



HR & Compliance
Center

Thank you for joining us!

**This webinar
will start shortly**



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Unlocking AI's Potential in HR: Insights for Today's Professionals

Presented May 21, 2025

Speaker

Melissa Silver,
Principal Legal Editor,
Brightmine



Research

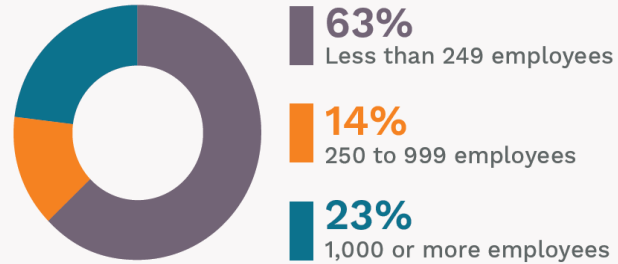
Survey sample by industry

Services (e.g., business services, finance, restaurants, retail, utilities) **77%**

Non-business (e.g., government, education, nonprofit health care services) **18%**

Manufacturing **6%**

Survey sample by workforce size



Survey sample by single/multistate employer status

33%

Single state

67%

Multiple states

HR Use of AI



Have not experimented
with AI at all

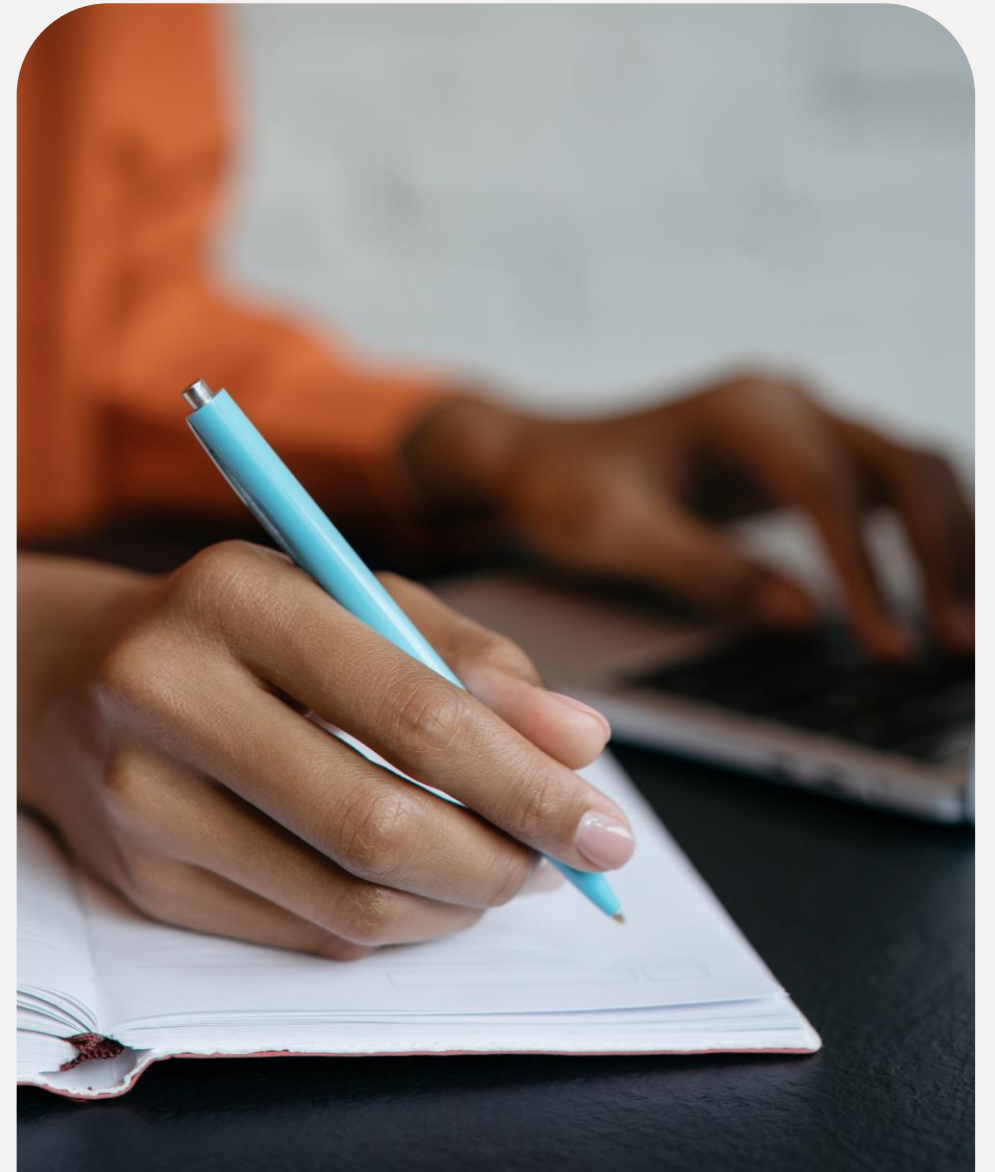
Experimented but not
formally adopted in
processes

Formally used AI in HR
processes

Employee Notices
Compliance Record Keeping
Communication Procedures
Language Translation Documentation Creation
Security Enabled AI Problem-Solving
Generative AI
Grammarly
Disciplinary Notices Drafting
Templates Policies ChatGPT Data Analysis
Refining Co-pilot Writing Idea Generation
Memos Legal Research
Candidate Communications
Note-Taking Research Emails Documents
Presentations Job Descriptions Editing
Proposal Writing Assistance Personalization Streamlining Processes
Training Design Summarizing
Internal Communications

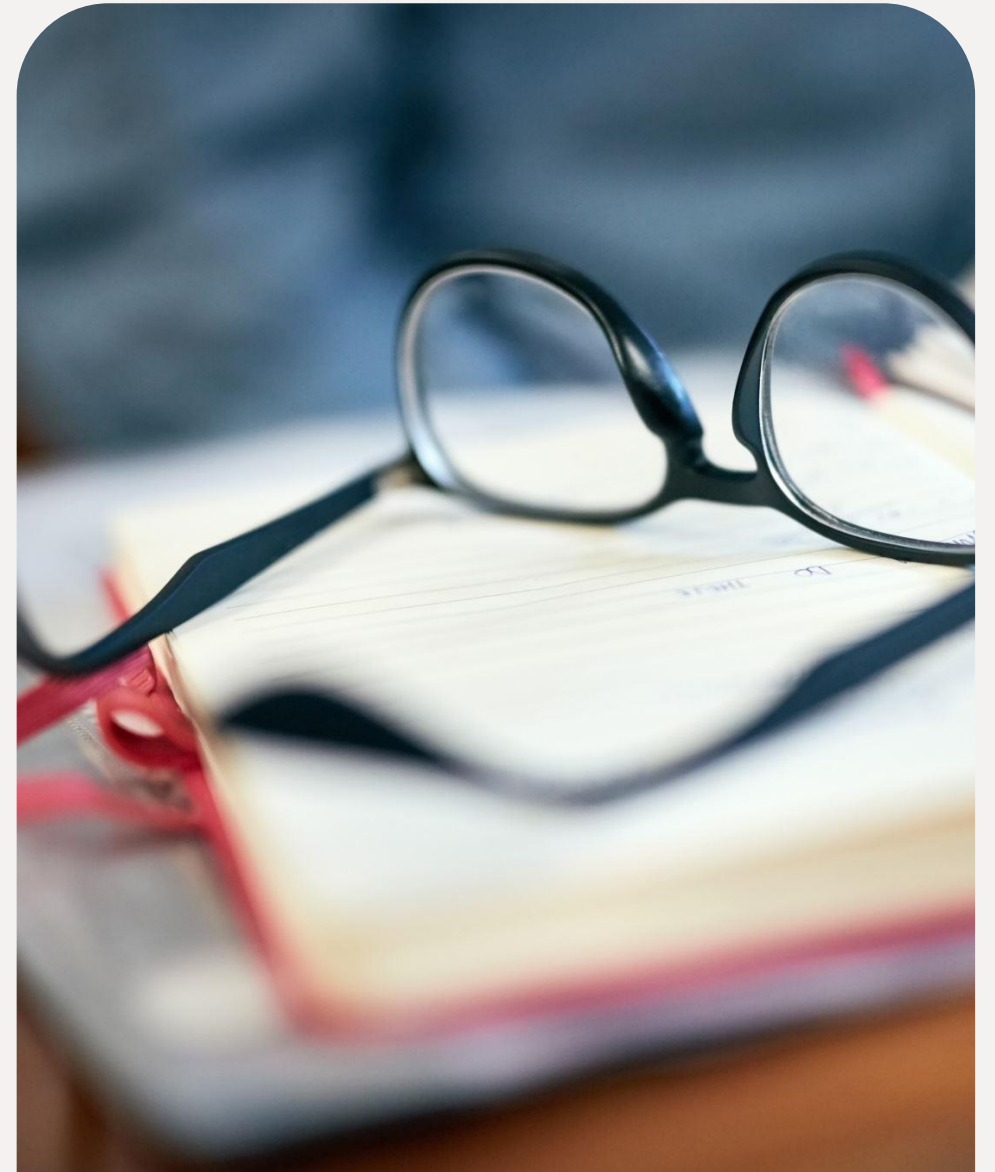
Writing

- Writing memos
- Drafting and editing emails
- Writing employee communications
- Summarizing meeting notes and long-form content
- Drafting contract clauses
- Writing letters
- Summarizing employment laws
- Simplifying documents
- Creating talking points for difficult conversations



Policy Drafting

- Suggest wording for policies
- Draft policies
- Policy reviews
- Generate content for policies
- Research on what to include in a policy



Talent Acquisition

- Resume screening
- Drafting candidate communications
- Writing job descriptions
- Applicant tracking
- Onboarding



Challenges and Barriers



LACK OF TIME TO
INVESTIGATE
POTENTIAL OF AI



SKILLS
SHORTAGES



LACK OF
INVESTMENT



ETHICAL/DATA
PRIVACY
CONCERNS



TECHNOLOGY
CHALLENGES

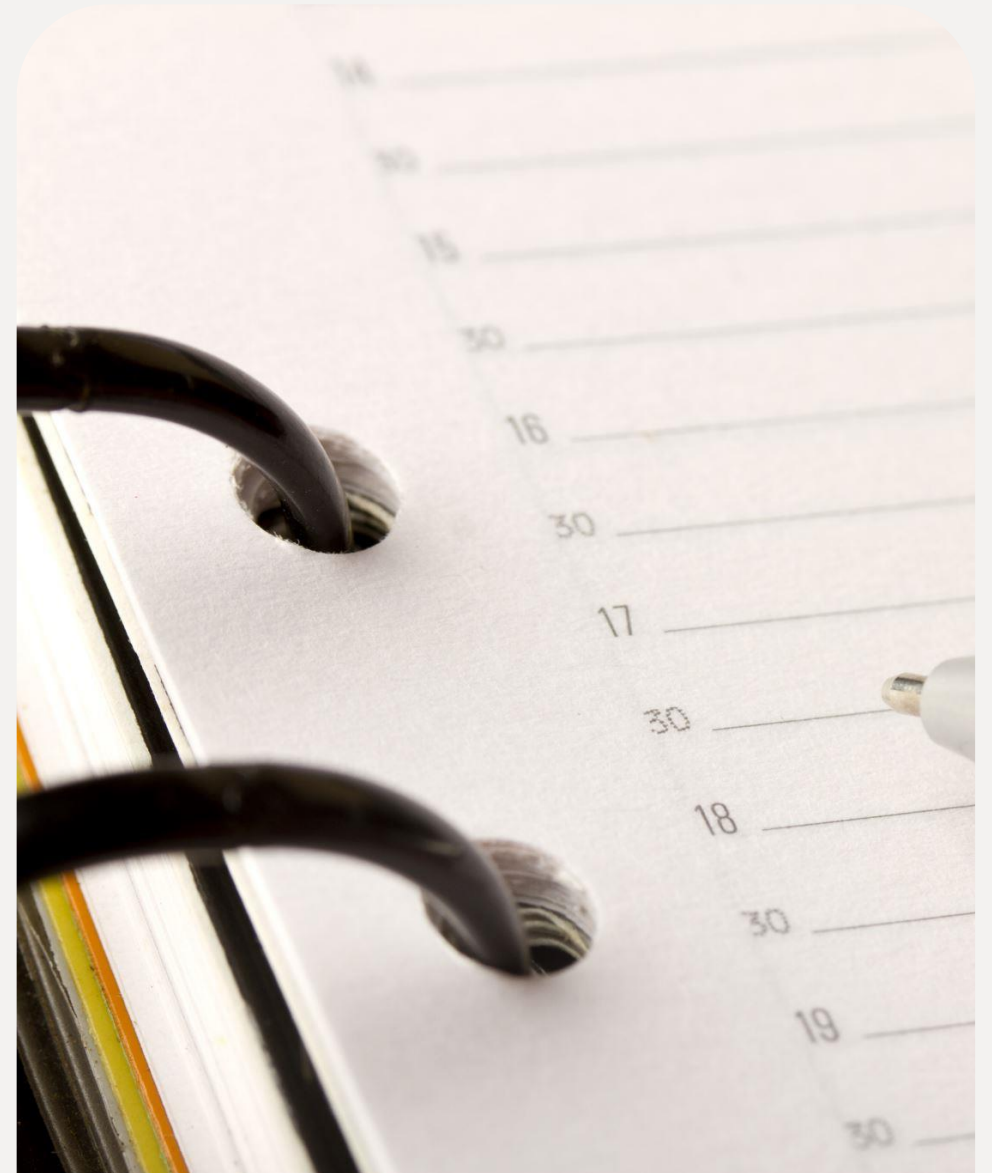


POTENTIAL FOR
BIAS

AI Policies

Reasons provided for developing an AI policy:

- To leverage advantages against competitors;
- To teach employees how to use AI effectively and prevent unethical use;
- To protect client information against the risk of employees using AI inappropriately;
- To protect confidential company data or restrict its use in certain processes; and
- To make sure the use of AI remains in compliance with the law.



Implementation of AI

Identify the use cases

Create a plan

Assess the risks

Ensure compliance with applicable laws

Draft policies

Communicate with stakeholders

Initiate a pilot program

Provide upskilling and training

Encourage knowledge sharing and collaboration

Ongoing review

AI Assist

PREVIOUS 30 DAYS

What terms should be included...



AI Assist retains up to 20 questions

Welcome to AI Assist

Here to help with any HR-related questions or tasks. Feel free to ask.
Let's make your HR journey smooth and enjoyable.

[Using AI Assist](#)

Suggestions:

How may an employer defend against an unfair labor practice charge?



How can we promote a safe workplace?



How can we determine if an employee qualifies for the FLSA administrative exemption?



How can an employer prepare for union representation elections?



Start a new conversation...



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THANK YOU!

