

## **HR Bartender Blog Disclosure Statement (as of January 2025)**

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 four books that include some of the thoughts I've previously shared on HR Bartender.

["Essential Meeting Blueprints for Managers"](#)

["Manager Onboarding: 5 Steps for Setting New Leaders Up for Success"](#)

["The Recruiter's Handbook: A Complete Guide for Sourcing, Selecting, and Engaging the Best Talent"](#)

["The SHRM Essential Guide to Talent Management"](#)

In addition to writing for HR Bartender, I write for other publications. Some of those assignments are paid and some aren't. When I do write for other publications, I'm subject to their editorial guidelines. I don't typically reproduce those articles on HR Bartender, but you're able to check them out under the [RESOURCES tab](#). I hope you will. I'm very proud of them.

To offset the time and cost of publishing HR Bartender, 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 huge pile of money to write about their organization, product, or 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 internet bill for one month. I don't hold my breath for this money nor 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 Apple gift card, or anything with bacon in it) alas...they do not. I do receive lots of free books that I typically give away to others. 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 conversation, 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 point of view.

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. 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 simply 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](#).

Oh, and P.S. Everything on HR Bartender is written by me – not artificial intelligence (AI). So, all the typos and bad grammar - including em dashes - is all on me. Thanks again for supporting HR Bartender.