



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

March 2011

March 15th Dinner Meeting: Twitter While You Work: The Impact of Social Media and Social Technology on the Workplace

When: Tuesday, March 15th

Where: Crowne Plaza, King of Prussia

Start time: 5:30pm

1.25 **Strategic** HRCI Credits

Speaker(s): Deirdre J. Kamber, Esq

Deirdre Kamber, is a dynamic and fun speaker who delighted GVFHRA with a legal update last year. Dierdre was so well received we invited her to present "Twitter While Your Work," a presentation that engaged a packed room of over 100 HR professionals at the PA SHRM Conference in September.

We are now living and working in a world full of instantaneous information and access. Employees are blogging about their work on the phones, posting Facebook comments about their coworkers. The U.S. Supreme Court is ruling on text messaging in the workplace; unemployment cases are determining the use of cell phone policies with phone "apps"; LinkedIn communications are being challenged under non-compete agreements, and disgruntled employees are costing companies hundreds of thousands of dollars in bad press. In short, if you have not updated your policies and practices in the last *six* months, you are *already* out of date. Come learn about where we are in social technology, what we need to do as employers, and how we can prepare for what is coming next.

This program will provide attendees:

- Information relating to current and upcoming social media and technology tools;
- Best practices in workplace policies;
- Important practice information for controlling workplace behaviors,
- Suggestions for how to maintain scalable programs to address issues of the future.

With Fitzpatrick, Lentz & Bubba (FL&B), Deirdre J. Kamber, Esquire, CHP, is an attorney admitted to practice law in Pennsylvania, New York, and the U.S. Supreme Court. Her practice focuses on employment, labor, contracts, social media/social networking law, information privacy and technology, HIPAA, discrimination laws, wage payment, and unemployment compensation. Outside her legal practice, she serves as Diversity Chair for Society for Human Resource Management (SHRM) Lehigh Valley, a member of the Pennsylvania Commission on Women in the Profession. Named one of the Lehigh Valley's "Twenty Under Forty," by the Eastern Pennsylvania Business Journal, she has received recognition from the National Public Justice Foundation and the New York State Bar Association Certified as a HIPAA Professional, Ms. Kamber received her *Juris Doctor* from Hofstra University School of Law, a distinguished Master's Degree in International Studies from the University of Limerick, and her Bachelor of Arts Degree from Brandeis University.

**Thank you to our GVFHRA March Dinner
Meeting Sponsors**



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Our Human Resources Services will allow your company to devote more time to your business. Our complimentary and cost-effective portfolio of HR Services will assist you in developing the most successful and fully compliant HR platform for your organization.

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Meeting Locations:

Dinners: Crowne Plaza Hotel and Conference Center, King of Prussia

Breakfasts: Crowne Plaza Hotel and Conference Center, King of Prussia

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25 online

\$30 reserve more than 3 days in advance and pay at the door

\$35 any reservations made in the last 3 days

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.

GVFHRA will bill "no-shows" who do not cancel reservations.

**ATTENTION
NEW MEMBERS!!**

GVFHRA encourages you to attend a New Member Orientation session held at 5:15 pm prior to each dinner meeting. Come learn all about us and meet new people!

Ask at the registration desk or find an Ambassador Member for assistance. We look forward to seeing you!

Thank you to our GVFHRA March Dinner Meeting Sponsor



Introducing The Philadelphia Belle: Where Group Events Possess Unsurpassed Flair

The largest dinner cruise and paddle wheel-style riverboat of its kind on the east coast, the Philadelphia Belle is the newest addition to the growing Delaware River waterfront. Standing 65 feet tall and measuring 262 feet long by 64 feet wide, the Belle provides guests with unique water views of Philadelphia's spectacular skyline and historic landmarks.

Philadelphia Belle is an attractive event venue for gatherings large or small – for corporate and social events. Three climate-controlled decks filled with elegant appointments and gracious décor evoke the grandeur of classic riverboats from the late 1800s. The ship easily accommodates groups of 20 to 1,000 and event planning provided by an experienced, professional sales team ensures smooth sailing for any event.

The Belle features panoramic views with seated dining, full-service bars, top deck concession and live entertainment, as well as cruise narration highlighting all of the historical points of interest in Philadelphia, making the Belle an ideal event venue.

Cruising from Penn's Landing as far north as the Ben Franklin Bridge and as far south as the old Navy Yard, the Philadelphia Belle welcomes cruise-only, lunch, brunch, dinner and moonlight cruises. For more information on cruising on the Philadelphia Belle, please contact Ryan O'Connor at (215) 717-1619 or at roconnor@philadelphiabelle.com.

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President's Message



Dear HR Colleagues,

March is a very busy month for GVFHRA! In addition to our Career Transition Group meeting at Lee Hecht Harrison on Monday, March 7th and our Dinner meeting at the Crowne Plaza on March 15th, we have two additional special programs this month on topics that will enhance your HR knowledge and also give you some HRCI credits to maintain your certification.

On March 16th at Villanova University, Attorney Michael Cohen of Duane Morris LLP will present in depth information about performance management. Every HR professional knows how important it is to “document, document, document” but there is much more to having a serious conversation with an employee. It's not only what you say, but how you say it that is critical. A favorite presenter at GVFHRA, Mike will share vital information about the little things that make a big difference in handling disciplinary situations within your organization.

Diversity is equally important as discipline but is a topic that is sometimes elusive to many organizations.

Although we know that diversity and inclusion brings depth to our workforce and can increase employee innovation, creativity and customer loyalty, it is sometimes difficult to move our organizations to become more inclusive and culturally competent. On March 24th at Villanova University, Pamela Tudor, a certified Diversity Professional, well known area leadership coach and new GVFHRA Board Member for Diversity, will help us understand how to develop culturally competent leaders. The 21st century world of business requires all of us to be multi-culturally competent. Pamela is going to help us understand what skills and knowledge are critical for flourishing in an increasingly multicultural world. This important program offers 2.5 strategic HRCI credits.

Technology has provided us with many benefits but it has also presented us with some unique challenges that our March 15th dinner meeting speaker will help us address. I often marvel at the evolution of the Internet. At first we weren't quite sure what its uses might be and today, I don't know how we would live

without the Internet as a personal and business tool. With advanced technology comes some unique situations that we have not had to address before. A hot topic of conversation is what may have been said around the water cooler of yesterday but today is the hot topic on a social network site on the world-wide web. Recently, there was an item in the news where a teacher made some derogatory comments about her students in a personal blog. As an employer, what are your rights and responsibilities to address situations that cross over from personal to business? Employers face this type of issue regularly where employees speak their minds in an open forum that can impact an organization's reputation and future business opportunities.

Deirdre J. Kamber, Esquire, CHP, is an attorney with Fitzpatrick, Lentz & Bubba (FL&B). Deirdre's practice focuses on social media/social networking law. We will learn what policies our employers should have in place and best practices to address these social media issues.

Thank you for your support of our programs and please support our sponsors. We could not offer the excellent programs and educational opportunities without their sponsorship.

Happy St. Patrick's Day! I hope you find gold at the end of your rainbow!

Anita

Anita V. Dombrowski, SPHR
President, GVFHRA

Greater Valley Forge Human Resources Association

Michael R. Losey Scholarship Award

Each year, the GVFHRA College Relations Committee presents Merit Scholarship Awards at a Spring Dinner Meeting. The purpose of the awards are to recognize students, undergraduate and graduate, who are committed to pursuing careers in human resources and have shown strong academic ability and early engagement and accomplishments in human resources related areas.

On April 12, 2011, the college relations committee is sponsoring College Night. This meeting will be a great opportunity to meet people who are currently in the HR field, as well as meeting other students who are pursuing HR careers!

Two scholarship winners will be awarded: a \$2,000 undergraduate winner and a \$3,500 graduate winner.

Who Is Eligible?

Undergraduate Students enrolled in any of the following programs:

- Human Resources Management
- Organizational Management
- Business Admin (with a concentration in Human Resources)

Undergraduate Students who are NOT enrolled in the programs listed above, but who demonstrate a strong desire to become an HR professional AND have interned during the Fall or Summer 2010 or plan to intern during Summer 2011 are also eligible to apply.

Graduate Students currently enrolled in an MBA or MS program with a concentration in Human Resources, Organizational Management, or Industrial Relations.

Application Deadline: 5 pm, March 21, 2011

Questions about the scholarship:

Melissa Landsmann
(856) 793-1007

Mlandsmann@Accumepartners.com

Or

Heather Dromgoole
(302) 477-4158

hdromgoole@accessgroup.org

For more information, check out the link on www.GVFHRA.org website and click on the link under the news/events tab.

Developing Airtight Confidentiality Agreements

*By: Roberta Jacobs-Meadway and
Maria L. Petrillo, Esquire
Eckert Seamans Cherin & Mellott, LLC
Philadelphia, PA*

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Confidentiality agreements, sometimes referred to as nondisclosure agreements, are contracts commonly used in business when companies seek to both share and protect proprietary information, particularly information tied to or based on intellectual property: patents, trade secrets, copyrights, potential trademarks, and licensing agreements.

The purpose of an NDA is to create a confidential relationship between the entity with the proprietary information and the person or entity to whom it is disclosed. Such agreements can arise between companies considering a joint venture; an inventor seeking a manufacturer; a distributor or retailer retaining a new sales executive; or an establishment interviewing consultants to develop and expand existing back-office programs.

While involving myriad scenarios, confidentiality agreements raise many common issues and concerns: What information is disclosed? For what end? How is the information identified? To whom is it disclosed? How is it used? How long is it maintained? What happens to it after the purpose of the disclosure has been met? What are the consequences of breach, or other disclosure beyond the permitted disclosure?

To prepare airtight NDAs, companies should focus on the following key elements and considerations:

1. Define the confidential or proprietary information subject to nondisclosure.

Increasingly, companies insist on protecting “trade secrets and other confidential and proprietary information . . . of whatever kind.” They define trade secrets to include but not be limited to broad

categories of information: “any formula, drawings, pattern, compilation, program, device, method, technique, or process, that: (i) derives independent economic value . . . from not being generally known to and not being regularly ascertainable by proper means by other persons . . . and (ii) is the subject of reasonable efforts, under the circumstances, to maintain its secrecy.”

By invoking such language, the parties embrace the provisions of the Uniform Trade Secrets Act (largely adopted by most states) to accord substantial protection to both trade secrets and other confidential or proprietary information.

2. Specify the exclusions of certain types of information from the definition of confidential information.

Often the nondisclosing entity wants to retain certain rights, and individuals seek to protect information that the recipient can demonstrate they had before any disclosure. This may include information that becomes known to the public through no fault of the recipient; information already in the possession of a particular party; information that comes into its possession lawfully from another source; and information that becomes public knowledge without breaching the NDA and information independently created by the recipient.

3. Allocate responsibility for inventions during the course of employment.

To assure loyalty and continued adherence to the NDA, require the employee to agree to disclose

promptly and to agree to assign to the company his or her entire right, title, and interest in any “inventions” disclosed to, made, conceived, or developed by that employee at any time during the course of employment or an applicable period after employment ends. “Inventions” need to be carefully defined and should expressly include ideas and concepts if these are intended to be covered by the term. Not surprisingly, companies wish to assure full cooperation by their employees to perform any acts necessary both during and after employment to fully vest in the company or to establish as a matter of record any such ownership rights or inventions.

4. Deal specifically and frankly with potential ambiguities in language to establish expectations.

Ambiguity resulting from inconsistent or uncommon usage has the potential to work serious consequences for companies and individuals. Such ambiguities may defeat the intentions and expectations of at least one party and result in contentious litigation and unexpected consequences.

An example of such unexpected consequences is reflected in a recent ruling involving the “Bratz” line of dolls by the U.S. Court of Appeals for the Ninth Circuit.

Mattel Inc. v. MGA Entertainment Inc., 96 USPQ2d 1012 (9th Cir. 2010) (80 PTCJ 419, 7/30/10). The dolls, some sketches, the Bratz name, and a preliminary sculpt were developed by a former Mattel employee (Bryant) who pitched the idea to MGA while still in Mattel’s

employ. The Ninth Circuit commenced its July 22 opinion by asking: “Who owns Bratz?” Mattel argued, *inter alia*, that Bryant violated his employment agreement by going to MGA with the Bratz idea rather than disclosing it and assigning the idea to Mattel. While Mattel prevailed in the district court, and that court awarded the entirety of the Bratz franchise to Mattel, the victory was short-lived.

On appeal, the Ninth Circuit reversed, determining that Bryant’s agreement with Mattel, which provided his commitment to turn over to Mattel all inventions “as defined below” included “developments” and “designs” but not “ideas.” The court of appeals found that while “the agreement could be interpreted to cover ideas . . . the text does [not] compel that reading.” Agreements with employees other than Bryant did include a transfer of the employee’s ideas. The appellate court deemed fatal the district court’s failure to consider extrinsic evidence or to permit a properly instructed jury to decide the issue.

5. Adopt and adhere to internal policies to maintain secrecy of proprietary information.

To invoke the protections of the Uniform Trade Secrets Act, companies must show that they engaged in reasonable efforts to protect their confidential

information from disclosure. In a recent case—*Bimbo Bakeries USA Inc. v. Botticella*, 613 F.2d 102, 96 USPQ2d 1151

(3d Cir. 2010) (80 PTCJ 476, 8/6/10)—the makers of Thomas’ English muffins, moved to enforce a confidentiality agreement and enjoin a former employee from working for a competitor. Record evidence established that the executive was one of only seven in the company with complete access to the processes that created the muffin’s famed “nooks and crannies.” Integral to the court’s analysis was the extent to which the company had sought to keep secret this and other proprietary information.

6. Limit each party’s use of the confidential information.

Importantly, confidentiality agreements can specify what information is to be used and to guide a court, if necessary, as to the scope of the opportunity for disclosure and potential consequences. For example, a confidentiality agreement can specify that the confidential information may be used to evaluate the disclosing company’s new product but it cannot be used in the recipient’s business.

7. Define the standard by which parties will handle the confidential information.

Investigate whether the recipient’s practices regarding maintaining secrecy of its own information parallel your own. If such practices are substandard, the confidentiality agreement must contain specific provisions concerning limiting the access to confidential information and specifying to whom it may be disclosed and the steps which are expected to maintain confidentiality, including limits on numbers of copies, password protections, and limited physical access.

8. Define the time period during which disclosures may be made and the period which confidentiality of information should be maintained.

Critically lacking in some confidentiality agreements are periods within which the confidentiality of the information is to be maintained. The failure to set such time frame creates problems in future. A good rule of thumb is to make the confidentiality time period start with the beginning of the disclosure time

period and to specify the time, if any, when the confidentiality expires.

9. Consider the introduction of non-competition and non-solicitation provisions in any employment contract.

Often, a company has invested substantial time, money, and resources in the development and retention of its inventions, trade secrets, and confidential information. To further protect that investment, companies should consider carefully drafted provisions precluding competition and solicitation after the employment period ceases. Such provisions provide the legal basis to

reinforce the confidential relationship between the parties and the mechanism to preclude reemployment by a competitor when a rogue employee seeks to capitalize on his or her access to confidential and proprietary information.

With an appropriate record— i.e., downloading confidential economic projections and business plans, theft of recipes for complex products, etc.—the court will enjoin misappropriation or misuse of data and award damages.

10. Remedies in the event of breach.

Confidentiality Agreements should specify the potential consequences in the event of misuse or misappropriation/disclosure of proprietary information. Common remedies include the right to enjoin misuse or misappropriation of the protected information, enforcement of confidentiality provisions by barring employment by a competitor, an award of consequential and punitive damages, attorneys' fees and costs in the event that the breach is established.

11. Whom do you trust?

Many potential business partners will, as a matter of policy, not enter into an NDA. The inventor or author who wants to interest the company in developing her idea or publishing a book using her program is going to be told to rely on his or her or its patent and copyright rights, or forgo making the disclosure. Such potential business partners often will simply refuse to consider an idea, proposal, program, or the like, that comes unsolicited and other than through a recognized broker or agent. The person wishing to make the disclosure has to evaluate the potential risk of misuse

against the potential reward of disclosure and the integrity of the party to whom the information will be disclosed.

12. Buyer beware!

No matter how airtight the agreement, technology makes it increasingly difficult to control and restrict the flow of information, even as there are means based on technology to restrict disclosures and the flow of information. That is, while information may be encrypted, password-protected and access-limited, means exist to secure access and replicate that crucial data. For example, MGA recently accused Mattel of conspiring to steal its trade secrets by improperly gaining access to showrooms, which were open to buyers and potential buyers, but not competitors, in an effort to protect information which was confidential prior to product launch. At day's end, assuming the non-disclosing party is prepared to sign an NDA, the surest way to have an agreement that protects the confidential information is to enter into an agreement with reputable businesses sensitive to the importance of disclosing no more than is necessary during the preliminary stages, and of taking steps to secure patent, copyright, and trademark protection as may be available.

Before disclosing anything, the disclosing party should: understand the prospects for patents and have on file at least a provisional application if such may properly be filed; understand the scope and limit of copyright protection and apply for registration if and to the extent protectable; and understand what can and cannot be protected by trademark and apply for registration if such is reasonable under the circumstances.

Other salutary provisions include (i) a limitation on the number and nature of copies of the material that may be distributed, tagged for tracking purposes; and (ii) a time limit on the availability of the disclosed material to the disclosure. If there is going to be an ongoing working relationship, there should be a separate agreement addressing issues such as ownership and the right to use, modify, sell, license, patent, or otherwise protect the product of that collaboration.

If you have questions regarding these issues, please feel free to contact Bobbi Jacobs-Meadway and/or Maria L. Petrillo at (215) 85-.8400.

GVFHRA Presents: A New Workshop For HR Professionals On: Developing Culturally Competent Leaders For Today's World

Approved for 2.5 Strategic HRCI Credits

Looking around we see the rapidly changing demographics of the US: a mosaic of national origins, ethnicities, cultures and races. There are also new challenges that leaders face with four generations in the workplace, and an international workforce-- whether or not your company is global.

The 21st century world of business requires all of us to be multi-culturally competent. But what does it mean? What is the requisite awareness and attitude we need? What are the skills and knowledge critical for flourishing in an increasingly multicultural world?

Developing inclusion skills requires an open mindset, cultural adaptability and specific knowledge.

Many of us seek to help our organizations become more inclusive/culturally competent. HR can take a leading role in this strategy, and gain traction and positive regard as it demonstrates that inclusion and cultural competence benefit the bottom line. Real organizational inclusion, from top to bottom, can increase employee innovation, creativity and customer loyalty- and the bottom line.

Pamela Tudor, a nationally recognized thought leader in diversity and inclusion, is delivering an interactive presentation on the importance of developing cultural competencies in leadership and talent management.

In this session you will learn about:

- The strategic imperative for understanding cultural competence / inclusion
 - You will also learn about the components of cultural competency and how they can be incorporated into all aspects of management education

- Cultural Competencies needed for business leaders and talent management
 - You will have a chance to consider the cultural competencies needed by your organization and your leadership
 - Hear research and discuss the business case for inclusion and cultural competency
 - Learn practical examples of multicultural skills needed for effective teamwork and leadership.
- Measuring organizational and individual cultural competency
 - There are assessments that help organizations see what stage of cultural competency they are in, and target the development that is needed to move towards becoming more inclusive.

Where: Villanova University, Garey Hall

When: March 24, 2011, 1-4 pm
(Registration from 1-1:30, Program begins at 1:30)

Cost: \$35 –GVFHRA Members/
\$50 Non-Members

Register Today at: www.gvfhra.org

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½ price for GVFHRA meeting/seminar sponsors.
Details at gvfhra.org and click on sponsor/ad ops.
Contact Lori Stokes-Powers (610) 551-4736

Don't Miss the Early Bird Registration for the 2011 HR Person of the Year Awards!

Since 2001, **The Delaware Valley HR Person of the Year Award** has been recognizing those in the HR profession who exemplify outstanding achievement. The 11th annual awards dinner and program promises to stay true to tradition! Please join us:

Thursday, May 12, 2011

5:30 p.m. - 9:00 p.m.

New location: Loews Philadelphia Hotel

**Register online now to receive the Early Bird
Special discount rate at:**

www.HRPersonAward.org. Early Bird Special
ends April 1st!

The Recruitment and Retention Committee of the Greater Valley Forge Human Resource Association Presents:

How to Create an Employee Engagement & Retention Strategy

Thursday, April 7, 2011 1:30pm-4:30pm
2 HRCI credits

DeVry University
King of Prussia, PA

This seminar provides HR professionals with an overview of employee engagement and the connection to retention of talent, with emphasis on building a strategic approach to creating an effective engagement and retention plan. This session will also provide an overview of the linkage between employee engagement, retention and overall business performance.

As a result of this seminar, HR professionals will be able to create an employee engagement and retention strategy. A strategy map will be offered for HR professionals to devise actionable items in the workplace, with the goal of enhancing employee engagement and retention.

About the Speaker

John E. Garber, Jr., MS, SPHR is Vice President of Total Rewards and Human Capital Solutions with The Addis Group, LLC, a solutions-oriented insurance, risk management and human capital solutions firm. Specifically, he works with clients on employee benefit solutions, total rewards, human resources strategy, compliance and a wide range of enterprise risk management issues. He has over 20 years of experience in human resources and risk management, working with organizations ranging from startups to international and publicly traded. Prior to joining The Addis Group, he was the President and founder of Garber & Associates, LTD, a risk management and human resources consulting firm. He has authored several articles on risk management and human resources and is a contributing author to the Employment Labor Law Audit® (ELLA®).

Registration & Networking from 1:30pm-2:00pm
Seminar will begin promptly at 2:00pm

Cost: \$35 per GVHRA member,
\$50 per non-member.

Location

DeVry University
150 Allendale Road, Suite 3250
King of Prussia, PA 19406

***Conveniently located across the street from the
King of Prussia mall

We Need You!



GVFHRA is seeking volunteers for Board and
Committee positions for the 2011-2012 fiscal year.

If you want to help make GVFHRA the greatest
chapter in SHRM, WE NEED YOU!

Contact Lori at gvfhra@aol.com.

GVFHRA Job Bank

Find Jobs:

Free to Job Seekers

Post Jobs:

Discounted rates for GVFHRA Employers

Check the website www.gvfhra.org under
Careers for more details

Wings For Success – Donation Drive – April 19th Please Help!

Wings For Success was founded in 1997 in response to the federally-mandated Welfare-to-Work initiative. Wings partners with agencies to provide services to all disadvantaged women and help homeless shelters, crime victim centers, domestic abuse shelters, drug and alcohol rehabilitation facilities and job training programs (TANF). The Community Partnership Committee will sponsor a donation drive during the April 19th dinner meeting. Items needed include new cosmetics, cosmetics bags, handbags, toiletries, jewelry, scarves, new hosiery and undergarments. Please contact Laura LaBuda labudalaura@aol.com if you have any questions. Thank you for your support!

Jump Start Your Job Search

Please join GVFHRA and Villanova University for the 3rd Jump Start Your Job Search Workshop on Saturday, April 16 from 9:15 am – 3 pm at Villanova University. This workshop is for experienced professionals in transition, people changing careers and new grads. It will be an interactive day of information and ideas to assist you in finding the right new position more quickly.

Sessions will include:

Three Keys to a Successful Job Search Campaign – Matt Levy – Senior HR Generalist and Career Coach - Matt will discuss Attitude, Activity and Assertiveness the 3 keys to a successful campaign.

Networking Tips and Tricks – Amy Dinning, Training and Development Professional Amy will lead you through a lively interactive session of networking. **Networking over lunch** with fellow participants and speakers.

Negotiating to Win – Ford Myers, President of Career Potential LLC – learn the rules of the game to successfully negotiate your compensation for your new job.

Finding Work You are Passionate About in an Organization that Shares Your Values – Brian Fishbone, Global Training Specialist and Career Coach – Brian will discuss tools to identify meaningful work in organizations that share your values.

Sign-in begins at 9:15 am and the **workshop begins at 9:30 am**. The formal part of the workshop will **end at 3:00 pm** and you will have an additional half hour to network with the other participants.

Please bring your business cards, introductory “elevator” speech, value proposition, networking profile and target company list. IF you don’t have them, you will learn about these tools. **Bring money to purchase lunch.**

Please register on-line at www.gvfhra.org, **click on the events menu and click on upcoming events** and pay with a credit card. Please note **that on-line registration will close on Wednesday, April 13**. The cost is \$10 or \$5 for students. You will receive further information regarding the room and parking the week prior to the event.

For more information or questions contact Amy Dinning at amydinning@juno.com or Brenda Grove at brenda.grove@villanova.edu. This event is sponsored by the Greater Valley Forge Human Resources Association and Villanova University.

GVFHRA Welcomes New Members

Name	Company
Ruta Brazauskaite	Villanova University
Sabrina L. Gallon	Evolution Marketing Research
Shenykia C. Jefferson SPHR	
Shannan Smith	Widener University

Countering Ageism in the Job Search Process

Have you been told you are over-qualified for a position you thought was a good fit for you? Not getting any “hits” on internet job submissions? Ever get a bad vibe at the very start of an interview as soon as you met the recruiter.

All these things could be indicators that your age might be a “negative” in the job finding process.

Please join us on Monday, March 7 from 5:30 PM to 7:00 PM at LHH’s Berwyn offices at 1055 Westlakes

Dr. for a provocative discussion about ageism in the job search and what you can do to mitigate age impacts in the process. Frank Powell, of Lee Hecht Harrison and Cindy Howes will co-present on this topic. Frank has an interesting mix of HR, sales, and career transition services experiences gleaned over a thirty year career. Cindy has held significant OD positions in large firms like Vanguard, AstraZeneca and PNC Bank. She is currently the Principal/Career Coach of Millennial Consultants which advises clients on increasing their productivity and enhancing morale by proactively dealing with generational issues in the workplace and helps senior professionals get their dream six-figure job faster.

*Do you have a career or educational milestone to share?
Please contact our Newsletter Coordinator and let us know at:
WMcMenamin@hcl-axon.com*

March 2011

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
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7 Countering Ageism in the Job Search Process 5:30 PM to 7:00 PM at the Lee Hecht Harrison offices	8	9	10	11
14	15 Dinner Meeting: <i>Twitter While You Work</i> 5:30 PM at the Crowne Plaza, King of Prussia	16 Documenting Discipline 8:30 AM-12 PM at Villanova University	17	18
21 Merit Scholarship Application Deadline	22	23	24 Developing Culturally Competent Leaders for Today's World 1 PM to 4 PM at Villanova University	25
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