



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

October 2008

October 21 Dinner Meeting: Are You Normal? Trends in Healthcare Costs & Benefits

Cheryl Kiley, Benefit Advisor, The Megro Corp.

1.5 HRCI Recertification

Are you Normal? We want to tell you!

Would you like to know if your health plan is designed to attract and retain employees?

Are you paying too much or too little for healthcare compared to other similar employers?

Let us show you how your health benefits stack up. We'll share critical benchmark data by industry, employer size and geographic area.

There is no need to wonder about whether or not your benefits are competitive. We have the facts to help you. We will be using the 2008 United Benefits Advisor (UBA) Health Plan Survey.

The Survey provides employers with comparative data regarding plan costs, employee contributions and plan designs that will allow you to benchmark your plans against those of other similar employers.

Cheryl Kiley works as a Benefit Advisor of The Megro Corporation. She specializes in advising employers on group health, life and disability, benefit funding methods, plan design, cost containment, flexible benefits, and state and federal compliance issues. Over the past 18 years Cheryl has had extensive experience in managed care including U.S. Healthcare, PCS, Inc. Aetna U.S. Healthcare and her current position with The Megro Corp. in 2001.

She is a member of United Benefit Advisors, The Chester County Human Resource Society and The Exton Regional Chamber of Commerce.



2008 dvHRP Summit is almost here!

The 2008 dvHRP Summit kicks off on Friday, October 3 at the Philadelphia Marriott. A collaboration between GVFHRA and Philly SHRM, this dynamic one-day event provides a wide array of educational sessions across six professional development tracks featuring local and respected speakers. Participants will receive **5 HRCI credit hours** as well as a full day of networking opportunities with peers.

This year, the summit will feature keynote speaker Bill Germanakos, winner of NBC's hit reality weight-loss show "The Biggest Loser" and Director, Corporate Wellness Initiatives at Quest Diagnostics.

Bill will share the remarkable behind-the-scenes story of how his company's wellness initiatives led to his startling lifestyle change and losing nearly half his body weight. Fred Williams, Quest Diagnostics' Director of Health Benefits Management, will join Bill to provide attendees with executable ideas for their offices and describe what they can do to achieve their organizational and personal wellness goals.

Attendees can select sessions from **six professional development tracks** including Leadership Development; Organizational Development; Recruiting, Retention & Engagement; Employee Relations & Legal; Total Rewards; and Workforce Planning and Diversity.

During breaks, attendees can visit with 90 exhibitors displaying goods and services for the HR community. Visit <http://www.dvhrpsummit.com/> to learn more and register for the event.

President's Article

By Sharon Crandall, President



It is hard to believe that summer is over and a new season is beginning! As I begin my "new season" serving the dedicated and committed GVFHRA Professionals, one of my goals this year is to "advance the profession and serve the professional" by sharing information, ideas, and initiatives that I receive from National SHRM. Daily I get lots of information on various topics from many different SHRM sources, and I believe

as leaders we need to be current on Human Resources issues that can and will ultimately affect our businesses.

One of the most exciting presidential elections in modern history will be taking place within the next month and a half. While I will not indicate which side I support nor will I get into any political discussions within this article, it is of note that SHRM had a huge presence at both the Democratic and Republican conventions.

In addition to two SHRM television commercials that aired throughout CNN's coverage of the conventions and print ads that appeared in the political newspapers The Hill and Politico, SHRM sponsored a series of events to promote the Society and the HR profession among public policy-makers, journalists, and business and labor leaders. All of these activities were non-partisan, and SHRM did not convey support for any candidate or political party.

Why did SHRM get involved in the conventions? Because to successfully "advance the profession," it's important to build relationships with people who influence government policies, the media, business decisions, and public opinion, regardless of their political leanings. The two national conventions offered unique opportunities for SHRM to reach these important audiences. SHRM's presence at the conventions raised our profession's visibility - especially among candidates of both parties, many of whom we'll need to work with at the local, state and federal levels. If candidates and public officials have some familiarity with SHRM and the role of HR, our members will have an easier time being heard.

I honestly believe that we can make a significant difference in our professional lives and get a seat at that proverbial table if we stretch ourselves beyond our surroundings and become familiar with the business, economic, social, legislative, and political issues affecting our lives, our businesses, and our nation. I want my articles to be a source of information to you as you grow in your professional career.

Please feel free to reach out to me at scrandall@mcbriidshopa.com to let me know what topics you'd like to learn more about, or what issues are concerning you most.

Dinner Meeting Costs:

GVFHRA Members who registered in advance:

\$25.00 with payment by Oct. 17th (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 registration is 3:00 p.m. October 17th (dinner).

Cancellations must be received no later than 12:00 p.m., October 17th (dinner). GVFHRA will bill "no-shows" who do not cancel reservations by the above dates.

ATTENTION NEW MEMBERS!!

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

Look for the RESERVED table at the back of the meeting room, or ask an Ambassador Member for assistance. We look forward to seeing you!

**Thank you to our GVFHRA October
Dinner Meeting Sponsor**



**7 Great Valley Parkway, Suite 210
Malvern, PA 19355
Phone: (610) 251-6869
FAX: (610) 983-0743**

www.verita.us

Verita, LLC provides independent and unbiased factual investigations of all types of workplace claims, including harassment, discrimination, retaliation, theft, misuse of company property, compliance violations and other employee misconduct.

Verita's clients include both public and private employers. The company services small to mid-size companies with just a few or no human resources professionals, as well as large Fortune 500 companies with established HR departments who, for a variety of reasons, choose to outsource this complex task.

All of Verita's investigators are experience employment attorneys who have handled and litigated a variety of employment-related claims both in private practice and in-house. They understand the substantive law underlying the employee's claims and know the precise questions to ask in order to determine the truth of the allegations.

In addition to workplace investigations, Verita, LLC also provides one-on-one remedial training and counseling, coaching, group training, exit interviews, and departmental surveys.

Visit Verita, LLC's website at www.verita.us for more information about the company's services and professionals.

*The above advertisement is a paid sponsorship not endorsed
by SHRM or GVFHRA.*

Save the Date!!

Diversity Seminar
Facilitated by Grace Odums
November 5th, 2008
Watch for details soon!
Time: 11 a.m. - 4 p.m.
Location: Villanova University

**Thank you to our GVFHRA October
Dinner Meeting Sponsor**

**401k Pro Offers Investment
Advice to Employees**

We understand that many participants feel confused by their retirement plans because they are not sure how to choose among the available funds. With 401kPro, you now have the ability to refer your employees to a financial professional that can help. Just offering this service will help your employees feel as though they no longer have to do this alone. 401kPro is designed to work with most employer-sponsored retirement plans including 401(k)s, 403(b)s and 457s. Our advisors will review all of the funds available in your current plan and, based on each participant's retirement timeframe and risk tolerance, provide them with an easy-to-understand, written recommendation. Our recommendations are based on Nobel Prize winning theories and our written report will instruct the participant on exactly which funds to invest in and how to allocate their portfolio. 401kPro does not replace your current 401k administrator but operates independently of your plan and does not require any additional work on the part of the HR department, or any additional costs to your company. Enhance your overall benefits package with this unique service.

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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

Professional Certification/Recertification Exam Prep Study Group

November 7 & November 14 (2 day class)
8:30 a.m. -- 4:30 p.m.

Location:

J.P. Mascaro Co., 2650 Audubon Rd. Audubon, PA

**Do you have the credential that proves
you are an HR Expert?
Over 82,000 HR Professionals Do!**

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) offers a Study Group designed to assist you in preparing for the certification exam.

The course will review key materials and concepts in the six areas covered in the exams:

- ✓ Strategic Management
- ✓ Human Resource Development
- ✓ Employee & Labor Relations
- ✓ Workforce Planning & Employment
- ✓ Total Rewards
- ✓ Risk Management

Pricing:

GVFHRA members \$210.00
Non Members \$275.00
Full-time students \$200.00

Holiday Silent Auction Update: Volunteers and Auction Items Welcomed

Do you like excitement? Do you like planning parties and special events? Are you known for your ability to persuade? Do you have an artistic flair? Want to try something new out of your comfort zone? Do you like to create graphics? Do you enjoy helping for a bigger cause? How about writing "thank you" notes? Do you like to see tangible results from your efforts? **If you answered "YES" to any of these questions, we have the perfect volunteer committee for you!**

We need your help. The Special Projects Committee is looking for volunteers to be part of our team to help with this year's Holiday Party and Silent Auction held on December 16th at The Sheraton Park Ridge. We are already underway with some new fresh ideas and all we need is a few more GVFHRA members to get involved. Give some of your valuable ideas and time to this worthwhile and fun event!

Some of the possible volunteer roles you may wish to consider are:

- Overall planning and ideas for the event
- Soliciting donations and advertisements
- Helping to create an auction booklet
- Picking up donated items
- Setting up and decorating the evening of the event
- Writing thank you notes to the donors following the event.

Holiday Silent Auction (*cont'd from page 4*)

Proceeds will benefit local charities and The SHRM Foundation. So far, we have three volunteers, Susan Fletcher, Denise Plaughter and Barbara Trotter, who are enthusiastic about making this year's event even more memorable and successful than last year's. If you can help out in any capacity, we would like to hear from you. Please contact Susan Fletcher at sfletcher@careerpotential.com or (215) 280-8728.

In addition, we are hoping to get an early start this year by accepting donations for auction items and services at this time. If you have a donation or know someone that may be interested in donating to the auction, please contact Denise Plaughter at denise.plaughter@villanova.edu.

Career Networking Group

First Monday of the month from 5:30-7:00
(with some exceptions)
Right Management - Berwyn Office
(610) 251-9250

October 6th
November 11th

- Networking, job sharing opportunities
- Brief introduction of each member, utilizing "commercials" guidelines
- Resources/materials provided to assist you in your search, including access info for Right's RightLinks resource database

We look forward to seeing you!

Please check the website to confirm dates, times and topics.

Strategies for Gaining Commitment

HRCI Credits pending

Sponsored by the Organizational Development Special Interest Group, GVFHRA

Speaker: Kim Tamru, Vice President of Organizational Consulting with Right Management, is the Regional Practice Leader of the Engage & Align Practice for the Mid-Atlantic Region.

Date: Wednesday, October 22, 2008

Time: 8:00 am to 12:00 noon.

Cost and Registration: \$50 per GVFHRA member, \$65 non-members, \$20 student

Location: Villanova University, Center for Engineering Education & Research, Room 001

The Program:

Given the complexity of today's business environment, the key to success is being able to gain the commitment of others across the organization to accomplish goals and implement major change initiatives quickly. The purpose of this presentation is to help you better understand how to skillfully develop and leverage your power and to use core influence tactics that will result in establishing collaborative relationships built on trust and credibility. Specifically, the objectives of this presentation are to:

Objectives:

- Enable participants to gain buy in from key stakeholders for critical business initiatives by leveraging their power effectively
- Engage in discussions with peers regarding the challenges of winning organizational support for ideas and sharing best practices for overcoming barriers
- Create influence plans to achieve strategic business challenges

Topics:

- Identification of types of power and how to leveraging your power to obtain support from others
- Overview of strategies and tactics for influencing others

- The three influencing behaviors that lead to commitment and those that lead to resistance
- How to apply influencing behavior and build an influencing plan to gain commitment

The Speaker

Kim Tamru has extensive experience helping organizations that are experiencing large-scale change maintain productivity and business continuity by managing through their transitions seamlessly. Kim works closely with organizations to align senior leadership around the change, to engage the hearts and minds of employees at all levels of the organization, and retain key talent during the challenging times change brings about. Kim is also a seasoned designer, facilitator of large-scale global executive and leadership development initiatives and team development initiatives. Some of her clients in these areas include Johnson & Johnson, Den norske Bank, Sovereign Bank, Bayer Corporation, Bristol-Myers Squibb, Sodexo, and Lehman Brothers.

Prior to joining Right, Kim was a manager of executive development at Merrill Lynch. Kim holds a master's degree in University Administration/Management from Michigan State University, and a bachelor's degree in Interdisciplinary Studies from the University of South Carolina.

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

Great Advertising – Great Value

Newsletter Ads for as little as \$50/month!

Bus. Card size (3-1/2" w x 2" h) \$ 50

¼ page (3-1/2" w x 5" h) \$ 75

½ 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.

Website Banner Ads as low as \$250/month!

½ price for GVFHRA meeting/seminar sponsors.

Details at gvfhra.org and click on sponsor/ad ops.

Contact Bruce Zonar (610) 792-2105 or

Lori Stokes-Powers (610) 551-4736

GVFHRA Welcomes New Members!

| Name | Company |
|----------------------------|---------------------------|
| Lucy Albert | Relevante, Inc |
| Donna M Buschmann | Adams-Bickel Assoc., Inc. |
| Erika A Butts | Tengion |
| Catherine J Cadwell | The ARRO Group |
| Sandra K Close | |
| Mary E Dougherty | Shepell.fgi |
| Joanne L Hill | Main Line Health |
| Sam W Levy | XSELL Resources |
| Meghan McCullough | |
| Brian A McGowan PHR | |
| Luanne Ramsey | The Rosen Group |
| Maja Taylor | Johnson Matthey |
| Denise Warren SPHR | Fresenius Medical Care |

Do you have a or educational milestone to share? Please contact Janet Syphan, our Newsletter Coordinator to let us know at: janetsyphan@hotmail.com



Compensation & Benefits: Keeping Compliant in Changing Times: An Overview of Current Benefits Legislation

Wednesday, November 12, 2008, 8:30-11:00 a.m.

Penn State Great Valley

**This seminar is sponsored by:
Lincoln Benefits Group**

HRCI Certification Credits Pending

This seminar will discuss all of the pertinent new federal regulations passed in the last 12 months required to be met by employers and plan fiduciaries. Participants will learn what the regulations require and how employers and Human Resource personnel are implementing the changes within their organizations. Participants will leave with a working knowledge on how to implement, communicate and document these important regulatory changes to remain compliant. In addition, participants will obtain suggested legal documentation and samples to use in conjunction with their legal counsel to be consistent with the required regulations.

Speaker:

Rachel Cutler-Shim, an associate at Reed Smith, has significant experience advising small, medium and large multi-national employers on income tax, HIPAA, ERISA, ADA, FMLA, COBRA and other federal and state laws governing health and welfare plan design and administration. Rachel has also assisted a number of employers in implementing the Medicare Reform Act, including health savings account rules and the prescription drug subsidy. Rachel also has experience assisting clients with benefit design strategy and modifications and general health and welfare plan administration. Prior to joining Reed Smith, she worked with Mercer Health and Benefits and Morgan Lewis. Rachel received her BA in Art History from Bates College and her J.D., cum laude, from Georgetown University. She is a member of the Pennsylvania Bar Association.

THE 2008 SUMMIT IS IN FULL GEAR!



Friday, Oct. 3, 2008 Philadelphia Marriott, 1201 Market Street, Philadelphia, PA

Register

You don't want to miss the most extensive East Coast HR conference offered in the region, and the only place you will have access to first-rate content and networking opportunities.

Be a Sponsor

Multiple sponsorship opportunities to get your company name and your business exposed to the heart of the HR community.

Be an Exhibitor

Exhibitors Crossing was designed to provide attendees new models so they can grow, lead, and achieve success in their HR industry.



Use this all-day conference to help drive you or your company in the right direction at the right pace.

Have you ever received a speeding ticket? If so, you know the feeling – you were speeding, you got caught and you will pay. Your role within your company works in a similar fashion – you're sometimes overwhelmed, you speed through to catch up and your work-life balance is offset.

Companies put a lot of demands on employees to keep up with new growth opportunities which can result in running out of gas. Our conference will give you the direction you need to slow down and take a step back to partialize and prioritize.

Your participation will offer executable ideas and direction for you to shift the right gears to create growth and change within your company at a manageable pace.



www.DVHRPSummit.com