



**Business
Magazines**

Standard Certificate of Circulation

For the single issue distributed on 1st February 2008

An optional audit in addition to the standard ABC period requested by the publisher for the following stated reason:

First Audit

theHRDIRECTOR



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The Primary Market Sector for this publication is:

Personnel Management

This certificate expires on 30th September 2008 unless ABC has issued a new certificate before that date.

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All data carried in this certificate is derived from a Return of Circulation approved by ABC on: 10th April 2008
on behalf of the publisher:
theHRDIRECTOR Ltd
The publisher has certified that the data has been reported in accordance with ABC rules. ABC will audit the data and if any material error or omission is found, an audit report will be issued giving details of the error or omission.

For details of audit reports issued or the rules and procedures, please contact ABC.

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Certificate of Average Net Circulation for the single issue distributed on 1st February 2008

	Net Total	United Kingdom	Other Countries
TOTAL AVERAGE NET CIRCULATION PER ISSUE	12, 346	12, 340	6
Total Average Net Newstrade Sales Per Issue	-	-	-

Analysis for the Audit Issue cover dated Issue 44 Feb 08 and distributed on 1st February 2008

		12, 346	12, 340	6
Total Net Circulation				
Newstrade and other Single Copy Sales	Total	-	-	-
At Full Cover Price/NTT		-	-	-
At a Lower Rate		-	-	-
Paid and Controlled	Total	132	128	4
see terms of control on page 3. Sources for all addressees are less than 3 years old.				
At Full Rate		69	65	4
At between 50% and 100% of Full Rate		63	63	-
At less than 50% of Full Rate		-	-	-
Single Copy Subscription Sales	Total	108	106	2
At Full Rate		77	75	2
At between 50% and 100% of Full Rate		31	31	-
At less than 50% of Full Rate		-	-	-
Multiple Copy Subscription Sales	Total	2	2	-
At Full Rate		-	-	-
At between 50% and 100% of Full Rate		2	2	-
At less than 50% of Full Rate		-	-	-
Bulk Sales	Total	-	-	-
At Full Rate		-	-	-
At between 50% and 100% of Full Rate		-	-	-
At less than 50% of Full Rate		-	-	-
Society/Association/Organisation Circulation	Total	-	-	-
Paid optional single copies		-	-	-
Unpaid single copies (Written Requests)		-	-	-
Unpaid single copies (Electronic Requests)		-	-	-
Unpaid single copies (Telephone Requests)		-	-	-
Non-optional single copies		-	-	-
Controlled Free Circulation	Total	12, 104	12, 104	-
see terms of control on page 3. Sources for all addressees are less than 3 years old.				
Individual Written Requests		-	-	-
Individual Electronic Requests		-	-	-
Individual Telephone Requests		-	-	-
Company Written Requests		-	-	-
Company Electronic Requests		-	-	-
Company Telephone Requests		-	-	-
Non-requested by name		12, 104	12, 104	-
Non-requested by job title / function		-	-	-
Non-Controlled Free Circulation	Total	-	-	-
By Name		-	-	-
Not by name		-	-	-

Duplication: The level of duplication on the mailing list for the audit issue was: 0%

Miscellaneous data:

The Basic Cover Price for the audit issue was: Not Applicable
 The United Kingdom Basic Annual Rate for Subscriptions for the audit issue was: £125.00
 The annual other countries subscription rate for the audit issue was: £200.00
 2 or 3 year subscriptions are available

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Society / Association / Organisation Circulation

None

Controlled Circulation - Terms of Control in audit period

HR Directors, Assistant HR Directors, Personnel Directors, Assistant Personnel Directors, HR / Personnel Managers, HR Consultants, Chief People Officers, Business and Management / HR academics, VPs / Partners HR, Group HR Managers / Directors, Learning and Development Officers/ Managers, Group Heads of HR / Personnel, Heads of HR / Personnel, HR / Employment lawyers, Heads of Reward & Performance, Workplace Practice Directors, Global Talent Directors, Directors People & Policy, working within UK and global organizations.

Actual Distribution Dates for issues distributed during the audit period

Variances for issues with a variance of more than 10% above (+) or below (-) the average net circulation

Bulk Sales for issues with Bulk Sales representing 10% or above of the circulation for that issue

NOT APPLICABLE- SINGLE ISSUE AUDIT

Other Bulk Distribution. (Please note, these copies are NOT included in the circulation of any issue)

400 Copies Feb 08 European HR Director's Business Summit