



GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION, INC.



2119 County Line Road, Villanova, PA 19085 ☎ Phone: (610) 551-4736 ☎ Fax: (610) 525-2187 ☎ www.GVFHRA.org

December 2007

Holiday Party and Silent Auction

The Time is Fast Approaching....

for our December 18th Holiday Party and Silent Auction at the Sheraton Park Ridge. If you haven't yet registered to attend - now is the time. The Auction Committee is still in need of items to be used in the Silent Auction. The proceeds from our auction will benefit both the SHRM Foundation and local area non-profit organizations. GVFHRA is a 501 (c) (6) non-profit organization and donations made to promote your company/business may qualify as a tax deduction as a business expense.

Q. What makes a good item to donate?

A. Just think about something you might want to bid on yourself and there's your answer.

Still stumped?

Here are some ideas to get your started:

- Emergency car kit
- A round of golf
- Candles
- A mystery gift
- A gift certificate from a local merchant
- Handmade jewelry
- Tickets from a local theater
- Interior design consultation
- Theme basket (Chocolates, Holiday, Movie)
- Board games
- Personal services: manicure, dental whitening, massage, hair styling
- Wine
- Children's toys
- Books/CDs
- Your special gift or talent (cooking, yoga, art, photography)

Kindly submit your Silent Auction donation on or before Friday, December 7th

For any questions or to make arrangements for your Silent Auction donation, please contact Susan Fletcher at (215) 280-8728 or Lori-Stokes Powers at (610) 551-4736.

With your help, our efforts will be a success as we enter our 25th year serving the HR professional! Thank you for your consideration.

Thank you to our GVFHRA December Dinner Meeting Sponsor



The DREXEL LEAD MBA in Malvern

Same Drexel MBA, Convenient Suburban Location

Now Accepting Applications for Fall 2008

Drexel University's LeBow College of Business Malvern LEAD MBA (LeBow Evening Accelerated Drexel MBA)

Conveniently located at 2 West Liberty Boulevard, this AACSB-accredited, accelerated program optimizes leadership potential in a 24-month, part-time, cohorted format.

DREXEL LEAD MBA features:

- Innovative, AACSB accredited curriculum. Specialization include: Engineering Management, Entrepreneurship, Finance, Information Systems Strategy, and Marketing
- Drexel's world-renowned faculty members
- Blended program delivery: traditional and online courses supplemented by workshops, including Six Sigma
- Dedicated learning environment, with multiple classrooms, conference space and the latest business learning technology
- On-site advising, priority registration, online community portal, professional development, and networking events
- Alumni scholarships available for qualified candidates

Drexel's LeBow College of Business Recent Rankings:

- **BusinessWeek 2007 Survey Part-Time MBA programs** - 10th in the nation, A+ for curriculum. "fast-paced LEAD MBA wins raves for high-caliber students and classes."
- **Financial Times 2007 Survey Executive MBA programs** - 19th in the nation and 3rd for Career Progression
- **Princeton Review and Entrepreneur Magazine 2007 Top Entrepreneurial Colleges** – 7th in the nation for graduate programs and top in the region for entrepreneurs

For information please call (215) 895-6804

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FIRST CONTACT 

Background Screening and Human Resource Solutions

www.firstcontacthr.com * (267) 419-1390

Yes, it is possible to receive fast, accurate and easy to read employee background screening results..., within one hour, same day or twenty-four hours. Just ask the hundreds of satisfied clients of First Contact HR (formerly HR First Contact). With the understanding that time and money are precious resources, First Contact HR has built an innovative process for HR professionals and organizations who seek opportunities to create a competitive edge.

Dinner Meeting

Tues, December 18th, 2007

5:30 p.m.

Sheraton Park Ridge

480 N Gulph Road

King of Prussia

For directions, call (610) 337-1800

During Cocktails/Networking Hour we will have butlered hors d'ourves and an International Cheese Presentation.

Menu

*The stations for dinner will be:
Italian Pasta Bar with Tri-Colored and Penne Pasta cooked to order in Alfredo or Marinara Sauce
Pan Seared Chicken in a Vodka Blush Sauce
Assorted Salad Bar*

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25.00 with payment by December 15th (dinner) \$30.00 with payment at the door

GVFHRA members who are NOT pre-registered and all guests:

\$35.00

Students:

\$20.00 (enrolled in a minimum 2 courses of 6 credit hours & not in a full time exempt HR job)

To Register:

Mail payment to GVFHRA, phone (610) 551-4736 or visit www.gvfhra.org.

Deadline for early registration is 3:00 p.m., December 15th (dinner).

Cancellations must be received no later than 12:00 p.m., December 15th (dinner). GVFHRA will bill "no-shows" who do not cancel reservations by the above dates.

First Contact HR provides organizations nationwide with employment background screening and human resource solutions. The services provided include identity verifications, criminal and credit records research, drug and alcohol testing, attitude and knowledge testing, driving records, identification badges, employment and education verifications, workforce training and human resource policy development.

The need for employers to be well-informed about prospective hires is becoming all too important - especially for small to medium-sized businesses. Conducting proper due diligence during the hiring process is the new standard. "Negligent Hiring" lawsuits are on the rise, precipitated by exaggerated resume and/or application credentials, and positions filled by less-than-trustworthy individuals. Regrettably, many businesses take the needless risk to experience the deceit first hand, or worse yet, a lawsuit, before they take action... before they confirm the facts.

Why First Contact HR?

- Fast and accurate background check results in 1 to 24 hours on average (Guaranteed)
- Reports are simple and easy to read, combining background screening, drug testing and assessment testing in one report
- Superior client service and telephone responsiveness
- No extra fees, monthly minimums or contracts
- National and International coverage - over 225 countries
- Consumer Reporting Agency and FCRA compliant

Call now for a complimentary background screen or quote on a customized background screening program.

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GVFHRA Welcomes New Members

Name	Company
Janet E Dizenzo	Montgomery County Workforce Investment Board
Christine A Faris JD	SMART Business Advisory and Consulting, LLC
Rita Guzewski	
Dawn M Jernigan PHR	Harleysville Insurance
Leslie Johnson	American Hearing Aid Associates
David Madans	CBIZ
Michael A Pagliaro	Apple Spice Junction
Lawrence J. Polanski	Elite Group
Sheila M Scanlon SPHR	Scanlon HR Consulting
Pam J Slauch	Montgomery County Education and Workforce Partnership
Carol Tavella	SMART Business Advisory and Consulting, LLC



***President's
Message:
What a great
month***

December is!!!

It seems like not long ago it was summer and I was just beginning my term as GVFHRA's Chapter President, and now December and the end of the calendar year are upon us. Our chapter has been busy this fall, with events ranging from the dvHRp Summit with record-breaking attendance, meeting programs which included an update on legal hot topics by an attorney and one on creating a strategic wellness initiative within your organization to return dollars to the bottom-line, and a food drive to benefit our community. We have had chapter representation at both the PA State SHRM and the National SHRM Leadership Conferences.

And now it is time to relax a bit and do something different- our annual holiday networking event. This is a time to reconnect with old friends and associates, and to meet new colleagues and friends in a less formal setting than our other breakfast and dinner meetings. With “speed networking” you will have an opportunity to meet most of the event’s attendees; there is an opportunity to visit with members of our various committees to learn about what their focus is and perhaps find one that appeals to your HR passion, and become a volunteer (you know you’ve been thinking about becoming more active for awhile now); and you can also do some shopping at the Silent Auction.

December signals the end of a calendar year, and that a fresh new year is at hand. Your committees and board have been busy looking ahead and have a great 2008 planned! There are informational seminars planned by committees on best practices and HR basics to help you increase your HR competency, a slate of fantastic meeting speakers, and our annual college night where we support the future of our profession by awarding undergraduate and graduate scholarship to students from local area colleges enrolled in HR programs. In addition, we have a very special evening planned in May to celebrate our chapter’s 25th anniversary. As you can see, 2008 is going to be a very busy year, so I hope you will join us in Dec. at our networking event as a way of celebrating 2007 and looking forward to 2008.

In addition to signaling the close of the calendar year, December is a month rich with holiday tradition for many faiths and cultures, and provides an opportunity for HR professionals to steward our organizations with diversity management practices that are inclusive and honor the multi-cultural diversity of our staffs. Here are just a few tips to help guide you:

- If your organization holds a company celebratory event in December, label it a Holiday Party or Event, rather than a Christmas Party to ensure all employees feel welcome;
- Review company policies to make sure that provisions exist so employees may have available time off to observe holidays meaningful to them;

- Do some research and learn about holidays other than those you personally observe and consider sharing that knowledge with others.

The SHRM website has additional tips to help in this area.

In closing, it has been a busy and exciting fall, and I am looking forward to an even busier and productive New Year for the chapter. And for our members who may celebrate a special holiday during this month, I wish each of you a joyful and enriching holiday season enjoyed with family and good friends.

a time for personal reflection of my life and what I am grateful for.

*Lynne Kester, MS, SPHR
President, GVFHRA*

Great Advertising Space – Great Value

Reach 600 HR professionals for as little as \$50/month!

Bus. Card ad	(3-1/2”w x 2”h)	\$ 50
1/4 page	(3-1/2”w x 5”h)	\$ 75
1/2 page	(3-1/2”w x 10”h) or (7-1/2”w x 5”h)	\$ 150
Full page	(7-1/2”w x 10”h)	\$ 300

Discounts available for multiple monthly insertions.

Contact Bruce Zanar (610) 792-2105 or Lori Stokes-Powers (610) 551-4736.

Food Drive Success

Thank you to everyone who donated food items at the November 1st breakfast meeting and the November 13th dinner meeting. The Salvation Army in West Chester was thrilled with the 10 bags of non-perishable grocery items we delivered to them. Your generosity is greatly appreciated!!

Join the Employee Relations Committee

Are you interested in becoming more involved with GVFHRA? Do you want to serve on a committee but you're just not sure which one? Please consider the Employee Relations Committee. The Employee Relations committee provides guidance and assistance regarding such issues as misconduct, performance improvement, disciplinary action, conflict resolution, management guidance, and state and federal regulations. Work environments change constantly and you can be a part of helping members achieve and sustain successful employee-employer relationships. For more details about how to get involved contact:

Diane Tarka at (610) 639-4010 or email at dtarka@prestohr.com.



SAVE THE DATE

“REV UP YOUR SEARCH ENGINE *Tools and tactics to Improve Your Search Skills*”

January 8, 2008

1:30-4:30 PM

Villanova University

Join us for a dynamic workshop designed to improve your Internet search techniques. Let industry experts from AIRS, the industry “gurus” for recruitment training, introduce you to their innovative and effective sourcing concepts. You will learn to recruit faster and more efficiently with new navigation tools. Learn the techniques that AIRS has taught at 70% of the Fortune 500.

Sponsored by the Recruitment and Retention Committee, Greater Valley Forge Human Resources Association.

Legislative Update: It Could Happen To You

What would an \$11.6 million jury verdict do to your organization?

If you are not sure, pick up the phone, dial up Madison Square Garden and ask to be connected to MSG’s Chairman, James Dolan. If Dolan won’t take your call, ask to be transferred to the New York Knicks front office and ask to speak to the team’s President of Basketball Operations and head coach, Isiah Thomas.

As most people by now are aware, a jury recently returned an \$11.6 million dollar verdict (compensatory damages are still to come) against MSG, the Knicks and Dolan. Specifically, the jurors awarded former Knicks executive, Anucha Browne-Sanders, \$6 million for sexual harassment, \$2.6 million for retaliation and, for good measure, \$3 million for individual liability imposed on Dolan.

Regardless of whether your organization has the resources or public image of MSG or the Knicks, the jury’s very clear messages apply to all organizations in equal measure.

First, *no one is above the law*. Not the CEO, not the superstar salesperson, not the hourly line worker, regardless of how “important to the organization” the employee considers himself or herself. If an employee conducts himself or herself in a manner inconsistent with the organization’s Equal Employment Opportunity Policy, that employee’s conduct must be addressed and the employee must be punished. Prompt, corrective, remedial action must be taken. Moreover, and equally important, the victim must be made to feel comfortable. The manner in which this is

to be accomplished obviously will depend on the circumstances, but one step that absolutely is required is to ensure that the victim is not subjected to any unlawful retaliation, regardless of the form.

And that is the second lesson of the Browne-Sanders case: *retaliatory conduct cannot be tolerated*. When an employee brings an internal complaint of harassment, discrimination or retaliation, that employee must be protected from retribution at the hands of the wrongdoer. The wrongdoer must receive a gravely serious and straightforward message that retaliation of any kind will be met with severe disciplinary action, including termination of

employment. In addition, the organization should engage in consistent follow-up with the complaining employee for several months following the complaint. This follow-up not only will serve as a helpful defense in the event a retaliation claim comes and the employee did not disclose the offending conduct, it also sends a message to all employees that retaliatory conduct will not be tolerated.

Take heed employers – protected complaints must be taken seriously and retaliation, in any form, simply cannot be condoned. Eleven point six million is a pretty big number.

Do you have a career or educational milestone to share?

Please contact us and let us know at:

James.mcquire@agedwards.com