

## LOBBYING REPORT

Lobbying Disclosure Act of 1995 (Section 5) - **All Filers Are Required To Complete This Page**

1. Registrant Name:

**HR POLICY ASSN**

2. Address:

PO Box 34108, WASHINGTON, DC 20043-9998

3. Principal place of business (if different from line 2):

4. Contact Name: SHANNON L. BAIRD

Telephone: 2027898658

E-mail (optional): sbaird@hrpolicy.org

Senate ID #: 22006-12

House ID #:

7. Client Name: ☒ Self

## TYPE OF REPORT

8. Year 2007 Midyear (January 1 - June 30): ☒ **OR** Year End (July 1 - December 31): ☐

9. Check if this filing amends a previously filed version of this report: ☐

10. Check if this is a Termination Report: ☐ => Termination Date: 11. No Lobbying Activity: ☐

## INCOME OR EXPENSES

Complete Either Line 12 **OR** Line 13

### 12. Lobbying Firms

**INCOME** relating to lobbying activities for this reporting period was:

Less than \$10,000: ☐

\$10,000 or more: ☐ => Income (nearest \$20,000): \_\_\_\_\_

Provide a good faith estimate, rounded to the nearest \$20,000, of all lobbying related income from the client (including all payments to the registrant by any other entity for lobbying activities on behalf of the client).

### 13. Organizations

**EXPENSES** relating to lobbying activities for this reporting period were:

Less than \$10,000: ☐

\$10,000 or more: ☒ => Expenses (nearest \$20,000): 313,950.00

### 14. Reporting Method.

Check box to indicate expense accounting method. See instructions for description of options.

☒ **Method A.** Reporting amounts using LDA definitions only

☐ **Method B.** Reporting amounts under section 6033(b)(8) of the Internal Revenue Code

☐ **Method C.** Reporting amounts under section 162(e) of the Internal Revenue Code

## LOBBYING ACTIVITY

Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. Using a separate page for each code, provide information as requested. Attach additional page(s) as needed.

15. General issue area code: HCR (one per page)

16. Specific lobbying issues:

S. 558: To build on the 1996 Mental Health Parity Act, a law that began the process of ending health insurance discrimination against people with mental illness by requiring health insurance plans that offer mental health coverage to provide that coverage on par with financial and treatment coverage offered for other physical illnesses. H.R. 1841: To amend the Social Security Act and the Internal Revenue Code of 1986 to provide for an AmeriCare that assures the provision of health insurance coverage to all residents, and for other purposes. S. 1019: To provide comprehensive reform of the health care system of the United States, and to overhaul existing health care system by giving consumers a more direct role in their health care decisions. H.R. 2034/S. 1218: To provide quality, affordable health care for all Americans by allowing all residents to enroll in Medicare. S. 1408: To improve quality in health care by providing incentives for adoption of modern information technology and to facilitate the adoption of health information technology (HIT) among health care providers. S. 1544: To amend title XVIII of the Social Security Act to improve the quality and efficiency of health care, to provide the public with information on provider and supplier performance, and to enhance the education and awareness of consumers for evaluating health care services through the development and release of reports based on Medicare enrollment, claims, survey, and assessment data. S. 1753: A bill to amend the Internal Revenue Code of 1986 to provide a tax credit to employers for the costs of implementing wellness programs, and for other purposes. S. 1754: A bill to amend the Public Health Service Act to provide for a workplace wellness education campaign and an evaluation of employer-based wellness programs, and for other purposes. S. 623: To amend the Public Health Service Act to provide for the licensing of comparable and interchangeable biological products (generic prescription drugs), and for other purposes. H.R. 1820/S. 1556: To amend the Internal Revenue Code of 1986 to extend the exclusion from gross income for employer-provided health coverage for employees' spouses and dependent children to coverage provided to other eligible designated beneficiaries of employees. H.R. 506: To provide for innovation in health care through State initiatives that expand coverage and access facilitate state health care reform proposals that could result in waivers of ERISA's broad preemption of state employee benefit plan regulation. S. 1695: To create a legal pathway for the FDA to approve more affordable generic versions of biopharmaceuticals. House of Representatives: I relating to importance of ERISA preemption to the ability of employers to provide uniform national health plans for their employees. S. 325/H.R. 506: To provide for innovation in health care through State initiatives that expand coverage and access. S. 334: To replace the employment-based system with a restructured private insurance market administered through the states.

17. House(s) of Congress and Federal agencies contacted:  
HOUSE OF REPRESENTATIVES  
SENATE

18. Name of each individual who acted as a lobbyist in this issue area:

Name: BARTL, TIMOTHY  
Covered Official Position (if applicable): N/A  
Name: MCGUINNESS, JEFFREY  
Covered Official Position (if applicable): N/A  
Name: MILTON, MARISA  
Covered Official Position (if applicable): N/A  
Name: YAGER, DANIEL  
Covered Official Position (if applicable): N/A

19. Interest of each foreign entity in the specific issues listed on line 16 above. **None**

Registrant Name: HR POLICY ASSN Client Name: Self

## LOBBYING ACTIVITY

Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. Using a separate page for each code, provide information as requested. Attach additional page(s) as needed.

15. General issue area code: IMM (one per page)

16. Specific lobbying issues:

S. 1348: To provide for comprehensive immigration reform and for other purposes including provides some relief for the current shortage of H-1B visas by raising the annual cap from 65,000 to 115,000. S. 1397: To increase the allocation of visas for certain highly skilled workers and to reduce fraud and abuse in certain visa programs for aliens working temporarily in the United States. H.R. 1645: To provide for comprehensive immigration reform, and for other purposes including requiring employers to electronically verify the legal status of new hires and substantially increase penalties for violations. S. 1035: To amend the Immigration and Nationality Act to reduce fraud and abuse in certain visa programs for aliens working temporarily in the United States.

17. House(s) of Congress and Federal agencies contacted:  
HOUSE OF REPRESENTATIVES  
SENATE

18. Name of each individual who acted as a lobbyist in this issue area:

Name: BARTL, TIMOTHY  
Covered Official Position (if applicable): N/A  
Name: MILTON, MARISA  
Covered Official Position (if applicable): N/A  
Name: YAGER, DANIEL  
Covered Official Position (if applicable): N/A

19. Interest of each foreign entity in the specific issues listed on line 16 above. **None**

## LOBBYING ACTIVITY

Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. Using a separate page for each code, provide information as requested. Attach additional page(s) as needed.

15. General issue area code: LBR (one per page)

16. Specific lobbying issues:

preventing employers from deducting more than \$1 million in compensation annually. H.R. 493/S. 358: To prohibit discrimination on the basis of genetic information with respect to health insurance and employment. H.R. 800/S. 1041: To amend the National Labor Relations Act to eliminate federally-supervised secret ballot elections from union representation determinations, to provide for mandatory injunctions for unfair labor practices during organizing efforts, and for other purposes. H.R. 1369: To amend the Family and Medical Leave Act of 1993 to expand the scope of the Act, and for other purposes. S. 80: To amend title 5, United States Code, to provide for 8 weeks of paid leave for Federal employees giving birth, and for other purposes. S. 910/H.R.1542: To provide for paid sick leave to ensure that Americans can address their own health needs and the health needs of their families requiring employers to provide employees working more than 30 hours per week with seven days of paid sick leave annually. H.R. 1338/S. 766: To amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes to eliminate the gender "wage gap" through unlimited compensatory and punitive damages for Equal Pay Act claims, making proof of discrimination easier and banning employer policies prohibiting disclosure of wages. H.R. 2019/S. 1087: To amend the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages establish comparable worth as a standard for sex, race, and national origin-based wage discrimination. H.R. 2015: To prohibit workplace discrimination on the basis of sexual orientation or gender identity. H.R. 1643: To require employers to provide up to 14 days of unpaid leave to volunteer emergency medical personnel who are deployed to respond to a significant disaster. H.R. 1644: To amend the National Labor Relations Act to clarify the definition of "supervisor" for purposes of such Act. H.R. 1585: To authorize appropriations for fiscal year 2008 for military activities of the Department of Defense, to prescribe military personnel strengths for fiscal year 2008, and for other purposes including extending FMLA protections to leave taken because a spouse, son, or daughter of the employee has been called up to active duty or has been notified of a call-up. H.R. 2831: To amend title VII of the Civil Rights Act of 1964 to extend the period for filing charges of discrimination in violation of such title and to provide relief for certain current injuries arising from compensation calculations attributable to compensation decisions made at any time in violation of such title. Filed an amicus brief with, and argued before the National Labor Relations Board on The Register Guard case involving employer e-mail policies. H.R. 2/H.R. 976: To amend the Fair Labor Standards Act of 1938 to provide for an increase in the Federal minimum wage to \$7.25 an hour, bar any new federal contracts to employers who violate the employment verification requirements of the immigration law, impose back taxes, interest, and a 20 percent penalty on deferrals of nonqualified deferred compensation that in any year exceed the lesser of \$1 million or the average of the last five years' gross income, and expand the coverage of 162(m) of the tax code,

17. House(s) of Congress and Federal agencies contacted:

HOUSE OF REPRESENTATIVES  
HOUSE OF REPRESENTATIVES  
Nat'l Labor Relations Board (NLRB)  
SENATE  
SENATE

18. Name of each individual who acted as a lobbyist in this issue area:

Name: BARTL, TIMOTHY  
Covered Official Position (if applicable): N/A  
Name: MCGUINNESS, JEFFREY  
Covered Official Position (if applicable): N/A  
Name: MILTON, MARISA  
Covered Official Position (if applicable): N/A  
Name: YAGER, DANIEL  
Covered Official Position (if applicable): N/A

19. Interest of each foreign entity in the specific issues listed on line 16 above. **None**

Registrant Name: HR POLICY ASSN Client Name: Self

## LOBBYING ACTIVITY

Select as many codes as necessary to reflect the general issue areas in which the registrant engaged in lobbying on behalf of the client during the reporting period. Using a separate page for each code, provide information as requested. Attach additional page(s) as needed.

15. General issue area code: TAX (one per page)

16. Specific lobbying issues:

S. 1593: To amend the Internal Revenue Code of 1986 to provide tax relief and protections to military personnel, and for other purposes. S. 1624: To amend the Internal Revenue Code of 1986 to provide that the exception from the treatment of publicly traded partnerships as corporations for partnerships with passive-type income shall not apply to partnerships directly or indirectly deriving income from providing investment adviser and related asset management services. Securities and Exchange Commission I relating to new executive compensation disclosure rules. Internal Revenue Service I relating to new rules regarding the implementation of the Pension Protection Act. Senate I relating to removal of obstacles to phased (or "flexible") retirement programs. Department of Energy I relating to policy of reimbursing contractors only for defined contribution retirement and medical plans, as opposed to defined benefit plans. House of Representatives and Senate I relating to Internal Revenue Service interpretation of a policy regarding hybrid plans. S. 349: To amend the Internal Revenue Code of 1986 to provide additional tax incentives to employers and employees of small businesses, and for other purposes. H.R. 1257/S. 1181: To amend the Securities Exchange Act of 1934 to provide shareholders with an advisory vote on executive compensation requiring public companies to hold an annual nonbinding vote on their executive compensation disclosures.

17. House(s) of Congress and Federal agencies contacted:

Energy, Dept of  
HOUSE OF REPRESENTATIVES  
HOUSE OF REPRESENTATIVES  
Internal Revenue Service (IRS)  
SENATE  
SENATE  
Securities & Exchange Commission (SEC)

18. Name of each individual who acted as a lobbyist in this issue area:

Name: BARTL, TIMOTHY  
Covered Official Position (if applicable): N/A  
Name: MCGUINNESS, JEFFREY  
Covered Official Position (if applicable): N/A  
Name: MILTON, MARISA  
Covered Official Position (if applicable): N/A  
Name: YAGER, DANIEL  
Covered Official Position (if applicable): N/A

19. Interest of each foreign entity in the specific issues listed on line 16 above. **None**

Signature: ON FILE Date: Aug 14, 2007

Printed Name and Title: SHANNON L. BAIRD, ACCOUNTING ADMINISTRATOR -