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FOR IMMEDIATE RELEASE**MRA's 2007 *Holiday Practices Survey* Shows How Companies Manage Workweek Holidays**

December 18, 2006, Waukesha, WI – MRA – The Management Association (MRA) recently released the results of their annual *Holiday Practices Survey* of more than 500 companies in Wisconsin, Iowa, and Northern Illinois. As companies assemble their 2007 Holiday Calendars, two changes from 2006 are notable: more companies will provide “floating holidays” and more will offer a paid holiday on an employee’s birthday. According to the survey, 15 percent of responding companies will provide one floating holiday in 2007, compared with just 2 percent in 2006. Regarding birthday plans, 24 percent of respondents will provide a paid holiday on an employee’s birthday, compared with only 7 percent in 2006.

“In 2007, Christmas Day and New Years Day fall during the workweek, once again providing an additional challenge as companies look to determine their holiday schedule,” said Bonni Yordi, Ph.D., MRA’s Director of Surveys and Business Research. “Additional floating holidays and paid time off will help companies balance both business and employee needs.”

MRA’s Survey shows few employers open for business as usual around Christmas. In fact, 61 percent of responding companies will provide a scheduled, paid holiday on Monday, December 24, 2007, and on Tuesday, December 25, 2007, 95 percent of respondents will provide employees with a scheduled, paid holiday. For this coming New Years, 20 percent of companies plan to have a scheduled, paid holiday on Friday, December 29, 2006, and 96 percent will have a scheduled, paid holiday on Monday, January 1, 2007.

“As companies continue to grapple with the shrinking talent pool, they recognize that a work/life balance is an important element to attract and retain employees,” said. “Paid time off and flexible schedules can help companies maintain a competitive edge and enhance their benefits package,” stated Yordi.

Survey Information

MRA's data reflects Midwestern region conditions. MRA surveyed 502 companies, 57 percent were from manufacturing, and 43 percent from service, financial, health and related service providers.

MRA members can obtain detailed breakouts at www.mranet.org in the Members Only section. The survey is available for purchase by contacting MRA at surveys@mranet.org or (800) 488-4845.

Founded in 1901, MRA is a not-for-profit employers' organization serving 2300 employers throughout Wisconsin, Illinois, and Iowa, covering close to a half million employees. An expert in the optimization of human resources, MRA applies its talent, tools and training to help organizations achieve their business objectives. For more information on MRA visit www.mranet.org or call 800.488.4845.

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