

MASTER RESOURCE LIST

The **Legal and Legislative Committee** is dedicated to equipping HR professionals with trusted, practical resources to support legal compliance, effective risk management, and professional excellence.

In our ongoing commitment to advocacy and year-round member support, we have compiled this updated, peer-recommended compilation of third-party services, vendors, software, organizations, programs, and tools—drawn from your valuable survey responses across 2025 and 2026.

Resource Endorsement Key

- 🆕 New for 2026 — Resources newly recommended in the 2026 HR Leadership Resource Survey (not in the 2025 list).
- ★ Multiple Endorsements — Recommended by more than one respondent (combined 2025 + 2026 count shown in parentheses).
- 🏆 Top-Endorsed Resource — The most highly endorsed across both years, highlighting strong peer validation and real-world value.

Items marked with ★ indicate multiple recommendations, with the total number of endorsements noted in parentheses **()**.

Below, resources are thoughtfully organized by category for quick reference:

Payroll & Payroll Processing Resources or Services

- 🏆 **Paylocity** (12) ★ (6 from 2025 + multiple strong 2026 mentions including Trivantus Paylocity, EmployDrive/iSolved ties)
- 🏆 **ADP** (3) ★
- Paycom (4) ★ (2 from 2025 + 2026)
- Paycor
- Paychex
- CSIU (FIS)
- UKG (expanded in 2026 with Workday UKG)
- SAP
- iSolved (🆕 expanded via EmployDrive in 2026)
- National SHRM Ask An Advisor
- American Payroll Association
- SHRM Blog
- Forbes HR Council Insights
- Oracle Cloud
- Leapsome's Payroll Metrics Guide

Arbitration

- ADR.org, FLRA.gov, NAMadr.org
- Stock & Leader
- National SHRM Ask An Advisor
- Commonwealth of PA
- Labor Arbitration Institute
- National Academy of Arbitrators (NAA)
- Forbes Human Resources Council – 16 HR Leaders Share Their Best Tips for Mediating Workplace Disputes
- "HR Arbitration: A Comprehensive Study of Conflict Resolution in Workplaces" by IIENSTITU
- 🆕 Duane Morris (from 2026)

Attorneys and/or Law Firms

- 🏆 **McNees Wallace & Nurick, LLC** (6) ★ (3 from 2025 + multiple 2026 including McNees Wallace, Adam Santucci/Jennifer Will/Langdon Ramsburg)
- Barley Snyder (3) ★
- Bybel Rutledge LLP (Labor & Employment) (2) ★
- The Law Offices of Peter J. Russo
- Commonwealth of Pennsylvania
- 🆕 Duane Morris
- 🆕 Cohen Seglias
- 🆕 Eckert Seamans
- 🆕 Saxton & Stump
- 🆕 Pillar + Aught
- 🆕 Johnson Duffie
- Littler
- Jackson Lewis
- Ogletree
- Seyfarth Shaw
- Chartwell Law

- Stock & Leader
- Summers Nagy
- Rob Baker

HR Consultants/Groups

- 🏆 **Hubric Resources** (6) ★ (3 from 2025 + 2026)
- HR Influenced (3) ★
- HR Resolutions (expanded with EdKrow.com for compensation/AAPs in 2026)
- Alera Group (expanded in 2026)
- 🆕 Cornerstone HR & Management Consulting
- 🆕 Maria Yaremchak (myhrllc717@gmail.com)
- 🆕 Alternative HR
- 🆕 Webber Advisors
- 🆕 Lockton - Benefits
- 🆕 CAPTRUST - Retirement/401k
- Greenspring (retirement consultants)
- Pentegra (retirement auditors)
- SHRM
- McLean and Co: HR Research for HR Professionals
- Liz Weber CMCs Consulting Services
- Mercer
- Willis Towers Watson
- BDO (used to be Survey Solutions)

Websites

- 🏆 **https://www.shrm.org** (highly referenced)
- National SHRM Ask An Advisor: https://www.shrm.org/topics-tools/ask-an-advisor
- http://www.eeoc.gov
- NLRB
- https://askjan.org (expanded in 2026 with toolkit/index.cfm)
- https://www.prudential.com (expanded in 2026)
- American Staffing Association
- HR.com, HR Bartender, People Managing People, HR Trend Institute
- 🆕 Mineral (General HR website)

Workers' Compensation

- Hartford
- 🆕 Eastern Alliance Insurance Group
- Gallagher Bassett
- 🆕 CNA
- 🆕 Encova
- 🆕 AmTrust Insurance
- Inservco
- Nationwide

Company Policies

- 🏆 **SHRM** (SHRM Handbook Builder highly noted in 2026)
- American Staffing Association
- Commonwealth of Pennsylvania
- PSBA

Job Descriptions

- SHRM
- 🆕 AI / ChatGPT / AI Copilot (multiple 2026)
- https://www.salary.com/
- O*NET

ADA/ADAAA Accommodation Tools and Resources

- 🏆 **Job Accommodation Network (JAN / askjan.org)** (highly endorsed)
- https://adata.org/
- https://www.ada.gov/
- Prudential

Salary Comparisons

- 🏆 **https://www.bls.gov/** ★
- https://www.salary.com/
- 🆕 AI
- 🆕 Zip / Indeed
- DOL
- Compensation Management Strategies / Ed Krow

Employee Reviews & Performance Tracking

- 🆕 Trakstar
- 🆕 Balanced Results
- SHRM
- Cornerstone
- Paycom

Clearance Tracking & Upkeep

- 🆕 Verified First
- 🆕 Compliance Tracker
- 🆕 Comply CSIU
- Amerisearch; SwiftCheck; Victig
- PATCH

Podcasts

- 🏆 **HR Happy Hour** ★
- SHRM All Things Work
- 🆕 Lighthouse
- 🆕 The Working Genius with Patrick Lencioni

Benefits Management

- 🏆 **Benefit Connections** (2) ★
- 🆕 Conrad Siegel
- 🆕 McConkey Insurance & Benefits
- 🆕 URL Insurance Group
- 🆕 Employee Navigator
- 🆕 Alera Group
- 🆕 PCI Insurance Services

Leadership Development & Training Programs or Resources

- 🏆 **Dering Consulting Group** (4+) ★
- SHRM certifications (SPHR/PHR)
- 🆕 Mazzitti and Sullivan
- 🆕 CliftonStrengths (Gallup)
- 🆕 Litmos

Team Building Activities or Retreats

- 🆕 Volunteer via United Way
- 🆕 The Privilege Walk activity
- 🆕 We! Connect Card

Onboarding Processes

- 🆕 EmployDrive / Bullhorn
- Internal
- Paycom

Recruitment Tools and Services

- 🆕 JazzHR
- 🆕 Indeed (free postings)
- 🆕 JFC Global
- 🆕 Signature Staffing

Wellness Programs

- 🏆 **Mazzitti and Sullivan (EAP)** ★
- Capital Blue Cross
- 🆕 ConnectCare3
- 🆕 Highmark Blue Shield

Diversity, Equity, and Inclusion (DEI)

- 🆕 M.E.N.D. Solutions / Hattie McCarter
- DIP-CPA
- EEOC
- SHRM

HR Organizations (outside of HRPCPA/HRCI/SHRM)

- 🏆 **World at Work** (3) ★
- American Staffing Association
- PSHRA

Books Recommended: HR, Leadership, Professional Development

- Unreasonable Hospitality - Will Guidara
- Real Happiness at Work - Sharon Salzberg
- Think Again - Adam Grant
- Atomic Habits - James Clear *(multiple mentions – strong peer endorsement)*
- Stress Resets - Jennifer Taitz
- Getting to Yes by Roger Fisher and William Ury
- Leadership - The Secret what great Leaders Know and Do by Ken Blanchard & Mark Miller
- Crucial Accountability by Patterson, Grenny, Maxfield, McMillan, Switzler
- Crucial Confrontations by Patterson, Grenny, Maxfield, McMillan, Switzler
- Self Development: Redefining Anxiety by Dr. John Delony
- Quick Confidence by Selena Rezvani
- Next! by Joanne Lipman
- HR from the Heart
- Honest & Real: An Essential Guidebook to Drama-Free HR
- Sought-After: How to Be Heard, Be Trusted, and Be Recognized for Your Expertise
- Zapp - the Lightening of Empowerment
- High Performance Habits
- The Infinite Game by Simon Sinek

Your Favorite Interview Questions

- Describe a great workday for you.
- What have you done for your previous employer for which you think you would be remembered?
- What are you really good at, but never want to do anymore?
- What would your most recent manager tell us is your greatest area for improvement?
- If you could be a prize in a Cracker Jack box, what would you be and why?
- Describe the ideal manager you would work for.
- Tell me about a time you did not deliver and what you would do differently?
    - *Follow-ups: What was the impact on your team or customers?*
      How did you communicate the miss and manage expectations?
      What systems or checks do you use now to avoid a repeat?
      How have you applied that learning since?
- Why are you seeking a new position?
- What does your favorite day look like? If you had no restrictions on you (financial or otherwise), what would you most want to do in life?
- What is the most interesting thing about you that's not on your resume?
- Why {company name}, and why now?
- Tell me about a defining moment that shaped who you are today.

Your Favorite Stay Interview Questions

- What would make your job even more satisfying?
- What could another employer offer you to contemplate leaving? What motivates you to come to work? How does your role affect the final product/service we provide?
- Why do you think someone in your position would start looking for another job?
- What do you enjoy most about your role and what would you like to do more of? What if you could do anything within the organization what would it be and why?
- When was the last time you thought about leaving us?
- If you could change one thing about the company what would that be?
- What keeps you here?
- What do you think about on your drive into work?
- If you've thought of leaving, what got you to that point. And, ultimately, why did you stay?
- What gives you the most satisfaction or sense of purpose here? *(Note: Some respondents indicated they do not conduct stay interviews.)*

Your Favorite Exit Interview Questions

- Is there anything especially challenging that you had to contend with?
- What went wrong?
- Is there anything that would cause you to rethink your decision to leave? Did your job meet your expectations? What qualities are essential for us to look for in a replacement?
- What could we have done different that would have resulted in you maintaining employment here?
- Did you feel you had the tools, resources, and support to do your job effectively? If not, what recommendations would you offer to help future associates? What prompted you to start looking for another job? What could we have done differently to keep you?
- If you could change one thing about the company what would that be?
- What is the top reason for leaving - the ONE thing that did it?
- What prompted you to start looking for a new job?
- How did your experience compare to what you expected when you started?

Other Services or Resources (Not Listed Above) That Have Significantly Helped

- https://www.hrdive.com/
- https://www.hrmorning.com/
- In Schools...the Intermediate Units and other school HR associations like PSBA and PASPA.
- Background Checks - HireRight or Checkr
- DocuSign
- Fraud Hotline
- ThoughtFarmer - Intranet
- Total Rewards
- Employee Relief Funds
- PTOExchange
- Succession Planning - SuccessionNow