR community.

Typically about eight pages, *HRO Today* Flash Reports are focused research briefs that are used to support business decisions as well as a source to further discussion among industry practitioners and thought leaders. The results of the research and editorial papers address today's topics of interest in the HR community.

Marketing Distribution

- Flash Report Link Posted to *HRO Today* Website
- Flash Report Link featured in e-Newsletter
- Three email blasts sent to *HRO Today* Network

Flash Reports are \$12,000-15,000 per report to North America distribution. Additional cost for full Global distribution

[CLICK FOR SAMPLE FLASH REPORT](#)



THOUGHT LEADERSHIP Q&AS

HR practitioners turn to *HRO Today* to vet leading providers for outsourcing and operational services. Reach our 30,000 + print subscribers and 180,000 digital subscribers and senior-level HR executives as a knowledge advisor through your operational advice or real-life success story.

Plus...

- Hosted on HROToday.com under best practices
- Shared on our social media channels
- Distributed as printed collateral at the *HRO Today* Forums

Choose between an exclusive Q&A with someone from your executive leadership team or a case study proving the value of your services, each written by an *HRO Today* editor. Your custom editorial can include photos of your leadership team as well as your company logo. These Thought Leadership Q&As will be published in:

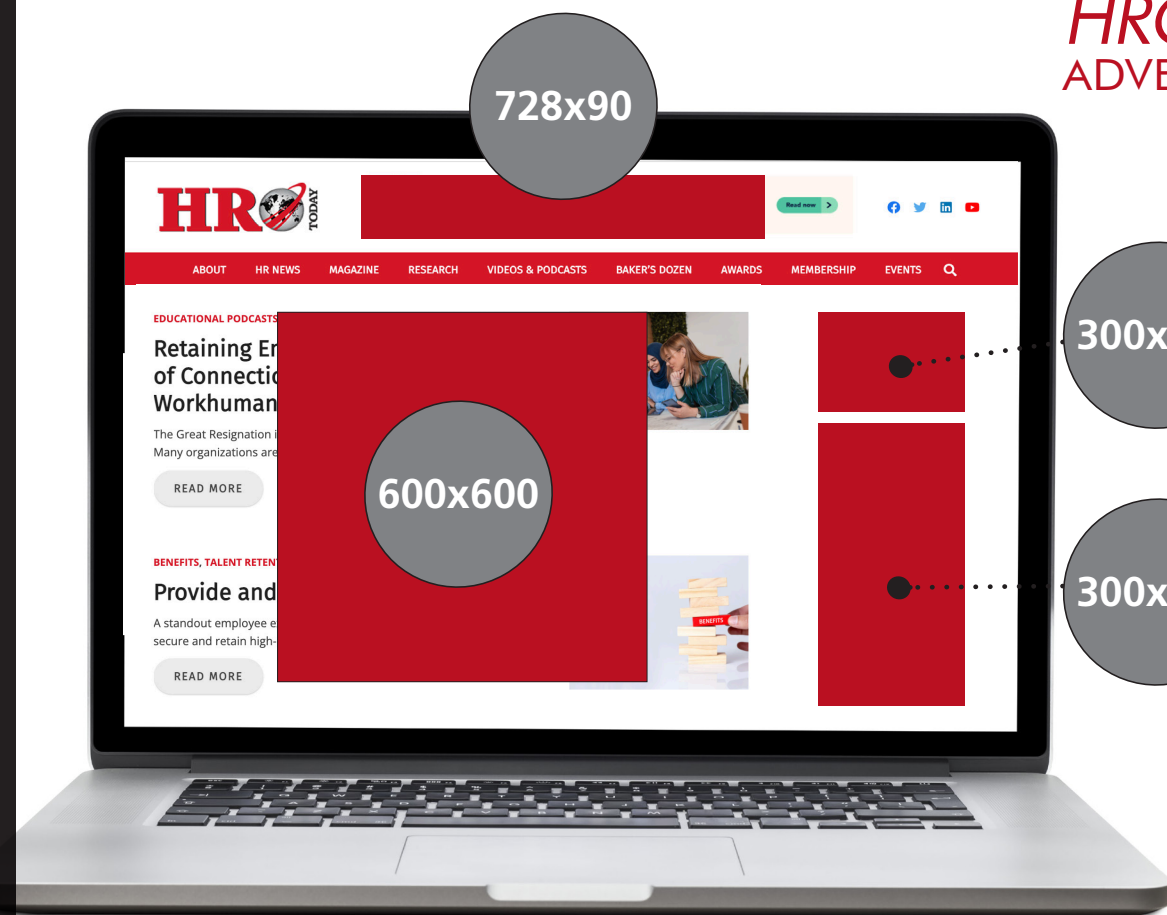
- *HRO Today* April
- *HRO Today* October

[CLICK FOR SAMPLE Q & A](#)

HRO TODAY.COM WEBSITE ADVERTISING

We continue to develop innovative online marketing vehicles that will help you generate leads and brand your company as an industry leader.

HRO TODAY BANNER ADVERTISING OPPORTUNITIES



SIZES

Welcome screen 600x600

Pops up before site launch to welcome all visitors.

300x250

Leaderboard: 728 x 90

Located at the top of the site, beside the HRO Today logo.

300x600

Medium Rectangle: 300 x 250

Placed in the right sidebar.

Half Page: 300 x 600

Placed in right sidebar.

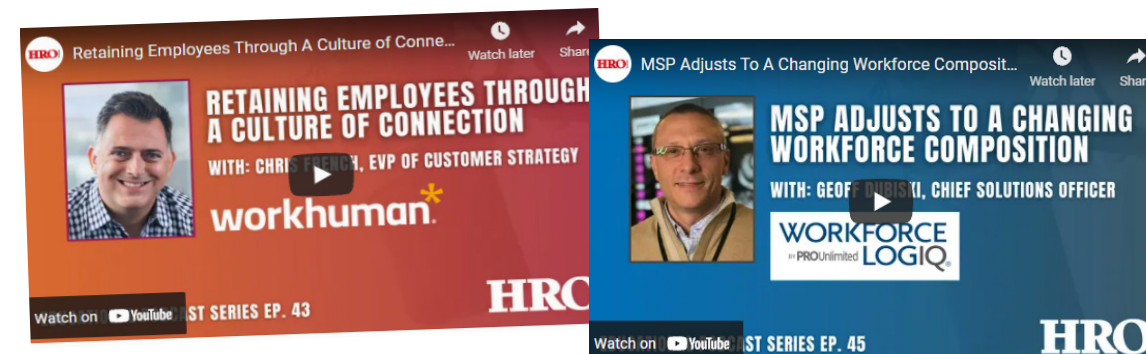
HRO TODAY DIGITAL MEDIA NETWORK

In addition to our flagship magazine, renowned events, and research prowess, *HRO Today* has an array of channels to distribute our top-quality HR content. Collectively, these various audio and video outlets make up our Digital Media Network.

HRO TODAY EDUCATIONAL PODCASTS (BRANDING AND LEAD GENERATION)

HRO Today produces and hosts (on hrotoday.com for 1 year) up to a 12 minute podcast. *HRO Today* promotes to their Global audience of 180,000 or North America audience only of 110,000. *HRO Today* CEO or Editorial Director interviews your company's executive. You receive Excel report of all click thrus to email blast containing podcast link.

Packages of 3 and 6 are available! Call for pricing.



HRO TODAY CUSTOMIZED BROADCASTS WITH YOUR CONTENT/SPEAKER(S)

Feature your executive and client* in a case study type format (approximately 30 minutes) moderated by *HRO Today* CEO or Editorial Director. *HRO Today* produces, promotes to their audience and provides detailed reports of viewers to the live and hosted event to facilitate follow up and continued engagement.

**HRO Today* can work with you on a topic to source expert thought leaders and practitioners.



HRO TODAY ASSOCIATION

MEMBERSHIP

The HRO Today Association is the standard-setting organization for the HR industry and community to keep you informed about the most critical topics in HR.

It's time to cut through the noise and join the



HRO Today Association to support the continuous learning and development of your staff.

- Members learn together, strengthen their networks, and share best and next practices.
- Access timely content and discuss issues in real-time with like-minded professionals, all from the comfort of your desk.
- Improve the skills needed to enhance the quality, effectiveness, and efficiency of their HR operations.

HR service providers gain access to a global network of HR leaders, elevate their brand, and are positioned as industry leaders.



CONVENIENT. CUSTOMIZED. CURRENT. CONNECTED.

HRO Today Association Membership Delivers Return on Investment

Professional development and visibility opportunities include:

30-minute Livestreams

Convenient and interactive, livestreams allow members to connect with each other around content and best practice sharing.

Presenting a Livestream is a proven way to showcase thought-leadership



HR Table Talks

Virtual conversations members use to tap into the minds of their peers for support and advice.

"Thank you for today's HR Table Talk. What great conversation and shared information. I look forward to implementing some of the ideas shared by the group."

Members may facilitate an HR Table Talk to help guide the conversation and add their expertise and perspective.



Corporate Membership (HR end-users) : **\$5,000 each**

An annual professional development and learning subscription designed to improve the quality, effectiveness, and efficiency of HR operations by supporting your entire staff, globally in one convenient membership.

HR Service Provider Membership (regional) North America, EMEA, APAC : **\$10,000 each**

Includes industry visibility and brand awareness opportunities in addition to thought leadership positioning. \$25,000 global membership, include a seat on the Association's board of advisors.

Contact Renee Preston for more information: Renee.Preston@SharedXpertise.com | 215-606-9562

GREAT LOCALIZED CONTENT WITH HRO TODAY EMEA DIGITAL NEWSLETTER

PROVIDING THE LATEST NEWS, REPORTING AND CASE STUDIES HRO TODAY APAC NEWSLETTER



HRO Today EMEA empowers senior HR leaders with the latest industry knowledge and best practices to manage their workforces. Leading the charge and providing localized coverage is our editor-at-large, Simon Kent, who is based in the United Kingdom.

HRO Today EMEA delivers the latest news, information, and case studies on improving the workforce through data, technology, and partnership. Regular features include regional trends, interviews with industry thought leaders, and research reports about a range of topics including, payroll, recruitment and talent, sourcing, technology, recognition, mobility, learning, and training.

CONNECT WITH THE MOST SENIOR-LEVEL HR AUDIENCE!



discuss articles that they have read in the magazine or on the *HRO Today* website with peers.



are VP/director title and above.



visited the provider's website.



have over \$1M in spend authority.



plus work in companies with over 10,000 employees.



have over \$10M in spend authority.

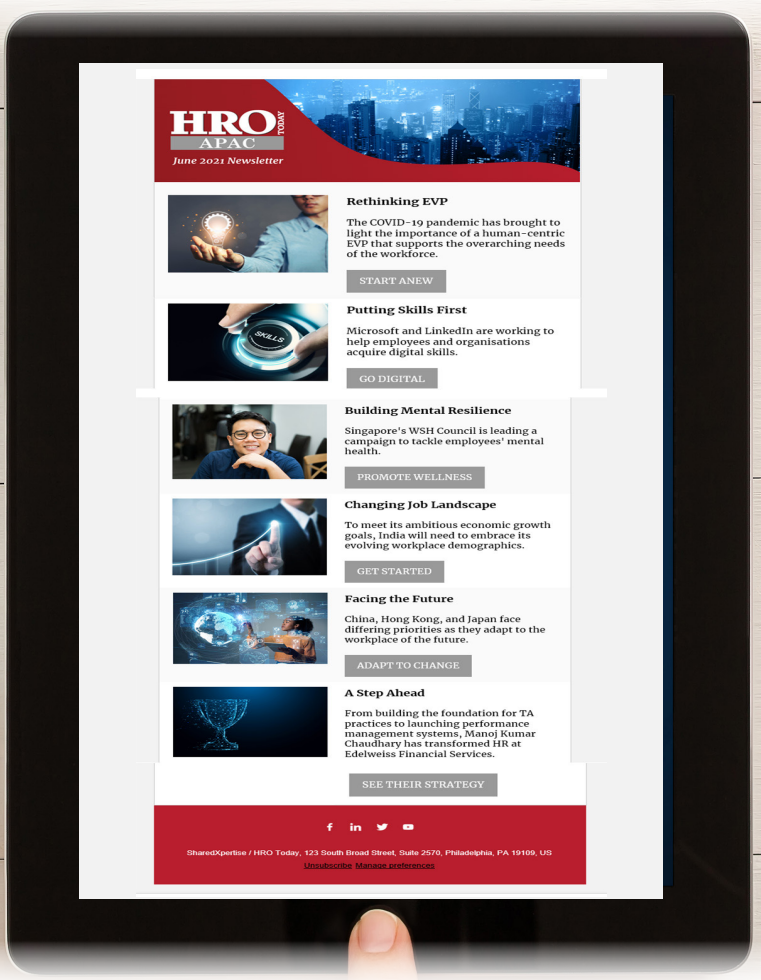


contacted a company that was mentioned.



HRO Today APAC delivers engaging, local content 10 times a year to empower senior-level HR leaders to help execute on business strategy.

HRO Today APAC provides the latest news, reporting, and case studies on improving the workforce through data, technology, and partnership.



Event-Based, Digital, Online and Print EDUCATIONAL OFFERINGS



HRO Today Livestream Broadcasts – Lead Generation

1 Webinar	\$8,000
3 Webinars	\$6,500 each

HRO Today Video Lounge Sponsorships

3 Months.....	\$7,500
6 Months.....	\$12,000
1 Year	\$20,400

HRO Today Category Sponsorship

3 Months.....	\$15,000
6 Months.....	\$24,000
1 Year	\$36,000

HRO Today Podcasts

1 Podcast.....	\$6,500
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HRO Today Educational Podcasts (Branding and Lead Generation)

HRO Today produces and hosts (on hrotoday.com for 1 year) up to a 12 minute podcast. *HRO Today* promotes to their Global audience of 180,000 or North America audience only of 110,000. *HRO Today* CEO or Editorial Director interviews your company's executive. You receive Excel report of all click thrus to email blast containing podcast link. **Packages of 3 and 6 are available! Call for pricing.**

CUSTOM EMAIL MARKETING OPPORTUNITIES

Email Distribution Program

for Thought Leadership, Lead Generation and Branding

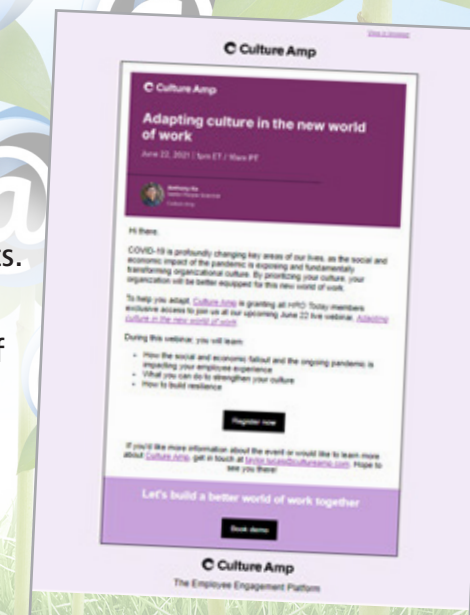
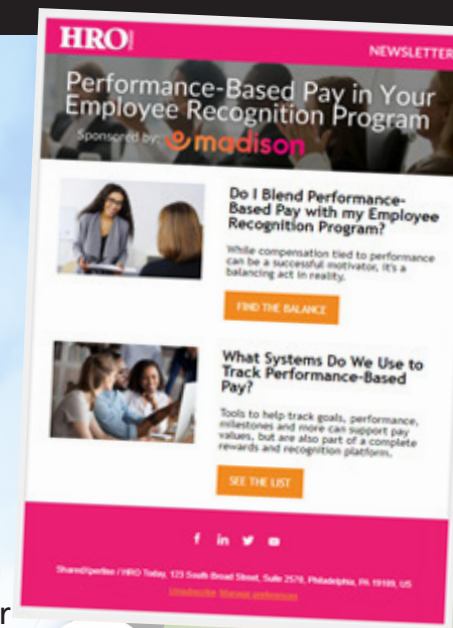
Record numbers of engagement! Average of more than 6,800 subscribers click through to *HRO Today* sponsored content per 6-month period. 10% have clicked thru to review our material more than 10 times!

Branded *HRO Today* eNewsletter

Deployed to *HRO Today*'s Global audience of 180,000 (110,000 North America/70,000 EMEA and APAC). Editor provides two custom stories/thought leadership original content written by *HRO Today*. Sponsor may influence the topic and collaborate with *HRO Today* writer. Sponsor submits two pieces of branded content. Also included are three topical national stories.

HRO Today Email Blasts

Email blasts are deployed to 180,000 North America and Global (EMEA and APAC) recipients. Sponsor to provide their own content and links to a downloadable whitepaper/Thought Leadership, or we can provide a writer for a custom whitepaper based on sponsor's topic of choice.



Event-Based, Digital, Online and Print E-NEWSLETTERS • DIGITAL EDITIONS

PRINT AND DIGITAL BRANDING

HRO TODAY E-NEWSLETTERS

Branded HRO Today e-Newsletter

1 e-Newsletter \$6,500
Deployed quarterly to HRO Today's Global audience of 180,000 (110,000 North America/70,000 EMEA and APAC). Editor provides two custom stories/thought leadership original content written by HRO Today. Your company may influence the topic and collaborate with HRO Today writer. Sponsor submits two pieces of your own branded content. Also included are three topical national stories. Your company will have the right to edit (within 7 days of receipt from HRO Today writer). Your company receives reports of contacts for all "click thrus".

HRO Today Global Insider e-Newsletter Sponsorship Exclusive Banner Ad: 728x90 pixels (Max 25k in size)
Circulation 70,000

1 e-Newsletter \$1,995
3 e-Newsletters \$5,385

HRO Today APAC e-Newsletter Sponsorship Exclusive Banner Ad: 728x90 pixels (Max 25k in size)
Circulation 30,000

1 e-Newsletters \$1,995
3 e-Newsletters \$5,385
6 e-Newsletters \$9,570

HRO Today EMEA e-Newsletter Sponsorship Exclusive Banner Ad: 728x90 pixels (Max 25k in size)
Circulation 40,000

1 e-Newsletters \$1,995
3 e-Newsletters \$5,385
6 e-Newsletters \$9,570

CUSTOM PUBLISHING

HRO Today Thought Leadership Promotions: Deliver your message directly to the inboxes of U.S. senior HR executives with active budgets. These can include white papers and case studies. We could also provide a writer for an additional cost.

HRO Today Thought Leadership Promotions,
U.S. Only (110,000 Records) \$5,000
HRO Today Thought Leadership Promotions,
Global EMEA & APAC (70,000 Records) \$8,000

Custom HRO Today Digital Magazine
Up to 44 pages \$25,000

HRO TODAY OUTSOURCED CONTENT DEVELOPMENT PROGRAM

Package #1 \$12,500
Package #2 \$17,500
Package #3 \$29,500

HRO TODAY MOBILE SPONSORSHIPS

Call Gale Tedeschi at (215) 606-9553 for details

HRO Today Baker's Dozen Provider Directory
1 - 2 page advertising unit \$10,000

HRO Today Baker's Dozen Results \$5,000/
Show Sponsorship - Results Show

Sponsorship includes your logo on all promotion materials and a custom company slide in the presentation. You'll also receive the contact information of all registered viewers.

HRO Today Baker's Best Supplement
Print and Digital
1 - Page Provider Profile \$7,000
3 - Page Provider Profile, Executive Profile
and Case Study \$18,000

HRO Today Thought Leadership Supplement
1 - Page Advertorial \$7,000

Social Media Distribution Campaigns
Call for pricing

Custom White Paper Sponsorships
Branded as created by HRO Today with your company as sponsor, you retain full publishing rights. Hosted on HROToday.com for one year!.... Call for Pricing

HRO White Paper Programs
Generate an Average of over **500 Leads!**

CUSTOMER SATISFACTION SURVEYS

Baker's Dozen Research Report Call for pricing



Event-Based, Digital, Online and Print

SPECS & RATES

BANNER ADS

HRO TODAY MAGAZINE AD SIZES

Size	1x	3x	6x	10x
4-Color 2-Page Spread	\$12,386.00	\$11,147.40	\$10,528.10	\$9,908.80
4-Color Full Page	\$6,880.00	\$6,192.00	\$5,848.00	\$5,504.00
Call for pricing of inserts				

MAGAZINE SPECIFICATIONS

Preferred programs are InDesign, Photoshop, and Illustrator. All ads must contain fonts and accompanying graphic files. File formats accepted: PDF, PSD, TIFF.

Binding: Perfect-Bound

Magazine Trim Size: 8" wide x 10.5" high

Bleed ads: 8.125" Wide x 10.625" High

All live area .25" from trim of 8 x 10.5



2-Page Spread: 16.25" x 10.625"
Please keep text 0.5" away from edges
Bleeds: 0.125"
NO CROP MARKS



Full-page: 8.125" x 10.625"
Please keep text 0.25" away from edges
Bleeds: 0.125"
NO CROP MARKS



PRINT



Welcome Screen - Exclusive - 600 x 600

1 Month	\$5,362
3 Months	\$13,674
6 Months	\$25,740
1 Year	\$45,048

Medium Rectangle – Rotation of 6 – 300 x 250

1 Month	\$1,350
3 Months.....	\$3,645
6 Months.....	\$6,480
1 Year	\$11,340

Leaderboard – Rotation of 3 – 728 x 90

1 Month	\$4,125
3 Months.....	\$11,137
6 Months.....	\$19,800
1 Year	\$34,650

Half Page – Exclusive – 300 x 600

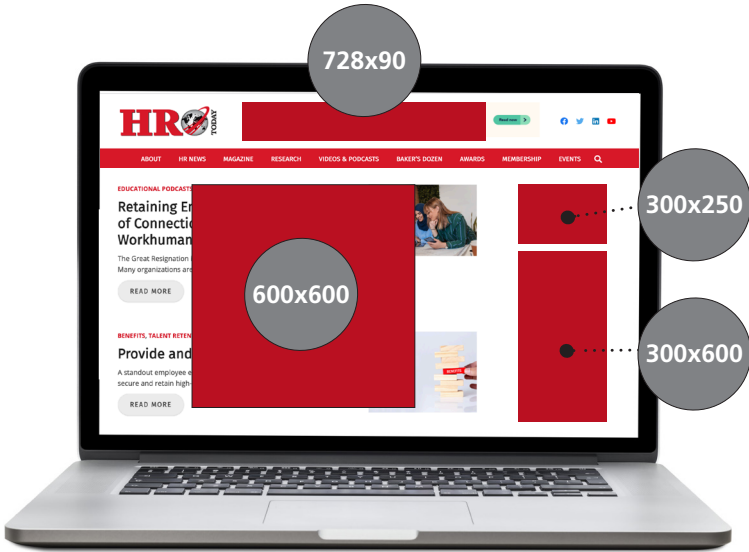
1 Month	\$4,125
3 Months	\$11,137
6 Months	\$19,800
1 Year	\$34,650

Above the Fold Article Box – Rotation of 3 – 300 x 250

1 Month	\$3,875
3 Months.....	\$10,462
6 Months.....	\$18,600
1 Year	\$32,550

Below the Fold Article Box – Exclusive – 300 x 250

1 Month	\$3,875
3 Months	\$10,462
6 Months	\$18,600
1 Year	\$32,550



Google Analytics Average Monthly Impressions for 2020: 28,000

All banner ads for email newsletters must be submitted as either a jpg or gif. Max file size is 40k. We do not encourage third-party tags for newsletter delivery, but when necessary, only no-script tags will be accepted.

• **NO FLASH**

PLEASE NOTE: Although we can accept animated gifs, Outlook 2007 and above does not display past the first frame due to a default setting. Please ensure that the first frame of the gif has the main call-to-action for instances where the animation appears static.

Text Creative

Sponsored text ads appear with a headline and logo. The headline is optional but has a limit of 100 characters including spaces. The body should not exceed 300 characters including spaces. One link for the text ad is available. Third-party tags cannot be accepted due to formatting. Impression- and click-tracking accepted.

HRO TODAY DISTRIBUTION PROGRAM Call Gale Tedeschi at (215) 606-9553 for details

CONTACT

FOR MORE INFORMATION
Gale Tedeschi, Managing Publisher



(215) 606-9553



Gale.Tedeschi@SharedXpertise.com

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<https://twitter.com/HROToday>



<https://www.linkedin.com/company/sharedxpertise/>



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