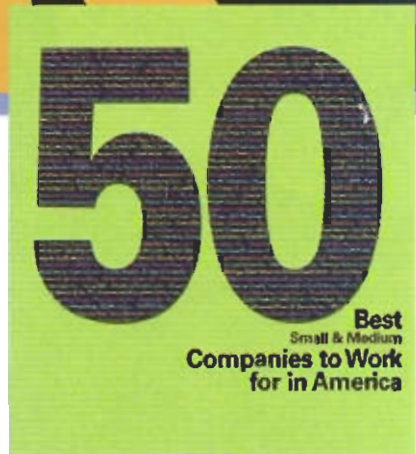


contents



43

Features

COVER PACKAGE

43 **Best Small & Medium Companies to Work for in America** ▶ 📄

- Profiles of Select Small Companies.....44
- Benchmark Data49
- List of Best Small Companies to Work for in America.....50
- Profiles of Select Medium Companies.....54
- List of Best Medium Companies to Work for in America.....58

DIVERSITY

62 **The Forgotten Minority** ▶ 🗣️

Treating Asian-American employees as if stereotypes about them are true can be a major management mistake.
Rebecca R. Hastings

STRATEGIC HR

68 **Sizing Up Board Members** ▶

Reviewing board members' performance is a process for which HR can offer expert advice.
Kathryn Tyler

EMPLOYMENT LAW

74 **Don't Let Dormant Policies Lie** ▶

Is it time to fire some of your handbook policies?
Diane Cadrain



62

HR Agendas

COMPENSATION & BENEFITS

79 **Supporting the Troops** ▶

If you close the civilian/military pay gap for employees called to active duty, be sure to explain the tax facts and the withholding options.
Carolyn Hirschman

EMPLOYMENT & STAFFING

85 **Job Fairs Go Virtual** ▶ 📄

Online job fairs bring together job seekers and recruiters.
Elizabeth Agnvall

- ▶ Additional information available online at www.shrm.org/hrmagazine.
- 📄 Video available at www.shrm.org/hrmagazine.
- 🗣️ Audio available at www.shrm.org/hrmagazine.

79



Columns



97

FROM THE PRESIDENT

10 Defining and Refining the SHRM Brand

There's more to the new SHRM logo than meets the eye.
Susan Meisinger

HR SOLUTIONS

39 Sunday Closing, HR Metrics, Job-Related Questions

Deb Levine, Vicki Neal and Liz Petersen

MANAGEMENT TOOLS

97 Deliberate Acts of Decency

Small gestures of decency can have ripple effects throughout the organization. *Steve Harrison*

LEGAL TRENDS

105 Speak, You're on Candid Recorder

Secret recordings of phone conversations may not require the other person's consent in some states.
Dov Kesselman and Tara Smith Williams

FUTURE FOCUS

128 Planning for Retention

The top job satisfiers for employees can also be guideposts for HR's retention strategies. *Nancy R. Lockwood*

105



Special Section

118 Yellow Pages

128

12 Executive Briefing

Sarbanes-Oxley costs drop; promotions cause stress; more.

23 From Readers

Millennials; credit checks; more.

27 HR News

First minimum wage hike in a decade becomes law; court backs time limit on Title VII pay claims; final rules issued on phased retirement; more.

91 HR Technology

Mid-size employers have more options for enterprise resource planning systems than ever before.

101 Court Report

Denial of mentoring and training was not retaliation; lack of specificity doomed accommodation request; more.

113 Inside SHRM

India delegation; new board members; more.

Books in Brief

Books in Brief is online this month. See www.shrm.org/hrmagazine/07July for summaries of *The Essential Guide to Managing Talent*, *Productive Performance Appraisals*, *Human Performance Improvement* and *Leading in a Culture of Change*.

116 What's New

Incentive program software; leadership assessment tool; online interviewing technology; more.

125 HR Jobs