



## 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](http://www.GVFHRA.org)

May 2009

### May 19<sup>th</sup> Dinner Meeting *Dismantling Barriers to Inclusion*

**Tuesday, May 19, 2009 5:30 PM**

**Speaker: Andrea Agnew, Director of  
Diversity and Inclusion, Comcast**

Current projections are that the American workforce will become more and more diverse over the next decade, forcing employers to respond to real or perceived barriers to the participation and advancement of women and people of color in their organizations.

This discussion will explore barriers to achieving organizational inclusion and create space for authentic dialogue as a means for indentifying and taking steps to dismantle real or perceived barriers. The objective is to equip practitioners and business leaders with the skills to model and create a culture of inclusion that fully utilizes the abilities of a diverse workforce, discuss what it takes to create and lead inclusive teams, tap into skills for growing and retaining all employees; and learn how to make inclusion work at the individual, interpersonal, group, and organizational levels.

Andrea Agnew joined Comcast in April 2006 as a Manager of Recruiting and Career Development. In October 2007 she was promoted to Director of Diversity and Inclusion with responsibility for developing strategies and building programs to enhance Comcast's Corporate Human Resources diversity strategy.

### 2009 College Night

#### *College Night Scholarship Presentation*

With extra student attendees and the presentation of our annual *Michael R. Losey Scholarship Awards*, the 2009 College Night Dinner Meeting was a wonderful experience for all who attended. Our two scholarship award winners this year were Erin Thomaszewski, Undergraduate Award, and Aliyah Edwards, Graduate Award, both shown here following the award presentation.



Erin is a junior at Cabrini College and the President of the SHRM chapter on campus with an HR career goal of working in Training and Development. She has been on the Dean's List for multiple semesters and has received an invitation to join the Sigma Beta Delta International Honor Society. Erin is currently training for a New York City Triathlon being held in July, 2009.



Aliyah is attending the Villanova Human Resources program and is a member of her student SHRM chapter as well as a SHRM National member. She is interested in a career in International HR, plans to take her PHR this summer and then continue on for a Doctorate degree. Aliyah is currently training for a 5k run in Philadelphia to benefit the American Cancer Society.

Following the awards presentation, Kathy Gubanich of Vanguard treated attendees to an awesome presentation on "*The Evolution of Human Resources*".

Thank you to our sponsors and our speaker, and congratulations to both scholarship winners. Please plan to join us next year for our April College Night.

## Thank you to our GVFHRA May Dinner Meeting Sponsors



PeopleShare was established in January of 2005. The founders (Ryan Clark and David Donald) had a vision to be different than any other staffing company. All staffing companies, screen, interview and test their employees, but few provide real value.

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## Outward Bound Professional

Outward Bound Professional transforms people, teams and organizations. For over sixty years Outward Bound has been about active learning involving the whole person – mind, body and spirit. Some of our programs are physically rigorous featuring rock climbing, rappelling, white water canoeing, or the high ropes course. Other options are considerably tamer and can be customized to include people of all physical conditions and abilities. Outward Bound Professional takes place in the wilderness, urban parks (including Philadelphia's own Fairmount Park), conference centers, or even at your organizational headquarters.

Outward Bound Professional is a distinct business unit of the international Outward Bound organization, operating in 36 countries on six continents. We work exclusively with adult professionals in corporations, non-profits, government agencies and business schools. In

### Meeting Locations:

**Dinner:** Sheraton Park Ridge Hotel, King of Prussia

**Breakfast:** Desmond Hotel, Great Valley

### Meeting Costs:

**GVFHRA Members who have registered in advance:**

\$25.00

\$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](http://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!

2008 our client roster included Leadership Philadelphia, the Wharton School at the University of Pennsylvania, the Philadelphia Foundation, the Heinz Corporation, JP Morgan Chase, and the World Bank.

Outward Bound Professional is proud to be a partner of the PHILADELPHIA OUTWARD BOUND CENTER which provided over 3500 Philadelphia school children with character building adventures in 2008.

For more information, or to arrange an Outward Bound Professional experience for your organization, contact David Moriah at (215) 510-9271 or [DMoriah@outwardbound.org](mailto:DMoriah@outwardbound.org).

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*The above advertisements are a paid sponsorship not endorsed by SHRM or GVFHRA.*

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## Diversity – It’s All About Recognizing and Respecting the Differences

*By Sharon Crandall, President*

Although the calendar tells us that spring is here, the thermometer (at the time of this writing) doesn’t quite agree. We anxiously await the rebirth of spring flowers, leaves on trees, warmer weather, and outdoor activities. The winter is behind us, but leaves us with warm memories of the holidays, the anticipation of a New Year, and those wonderful evenings bundled up in front of a cozy fireplace. Each season is unique in its own way, offering us significant opportunities to enjoy life in different ways and through different activities. Diversity is all around us in our everyday lives if we just pay attention.



How would you define diversity? Webster’s Dictionary defines diverse as “differing from one another; composed of distinct elements or qualities”. When the term diversity was initially used in a human resources context, it seemed to focus on race, gender, ethnicity, and religion. Diversity encompasses every aspect of our lives, both personally and professionally. Going beyond the diversities identified in Title VII, SHRM says that “workplace diversity is

the collective mixture of differences and similarities that include, for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors. SHRM has some very exciting initiatives and future products from their Diversity & Inclusion Team, most recently SHRM’s brand new Strategic Diversity Management Plan Tool, now available at [www.shrm.org/diversity](http://www.shrm.org/diversity). This tool will play a critical role in allowing your organization to create an inclusive and sustainable culture and work environment.

Our chapter’s Diversity Night will be held on Tuesday, May 19<sup>th</sup>, and historically we have had exciting speakers offering their insights and experiences relating to the Diversity initiative. This year is no exception! One of my good friends and a former colleague, Andrea Agnew, Director of Diversity & Inclusion for Comcast, will be our featured speaker. Andrea is recognized as a leader in the field of Diversity, and I am certain that you will find her highly dynamic, extremely entertaining, and intensely passionate about her subject matter. We look forward to seeing you then and celebrating our uniqueness!

All the best,  
Sharon

### ATTENTION CURRENT MEMBERS!!

The Ambassador Committee is currently looking for creative, energetic members who are interested in Co-Chairing the committee for the 2009-2011 term. Please contact either Maria Brice or Milissa Ronayne if interested. Thank you!

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## The Recession and Salary Increases

You may be wondering what US companies are doing about their merit increase budgets in light of the recession. We have all read about the reductions in staffing and the unemployment rate of 8.5%. Have salary freezes become commonplace?



Are there a substantial number of companies taking more drastic measures and reducing salaries?

A recent review of the literature shows that from July 2008, to December 2008 to early 2009, companies, with a direr picture of the economy, have been steeply revising their merit increase budgets downward.

The published summary data from surveys conducted by WorldatWork, Watson Wyatt, Hewitt, Mercer, and Towers Perrin are very consistent.

When companies were surveyed in July of 2008, the average merit budget was projected to be 3.7% to 3.9% for 2008. By December, Hewitt in its survey of 640 large companies, representing 13.5 million employees reported that increases for salaried exempt would average 2.5% and 2.6% for non exempt.

Two months later, Watson Wyatt in its survey of 245 HR executives found that of the 69% of companies that had revised their merit budget, the average projected increase was 1.5%. The number of companies with or contemplating salary freezes is 42%. Some companies have lowered the funding for 2009 incentive programs; more than half paid smaller bonuses in 2008 than the year before.

In conclusion, companies have reacted to the worsening of the economy by reducing base salary budgets. Many of the companies that still plan to give increases have trimmed them. A large number of companies are freezing or considering freezing salaries in 2009.

*Edwina White is a human resources consultant specializing in designing and delivering training, employee relations, and compensation programs. Areas of expertise include leadership development, conflict resolution, coaching, team building,*

*communication, bonus plan design, compensations studies, and outplacement. Edwina can be reached at [edwinanwhite@aol.com](mailto:edwinanwhite@aol.com) or (610) 415-0220.*

## GVFHRA Welcomes New Members

Name	Company
Terry DeRugeriis	Carpathia Corporation
Mary Jayne M Dwyer PHR	Selective HR Solutions
Terry Guerra	ACHIEVEability
Cindy Howes	Millennial Consultants LLC
Frank Jakiela SPHR	
Cindy Katoski PHR	
Susan Marshall GPHR, CCP	De Lage Landen
Deborah A McIntyre	Lee Hecht Harrison
Kathryn A McKinley MS	
Marie S Minarik	
Ted A Morrison	Comcast Spotlight
Holly R Perry	Acorn Development Corporation
Bonnie Peters MALS	
Donna Quattro	
Patricia D Rafferty	Saint Joseph's University
Rose Riccioli	
Thomas E Sheldon	Seaton Corporation
Theresa M Shultz	Saladworks, LLC
Chris Sinding	Comcast

### GVFHRA Job Bank

#### Find Jobs:

*Free to Job Seekers*

#### Post Jobs:

*Discounted rates for GVFHRA Employers*  
**Check the website [www.gvfhra.org](http://www.gvfhra.org) under  
 Careers for more details**

## Employee Relations Committee News

As we wait for spring to finally set in, the Employee Relations Committee would like to thank everyone for their support and participation in our information sessions. This year Michael Cohen of WolfBlock gave a top-notch presentation on Internet networking sites and how they impact recruitment and in April Dennis Kaminski gave an overview of the unemployment process. We hope we served as a resource and offered guidance for your employee relations concerns.

We also have some exciting news for next year. John Anderson and Laura LaBuda will be chairing the committee next year. They both have been with GVFHRA for years and will provide an energetic, organized, information-packed Employee Relations team for next year. Thanks for a great year!

## Recertification Tips for Earning Credit Hours

Are you PHR (Professional in Human Resources), SPHR (Senior Professional in Human Resources) or GPHR (Global Professional in Human Resources) certified, and want low-cost ways to earn credit hours toward recertification? Read on!

Earning recertification credit hours does not have to be costly or take you far from your work or home. You can earn many hours through your daily work responsibilities and other professional activities. In fact, you may already be doing activities that could count for recertification credit and not even know it!

### **Ways to Earn Credit Hours**

Sixty (60) recertification credit hours are required every three years to maintain your certification. Credit may be earned in the following categories:

- Continuing Education (no max)
- Instruction (20 hours max)
- On-the-Job Experience (20 hours max)
- Research/Publishing (20 hours max)
- HR Leadership Roles (10 hours max)
- Professional Membership (10 hour max)

If you are an SPHR, remember 15 of your recertification hours need to be in the *strategic management* area. For GPHRs, 30 hours need to be

in the *international* area.

### **Examples of Low Cost Recertification Activities**

Did you know that you can earn up to 10 recertification credit hours by being a national member of SHRM or another national HR association? You can also earn up to 10 credit hours by holding a leadership position related to the HR field such as mentoring an HR professional or HR student or hold a volunteer position for a professional Organization (such as GVFHRA).

Many of your on-the-job HR responsibilities could be eligible for up to 20 hours of recertification credit hours the first time you perform the activity. For instance, you can receive credit hours for creating an HR budget, or developing an employee handbook, or any other activity that ties into the HR Body of Knowledge.

Have you ever led an HR-related workshop or training session at work or outside of your job? Teaching a sexual harassment workshop at work or leading a performance management seminar can earn you up to 20 hours for the first time you present the program.

Earning credit hours through continuing education courses does not have to cost you much money or take you out of the office. You can earn up to 20 hours from on-line professional development courses from [shrm.org](http://shrm.org), [HR.com](http://HR.com) or other professional organizations. Many web casts are offered as a benefit at no additional cost to members. These can be watched right from your PC or downloaded to your iPod. (Note: There is no limit to the number of credit hours that you can earn from classroom-style professional development sessions.)

### **Where to Find Pre-approved Programs**

The HR Certification Institute has pre-approved thousands of programs for recertification credit (such as GVFHRA programs). Go to [www.hrci.org/cepreapprovals/sdae](http://www.hrci.org/cepreapprovals/sdae) and access our online directory of pre-approved programs to search for classes and activities near you.

### **Other Helpful Resources**

All recertification activities need to increase your HR knowledge. If you have questions regarding what the HR knowledge areas are for your certification please refer to their respective bodies of knowledge. They can be found in the Recertification Handbook at

<http://www.hrci.org/recertification/book>. Recertifying for the first time? Take the mystery out of how to enter your activities in your personal recertification record by watching a step-by-step virtual tour of the application process on the hrci.org website at <http://www.hrci.org/recertification/vrt/>.

## President's Award

The President's Award recognizes outstanding GVFHRA members who are respected and admired by the GVFHRA community. Eligible candidates include Human Resource Management professionals, vendors and consultants who are GVFHRA members in good standing. GVFHRA members, including board and committee members, are asked to nominate candidates for this prestigious award.

For more information and candidate submissions go to [www.GVFHRA.org](http://www.GVFHRA.org) click on News/Events, then Presidents Award. Deadline for submissions is no later than June 21, 2009. Final selection for 2009 President's Award will be made by GVFHRA Board and presented at the September 15, 2009 dinner meeting.

## Human Resource Professional in Transition?

Join us on May 4<sup>th</sup> for - "Ask the recruiter" – Our panel will be comprised of professionals who focus upon different areas of search, including:

- Retained executive search
- Full, part-time and interim placements
- Project work and consulting
- Sole practice practitioner
- Internal recruiting for global firm headquartered here in our region

**Professionals from Diversified Search, SAP, The O'Connor Group, The Rosen Group and Search No More are panelists.**

Some of the questions that we expect to be addressed are:

- What should HR professionals' expectations be of the interview process in 2009?
- What are the differences between working as a consultant on your own, and in a small firm?
- How do you effectively position yourself if you are "in transition" when interviewing for a role?
- What kinds of companies hire HR consultants and contractors, and for what types of roles?
- How do you differentiate yourself as a candidate in a time when supply outpaces demand for HR professionals?

Each month, the Career Development group begins with brief introductions, followed by either topical presentations or roundtable discussion. Participants leave with relevant articles, leads and a network from which to draw both support and advice. Recruiters regularly attend, and GVFHRA board members and other professionals in the HR community are invited to participate to offer their guidance.

The **April** Career Development meeting focused fully on the "commercial"/30second drill, in a "speed networking" format, and participants in small groups provided valuable input and guidance to each participant. A special thank you goes to Deb Kliman of Search No More, who planned for and facilitated this meeting, along with Brenda Grove, Director of College Outreach & On-site Programs for Villanova University. Their perspective and training expertise contributed to some fresh and innovative approaches to this session.

If you are interested in participating and contributing, whether in transition or not, please contact: Shelley Potente at [shelley.potente@right.com](mailto:shelley.potente@right.com)

### Registration appreciated

**Time: 5:30 – 7:00 P.M.**

**Location: Right Management – Berwyn**

Check events section of website for further information/directions.

Shelley Potente - Career Development Committee Chair

*Do you have a career or educational milestone to share?  
Please contact our Newsletter Coordinator and let us know at:  
[karen.keesey@careersexpress.com](mailto:karen.keesey@careersexpress.com)*

# May 2009

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
<i>27</i>	<i>28</i>	<i>29</i>	<i>30</i>	<i>1</i>
<b>4</b> <b>Human Resource Professional in Transition</b> <i>5:30 – 7:00 P.M.</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>
<i>11</i>	<b>12</b> <b>Developments Under the Obama Administration</b> <i>8:30-9:00 – Registration</i> <i>9:00-11:00 Seminar</i>	<i>13</i>	<i>14</i>	<i>15</i>
<i>18</i>	<b>19</b> <b>Dismantling Barriers to Inclusion</b> <i>5:30</i> <b>Preparing for the Employee Free Choice Act (EFCA)</b> <i>3:30 - 5:30</i>	<i>20</i>	<i>21</i>	<i>22</i>
<i>25</i>	<i>26</i>	<i>27</i>	<i>28</i>	<i>29</i>

The Greater Valley Forge Human  
Resource Association Presents

## Preparing for The Employee Free Choice Act ("EFCA")

May 19<sup>th</sup>, 2009

3:30-5:30pm at the Sheraton Park Ridge, 480 North Gulph  
Road. King Of Prussia, Pennsylvania 19406



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**INTEGRATED  
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SERVICES, INC.**

The current "road to unionization" is changing. With job insecurity up, the market down, and the Employee Free Choice Act poised to redefine how unions organize, it's vital that organizations understand how these changes may affect them. Is your organization prepared to meet these challenges? This seminar explores both the myths and realities of the current system under the National Labor Relations Act and the proposed Employee Free Choice Act, and what companies must know and do to meet the challenges that EFCA or a compromise bill may create.

The seminar features presentations by attorneys Maria L. Petrillo, Esquire of Jackson Lewis, LLP, and Brian P. Kirby, Esquire, as well as the practical perspectives of James A. Geier, President and Founder of Human Capital Consulting Partners, LLC, and Michael Giantomaso, V.P. of Human Resources for Aker Philadelphia Shipyard, Inc. Our presenters will provide an overview of: the union organizing process under current National Labor Relations Act law; the radical changes to current law proposed by the Employee Free Choice Act; EFCA's likely effects on the union organizing and collective bargaining process; how your company can prepare for and proactively address these changes; and an up-to-the-minute report on the political landscape and pressures for passage in Washington.

Registration is \$35 for GVFHRA members, \$50 for non-members. To register for the seminar, go to <http://gvfhra.org> and click on Events.



Compensation & Benefits Committee Presents:



## BENEFITS AND COMPENSATION DEVELOPMENTS UNDER THE OBAMA ADMINISTRATION

Tuesday, May 12, 2009

8:30am-9:00am – Registration

9:00-11:00am – Seminar

Tozour-Trane, 741 First Avenue, King of Prussia

**Sponsorship still available!**

*2 HRCI Credit Hours*

Is your head spinning with the flurry of changes and legal issues that are coming out of Congress and the new administration? Is your organization prepared to implement these new legal developments to ensure your benefit plans and compensation arrangements are compliant? This seminar will highlight the current changes that have been enacted since the Obama administration took office. Topics include: the American Recovery and Reinvestment Act of 2009, CHIP, Lilly Ledbetter Fair Pay Act, Michelle's Law, TARP, President Obama's Budget Proposal and several other proposals\* being considered. Join us for an informative seminar that will enable you to be current in employee benefit and compensation law trends!

*\*NOTE: The Employee Free Choice Act will not be covered in this seminar. The Legislative Committee is planning a seminar solely focused on EFCA in May.*

### Speaker Biographies:

**Brian M. Pinheiro** is partner-in-charge of the Employee Benefits and Executive Compensation Group and a member of the Health Care Group, the Mergers & Acquisitions/Private Equity Group, the Public-Private Partnerships Group, and the Economic Stabilization and Recovery Initiative at Ballard Spahr. Mr. Pinheiro represents for-profit, tax-exempt, church, and government employers on matters relating to executive compensation, including Section 409A and the Section 280G golden parachute rules, tax-qualified retirement plans, including cash balance pension plans, tax-sheltered annuity programs, and health and welfare benefit plans. He focuses upon compliance with the statutory and regulatory rules relating to such plans, including rules arising out of ERISA, the Internal Revenue Code, HIPAA, and the ADEA. He has represented employers before the Internal Revenue Service, the U.S. Department of Labor, and the Pension Benefit Guaranty Corporation, and has assisted employers in seeking approval under various government-sponsored voluntary correction programs, including the IRS Employee Plans Compliance Resolution System (EPCRS). He has also provided extensive advice to clients regarding health plan compliance with the HIPAA privacy regulations. Mr. Pinheiro graduated with distinction from Georgetown University Law Center with an LL.M. in tax law and a Certificate in Employee Benefits.

Mr. Pinheiro is also a graduate of Boston College (B.A. 1992), where he majored in Political Science and minored in International Studies, and The Catholic University of America Columbus School of Law (J.D., *magna cum laude*, 1995), where he served as production editor for the *Catholic University Law Review*.

**Jacquelyn M. Gray** is an associate in the Employee Benefits and Executive Compensation Group at Ballard Spahr. She is also a member of the Health Care Group and the Mergers & Acquisitions Group. Ms. Gray represents tax-exempt, governmental, church, and private entities on matters relating to employee benefits. Her practice comprises all aspects of employee benefits law, including qualified retirement plans, governmental plans, church plans, and health and welfare plans subject to ERISA. She has provided advice on the impact of 409A on a variety of deferred compensation arrangements, including employment agreements, as well as equity incentive plans. Prior to joining Ballard Spahr, Ms. Gray was an attorney with the Pension Benefit Guaranty Corporation where she represented the agency in litigation and in corporate transactions with respect to underfunded defined benefit pension plans, including securing collateral for minimum funding waivers and negotiating settlements with respect to Title IV liability.

Ms. Gray is a graduate of the College of Wooster (B.A. 2000) and Georgetown University Law Center (J.D. 2003), where she also served as lead articles editor on the American Bar Association's journal *The Tax Lawyer*.

Register online at: [www.gvfhra.org](http://www.gvfhra.org)

**GVFHRA Members: \$35**

**Non Members: \$50**