



GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION, INC.



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November 2007

November 13th Dinner Meeting and Food Drive: Learn How To Become a Big Loser, Like Bill

Bill Germanakos wants to become "the biggest loser" in America and become the "big winner" on NBC-TV's reality show "The Biggest Loser". Since joining Quest Diagnostics two years ago, Bill has gained insights into "healthy lifestyles" through HealthyQuest, our lifestyle-focused employee program that encourages employees to improve their health through exercise, weight loss, proper nutrition and smoking cessation. He even obtained a pedometer through the HealthQuest program to track his exercise progress. At 334 pounds, Bill saw the TV show as another potential opportunity for him to get healthy.

At the November 13 dinner meeting, you will learn more about this award winning wellness initiative from Doris Ziegler. You will leave the session with 10 Steps to Starting a Wellness Initiative at your Company. Since the inception of HealthyQuest, Quest Diagnostics received several awards for this employee wellness program. Some of these many awards received include:

- National Business Group on Health (NBGH) Institute on the Costs and Health Effects of Obesity - Silver Award June, 2005 and June, 2006.
- NBGH Institute on the Costs and Health Effects of Obesity - Gold Award June, 2007.
- American Heart Association Start! Fit-Friendly Gold Award - Baltimore Business Unit April, 2007. (Others will be getting it prior to November but are not yet announced.)

- Selected for inclusion in Leading by Example, a joint publication by the Partnership for Prevention and the U. S. Chamber of Commerce - 2007
- Quest Diagnostics was spotlighted in the December, 2005 Quarterly Free & Clear newsletter..."Quest Diagnostics is also the first commercial Free & Clear client to register its 1,000th participant within six months. This is an exciting achievement and Free & Clear wants to acknowledge Quest Diagnostics for their commitment to reducing the tobacco prevalence in the workforce. Quest Diagnostics has undoubtedly set a new standard for best practices in action.
- *Quest Diagnostics is one of the sponsors for our November dinner meeting.*

November 1st Breakfast Meeting and Food Drive: Legal Hot Topics and Strategies to Keep Employers Out of Hot Water

Speaker(s): Jacqueline Z. Schulman, Esq.

Jacqueline Z. Shulman, partner with Obermayer Rebmann Maxwell & Hippel LLP is a member of the firm's Labor Relations and Employment Law Department. Her practice is devoted to the representation of employers in all aspects of labor, employment law, discrimination and compliance issues. She will provide members with a 2008 hot legal topics and strategies to address workplace issues before they become lawsuits.

The agenda will be in two parts:

Part I - Hot Legal Topics

1. Navigating the EEO-1 Reporting Changes 2. Handling "No Match" Letters 3. OFCCP Final Rules on Duty to Offer Jobs to Veterans 4. Update on PA and Federal Minimum Wage Increases 5. EEOC Final Rule Revising ADEA Regulations- (It's ok to for employers to favor older workers when all individuals are older than 40) 6. Third Circuit Update: Dougherty v. Teva Pharmaceutical - Legality of waiving FMLA Rights in a Severance/Settlement Agreement 7. Other relevant decisions that may be handed down prior to the November 1 presentation Part II - Staying Out of Hot Water (or How to Enjoy my Job Without Getting Sued) 1. Smart Supervising!
2. Following the Golden Rule (or How to Avoid a claim of harassment or unprofessional conduct) 3. 10 Tips for Termination Without Litigation ("If It's not in writing, it never happened, "If it feels good, don't do it", and other helpful strategies).



PeopleShare and the Flywheel Principal

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Breakfast Meeting

**Thurs, November 1st, 2007
8:00 a.m. (7:30 registration)**

Desmond Hotel

One Liberty Boulevard
Malvern, PA

For directions, call (610) 296-9800

Menu

Breakfast Buffet

Dinner Meeting

**Tues, November 13th, 2007
5:30 p.m.**

Sheraton Park Ridge

480 N Gulph Road

King of Prussia

For directions, call (610) 337-1800

Menu

House Salad

Sauteed Breast of Chicken with Lemon

Buerre Blanc Sauce

Chef's Selection of Rice, Pasta, or Potatoes

Fresh Seasonal Vegetables

Homemade Apple Pie

Meeting Costs:

GVFHRA Members who have registered in advance:

\$20.00 with payment by October 29th (breakfast), \$ 25.00 with payment by November 9th (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) ***Checks or Credit Cards Only, No Cash please!!***

To Register:

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

Cancellations must be received no later than 12:00 p.m., October 29th (breakfast), November 9th (dinner). GVFHRA will bill "no-shows" who do not cancel reservations by the above dates.

Our Flexibility:

We offer a variety of working arrangements for you to hire PeopleShare Associates.

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PeopleShare

200 N. Warner Road, Suite 100

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Marriott and Penn State Sponsor November Breakfast Meeting

The GVFHRA would like to thank the sponsors of our November 1, 2007 breakfast meeting, Marriott Execustay and Penn State Great Valley. Please visit their websites at www.execustay.com and www.gv.psu.edu to learn more.



President's Message: Expressing Gratitude

As I write this, I am looking out my office window watching leaves glossed with autumn splendor colors fall to the ground, so I know the grey skies and barren trees of November are not far behind. There's something about November- maybe it's the Thanksgiving Holiday or the slight calm before the chaos and excitement of a busy December holiday month that, for me, signals a time for personal reflection of my life and what I am grateful for.

It's easy to get caught up in the day to day minutia of what does not go well- getting stuck in 202 traffic when you have an important meeting, long lines at the grocery store, dropped cell phone calls, that I we

sometimes forget what is going well for us and what we have to be thankful for. Personal reflection helps bring into focus the things,- large and small, that we are grateful for in our lives.

As a way to express gratitude, one of the things I personally do, is to do something to help others. This may include making donations to charitable organizations, and GVFHRA offers opportunities for members to do so.

This month GVFHRA offers an opportunity for members to help those in our community in need by making donations to our food and coat drive for the Salvation Army. A representative of the local Salvation Army will be at the November breakfast and dinner meetings to accept your donations. And once again at our December Holiday Networking Event, members of the Marines will be on hand to accept your donations of new and gently used toys for the Toys for Tots program. I encourage each of you to participate. No donation is too small.

*Lynne Kester, MS, SPHR
President, GVFHRA*



Salvation Army Food Drive

The Ambassador Committee will be sponsoring a food drive at the **Nov 1st Breakfast meeting and the Nov 13th Dinner meeting** to support the local Salvation Army.

The Salvation Army is a global network of people meeting the physical, emotional and spiritual needs of others. They provide comprehensive community outreach programs for people of all ages and backgrounds; from addiction treatment centers and emergency shelters to child care centers to older adult residences.

Please show your generosity by donating to this great cause. Non-perishable food donations such as canned goods and items in plastic containers are welcome. They are especially in need of formula, diapers, and juice. Anything you can donate during this giving time of year is very much appreciated. The donations will be delivered to the Salvation Army on behalf of GVFHRA. A drop off area will

be available at the meeting. Let's help those individuals who are less fortunate! Thank you in advance for your generosity!

Both GVFHRA Members and Non-Members are invited to this event.

2007 dvHRP Summit Draws Over 400 Attendees!

Over 400 HR professionals packed the rooms at the 2007 dvHRP Summit at the Philadelphia Marriott on October 15th. Our second year at this venue produced a 15% increase in attendance and the entire event received rave reviews from attendees, sponsors, and exhibitors:

- *"I really enjoyed the conference. It offered a variety of quality programs and speakers."*
- *"[The conference provided an] interactive nature in getting perspectives of different industries and tracks."*
- *"[The event was] so well organized with good content and great signage!"*
- *"The keynote speaker was AWESOME!"*



Keynote speaker Steve McClatchy opens the 2007 conference.

This year, our keynote speaker was Steve McClatchy, who presented *"The Business of You!"*, a presentation on managing your choices rather than managing the clock. His fast-paced, interactive session entertained

the huge audience while educating attendees on effectively managing, planning, and prioritizing their time.

Following the keynote presentation, attendees selected from 18 different sessions presented throughout the day by 37 speakers. The sessions covered 6 tracks including Leadership Development, Organizational Development, Employee Relations/Legal, Recruiting/Retention/Engagement, Compensation/Benefits and Talent Management.

Between sessions, attendees visited the Exhibitors Crossing exposition area where more than 70 exhibitors presented their products and services for the HR community. Many companies held raffles throughout the day and winners were announced during the afternoon break.



Attendees visit the Exhibitors Crossing Expo between sessions.

The dvHRP Summit is collaboration between GVFHRA and Philly SHRM. This annual event offers educational seminars with HRCI credits in different tracks,

and a trade show exposition presenting various services and providers to the HR professional. The 2008 Summit will be held in the same location on October 3, 2008. Watch for details and advance registration in the next few months and visit www.dvhrpsummit.com for updates.

Thanks again to our 2007 dvHRP Sponsors

GVFHRA and Philadelphia SHRM extend their thanks to the sponsors who helped to make this event so successful.

Careers Express, Inc.

Contemporary Staffing Solutions

Corporate Synergies

Delta Dental

Lee Hecht Harrison

Right Management

Rohm and Haas Company

Smart

The Elite Group

Trion

Wolf Institute

Highlights of the SHRM Leadership Conference

Author: Leon Singletary, MS, SPHR

I recently had the opportunity to attend the Pennsylvania SHRM Leadership Conference that was held on September 11, 2007 in State College. This conference hosted by the Pennsylvania State Council of SHRM offered the chapter leaders and designated chapter representatives statewide the opportunity to develop their leadership skills. Our chapter President, Lynne Kester, asked me to attend this conference because of the importance of the membership recruitment initiative recently established by SHRM. This was a perfect opportunity for me to network with other chapters and share best practices. I attended the membership recruitment and diversity workshops and have provided below the highlights of each of these dynamic sessions.

Membership Recruitment

This workshop was presented by Victoria Krotzer, who serves as an officer on the PA State Council. The focus of this workshop was to:

1. Increase attendee's understanding of the SHRM membership initiative and its importance;
2. Review the roles of local and state membership directors and chairs;
3. Demonstrate how to calculate retention rates;
4. Review the tools and resources available on the SHRM's website;
5. Discuss best practices among chapter leaders in attendance.

The SHRM membership initiative can be described as a partnership between local chapters and SHRM national. The three primary goals are to attract SHRM at-large members to join local chapters, encourage non-SHRM local chapter members to join SHRM, and develop strategies to retain current members. The statewide metrics that pertain to the primary goals are to increase SHRM membership by 5.5%, in-chapter SHRM membership by 3.0% and member retention by 0.5%.

The GVFHRA would benefit immensely by supporting these statewide goals in many way, in particular:

1. Our chapter would increase its membership base in sheer numbers and its SHRM affiliation percentage;
2. Increase overall financial strength from dues, workshops and events.
3. Increase financial support received from SHRM national due to our stronger SHRM affiliation percentage, and;
4. Build a more diverse and talented member pool as a feeder group for future volunteer leaders.

To achieve these goals we need the support of all our members in terms of participation on committees, referrals of new members and serving as community ambassadors to GVFHRA. There are a significant number of HR professionals in our local area who are members of SHRM national but not affiliated with any local chapter (SHRM At-Large members). We can use your assistance in reaching out to these HR professionals and sharing with them the benefits of joining GVFHRA. More specifically, here are some ideas to consider:

1. Invite At-large SHRM members or any HR professionals non-affiliated with GVFHRA to our chapter meeting or event;
2. Discuss member benefits of GVFHRA with other HR professionals, who are not affiliated with a local chapter or may be interested in expanding their network (refer them to our web site at www.gvfhra.org);
3. Simply ask At-large SHRM members or other HR professional to consider joining our chapter;
4. Remind former members if they neglect to renew.

Diversity

Presented by Ben Brooks, President of Major Ben's Consulting and Greg DeShields, President of the National Association of African Americans in Human Resources, this workshop provided a high-level overview of workplace diversity. The presenters engaged the attendees to define diversity, which was summarized as:

“Understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual

orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.”

The presenters discussed SHRM’s perspective on diversity and the topic’s evolution over time. They recommended that organizations align diversity initiatives with their core values and to build initiatives that are sustainable and create real value.

Further, they recommended that SHRM chapters and organizations create partnerships with other human resource organizations to support their diversity efforts and goals and ultimately avoid “reinventing the wheel.” A listing of resource web sites were provided as follows:

- www.mfha.net/about.asp
- www.hispanicmeetingprofessionals.com
- www.philadelphiamac.org
- www.nclr.org
- www.peoplereport.com
- www.hrc.org

The workshop was very interactive and stimulated some interesting dialogue from those in attendance.

If you have ideas or suggestions you wish to share on member recruitment, retention or diversity, feel free to contact Leon Singletary (Member Services Chair) anytime on 267-419-1390. Joining the membership or hospitality committees is another way to get involved and support your chapter.

GVFHRA Welcomes New Members

Name	Company
John D Anderson	Total Facility
Karen Baldwin RN, MBA	Abramson Center for Jewish Life
Karen M Beck PHR	AMETEK Pittman, Inc.
Catherine Bowe	Trion
Emily Brandon	Comcast
Theresa L Bryan	Certain Teed
Rose Bryan PHR	American Infrastructure
Elizabeth A Carrabine PHR	Tozour-Trane
Tanisha Carter	USERS Incorporated
Patricia A Christiano	A. Duie Pyle Companies

Name	Company
Denise Collins PHR	Drexel University
Kimberly Collins	CPA Solutions
Susan M. Collins	Wyeth
Susan Cressman CCP	Allianz Life Insurance Company of N. America
Ryan Croalis	People Share
Lorie D Dennis	Kopos and Baker, Inc.
Rebecca E Fair	Certain Teed Corporation
Doug Fearon	The Rosen Group, Inc.
Meredith Gagliardi	Xanadoo
Robert Hackman	
Lynda J Harrison	Benjamin Search Group
Kathleen J Hazzard	Ophthalmic Partners
David Howry SPHR	AIG Marketing, Inc
Erin K Kearney PHR	SAP America
John Lantonio	Lantonio & Associates, LP
Tabatha R Leach	Certain Teed Corp
Deborah L MacPhail	
Christopher D. Mahon	Fiber-Line, Inc.
Ilene Mastrangelo PHR	Harleysville National Bank
Patricia A McGarry	Leesport Financial Corp.
Michael j Moyer	Accounting Principals
Carol L Muniz PHR	Amerisource Bergen
Barbara Murphy-Warrington	The Miralite Group
Sheila Needling	C&D Technologies, Inc.
Josephine Pettinelli	Sisters of St. Francis of Philadelphia
David G Pinch	Paychex, Inc
RuthAnn Platt	TWC Consultant
Laura Porter	SunCom Wireless
Tessa Raum PHR	Analytical Graphics Inc.
Anthony Scavone	People Share
Phillip E Sinopoli PHR	Tyco Electronics
Kevin D Souder	Xelerate LLC
Marilyn Tietjen	Drexel University
Suzanne M Walsh	Delta T Group
Chris Whaumbush	Midatlantic Employers' Association
Julie C Wickland	First Consulting Group
Jerry T Zerbe PHR	State Farm



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**PREPARE FOR PHR/SPHR CERTIFICATION
PURSUE PROFESSIONAL DEVELOPMENT
EARN 39 HRCI RECERTIFICATION
CREDITS**

**MALVERN, PA CLASS STARTS TUESDAY,
JANUARY 29, 2008**

GVFHRA is once again partnering with Villanova University in offering the 13-week Villanova/SHRM Learning System Course for the Spring 2008 semester. If you've been planning to earn your Professional Human Resources (PHR®) or Senior Professional in Human Resources (SPHR®) designation, now is the time to enroll in Villanova's updated and expanded HRCI exam preparation course based on the SHRM Learning System®. This program is also ideal for certified HR professionals seeking PHR/SPHR recertification credits or professional development.

Villanova University is a National leader in providing the SHRM Learning System® course within an instructor-led and on-line environment. The Certificate in Professional Human Resource Management program is offered in full partnership with SHRM, and it covers all six functional areas,

responsibilities and associated knowledge defined by the Human Resource Certification Institute (HRCI). The curriculum is designed by subject-matter experts and includes application exercises that develop specific competencies and decision-making skills.

CLASS LOCATION AND INFORMATION:

SunGard Higher Education – 3 Country View Road, Malvern, PA

Tuesday evenings, January 29, 2008 – April 22, 2008, 6:00 p.m. - 9:00 p.m.

Instructor: Angela Francesco, JD, SPHR, Consultant and Instructor, The Wharton School and Villanova University

There's never been a better time to pursue your PHR® or SPHR® designation. With Villanova's blended approach, you will learn from printed workbooks, software, on-line tools and a dynamic classroom experience. Each student will receive the 2008 SHRM Learning System® and CD ROM, and have access to the on-line HRM Learning Resource Center for one year. Upon successful completion of the course, participants will receive the Certificate in Professional Human Resource Management from Villanova University as well as 3.9 Continuing Education Units (CEU's). For those taking the course for recertification purposes, successful completion will result in the awarding of 39 HRCI credits.

Spring 2008 classes will also be offered in Center City, Philadelphia; Langhorne; Dresher; Northeast Philadelphia; York; Newark, DE, and at the Villanova Conference Center in Radnor. Register today by contacting the Department of Continuing Studies at (610) 519-4310. You can also visit www.constudies.villanova.edu for more information, and to complete your registration process on-line.

*Do you have a career or educational milestone to share?
Please contact us and let us know at:
James.mcquire@agedwards.com*



Do you have the credential that proves you're an HR expert?
Over 82,000 HR professionals do!

PHR/SPHR Certification Study Group

Offered by Greater Valley Forge HR Association

November 2 & November 9, 2007 (2 day class)

8:30 a.m. - 5:00 p.m.

Location - J.P. Mascaro Company,
2650 Audubon Rd., Audubon, PA (near King of Prussia)

If you are an experienced professional in the field of Human Resource Management and do not have your **PHR** (Professional in Human Resources) or **SPHR** (Senior Professional in Human Resources) certification, you are missing the boat!

Certification is the mark of a professional, signifying a mastery of your professional body of knowledge and your commitment to staying abreast of new developments in your field.

Certification is important to HR professionals because it provides:

- Recognition of your professional achievement
- A tool for career advancement (more and more employers are looking for certified individuals)
- A visual reminder of your professional status
- A personal challenge to stay abreast of new developments in Human Resource Management

Greater Valley Forge HR Association (GVFHRA) is pleased to offer a Study Group designed to assist you in preparing for the certification exam. Please plan to register.

The cost for the Study Group is just \$200.00 to members of GVFHRA and \$260.00 to non-members. Lunch will be served. Non-members will have the opportunity to join GVFHRA and pay the reduced rate.

To register for this two-day study session, go to:

http://www.gvfhra.org/upcoming_events.asp

The next PHR/SPHR testing window is December 1, 2007 through January 31, 2008.

Exam	Exam testing window	Regular exam registration deadline date	Late exam registration deadline date – Additional fee
PHR/SPHR	December 1, 2007 - January 31, 2008	October 12, 2007	November 16, 2007

To register for the exam, go on-line: www.hrci.org.

Both GVFHRA Members and Non-Members are invited to this study group.