

HR Bartender Blog Disclosure Statement (as of January 2017)

My goal in publishing HR Bartender was to create a place to talk about workplace issues, engage other HR and business pros in some conversation, and maybe offer a few helpful tips. I'm not a professional journalist but I do consider myself a professional *writer*. I have published books that don't have anything to do with this blog and I have two books that include some of the thoughts I've shared on HR Bartender. The first one is called "[Essential Meeting Blueprints for Managers](#)" and the latest is "[Manager Onboarding: 5 Steps for Setting New Leaders Up for Success](#)." In addition to writing for HR Bartender, I write for other blogs and publications. Some of those assignments are paid and some aren't. When I do write for another publication, I'm subject to their policies, procedures and editorial guidelines and I don't typically reproduce those articles on HR Bartender. You're able to check out my other writing using the [RESOURCES tab](#). (I hope you will. I'm very proud of them.)

I have no intention of charging people to read HR Bartender. So, to offset the time and cost of publishing, paid (as well as barter) advertising and sponsorships are available. They are noted in the [advertising section](#) of the blog. In addition, if someone gives me a pile of money to write a post promoting their product/service, it has been and will continue to be noted. It is obvious (but I'll say it anyway), I truly like and believe in the organizations that advertise or sponsor on HR Bartender. Otherwise, I wouldn't take the money. My credibility is too important.

I participate in a couple of affiliate programs. To date, I haven't received enough affiliate money to pay my phone bill for one month. I don't hold my breath for this money or rely on it as a source of income.

While I would love it if people sent me cool samples (like chai, extra anejo tequila, an iTunes gift card or anything with bacon in it) alas...they do not. I do get lots of free books that I typically give away to other HR pros or students. So, the stuff I write about is a result of either me buying it or my family and friends gifting it to me. Many thanks to my family and friends – your gifts are always most appreciated!

Occasionally, companies that provide products and services related to this blog will take me out to lunch, buy me a martini, etc. I probably should eat healthier during these meetings, but most of the time I'll have a cheeseburger. During the obligatory business card swap, HR Bartender usually comes up. I've never been asked to endorse a product or service on this blog in exchange for a cheeseburger. If that happens, I'll be sure to disclose it – because it will be one darn good cheeseburger.

I support a few organizations by serving on their advisory committees. I do this, because I feel it's important to give back to my profession and community. If I support a group, it's because I believe in their mission. Supporting a group doesn't influence what I write. In fact, I'd like to think it works the other way around and I'm a contributor to the group's POV.

In addition to being a professional writer, I consider myself a professional speaker. As such, I get invited to attend conferences (sometimes as a speaker or a blogger or just because people think I'm interesting.) Recognizing that I write and speak for a living, conference planners will offer me a free registration, subsidize my travel expenses or negotiate a sponsorship package. I do not write about events just because I'm invited to them. I will write about events that I believe offer value.

Bottom Line: I make an honest living writing, speaking and being a leadership and management training consultant. If anything changes, I'll be sure to let you know. Thanks for taking the time to read this disclosure. If you have any questions about it, feel free to drop me a note at [cheers \[at\] hrbartender dot com](mailto:cheers[at]hrbartender.com).