



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 2009

October 20th Dinner Meeting “Current Economic Trends US and Region”

1.25 Strategic Credits

Please join us for GVFHRA’s monthly dinner meeting October 20th starting at 5:30 P.M. at the Clarion Hotel, *formerly the Sheraton Park Ridge of King Of Prussia*.

Bring your C-Suite with you to this critically important and engaging presentation on current economic trends. Dr. Herb Taylor, VP with the Federal Reserve Bank in Philadelphia is uniquely qualified to answer the following questions:

- Where is the economy now?
- Are we truly on the road to recovery?
- What are the key indicators and what do they tell us now?
- Take advantage of this opportunity to demonstrate to your organization that you, and HR as a profession, are engaged in business economics.

Dr. Herb Taylor economist, vice president, and corporate secretary with the Federal Reserve Bank of Philadelphia has key data to share on the current state of the US and regional economy. In his current role, he is charged with the administration of the Federal Reserve Bank of Philadelphia’s board of directors and advisory councils. Board and council members provide grassroots information to Federal Reserve officials on business conditions and market trends, which helps the Fed formulate our nation’s monetary policy.

Taylor became an economist at the Philadelphia Fed in 1981. He was later named head of the Research Department’s macroeconomics section, which is
(Continued on Page 2)

November 9th Breakfast Meeting If It’s Not Fun.... Then Why Do It*

Wednesday, November 9th, 2009, 8:00 A.M.

Desmond Hotel

HRCI Credits Pending

Imagine a place where ideas flow free, office pranks are allowed and encouraged, food and laundry are provided along with weekly mandatory companywide shutdown meetings with the CEO that can last 2 hours. Must be Google right?

How about Analytical Graphics Inc in Exton PA?

AGI emphasizes product excellence, customer success, fun, and exceptional stakeholder value. Founded in 1989 and enjoying strong growth in its history, AGI has been named to numerous prestigious lists. It ranked first in the Great Place to Work Institute and Society for Human Resource Management’s “Best Small Company to Work For in America” 2004 and 2005, 3rd 2007, and first in the medium-sized company 2006.

Lisa Velte, SPHR Sr. Dir of Human Resources, will provide and interactive overview of her organization’s ability to combine a focus on the bottom line with retaining top talent and an ROI of at least \$1 mil. A Board Member on Chester County Economic Development Council, a founding member of the Pennsylvania chapter of the Galaxy Explorers, and a volunteer on the Philadelphia Human Resources Planning Society (PHRPS). She is one of only a handful of HR professionals who can honestly say she works with rocket scientists.

Come listen to her exciting story of creating a great place to work. Her ideas and her methodology are practical and can be adapted to organizations of any size or industry.

(Continued from Page 1, Dinner Meeting)

responsible for briefing the Bank president on monetary policy issues. In 1991, he became the Bank's public affairs officer with responsibility for its external outreach, media relations, and public education programs. He has given numerous speeches on the economy and the role of the Federal Reserve System throughout the Bank's Third District, which encompasses eastern Pennsylvania, southern New Jersey, and Delaware.

Thank you to our GVFHRA October Dinner Meeting Sponsor



**KISTLER TIFFANY
BENEFITS**

Kistler Tiffany Benefits and HR Services

Kistler Tiffany Benefits (KTB) is one of the region's premier employee benefits and human resources consulting firms. KTB provides customized employee benefit programs and human resources consulting directly to companies and organizations. We strive to offer cost-effective strategies for a wide range of group plans, we offer traditional and innovative plan designs, plan installation, account management and regular reviews of our client's benefit programs along with offering comprehensive human resources services and a customer service unit to provide service for both you and your employees.

KTB specializes in providing small, mid, and large size employers, unions, municipalities, school districts, and associations with comprehensive health benefit plan services. We strive to be the most forward thinking and innovative group benefits firm in the industry.

KTB provides access to an unparalleled and comprehensive range of product, services and technology to meet the needs of our clients.

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

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Meeting Locations:

Dinner: Clarion Hotel, formerly the 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.

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!



2009 dvHRP Summit Is Almost Here!

Register now for the 2009 Delaware Valley HR Partnership (dvHRP) Summit, kicking off on Friday, October 9th at the Philadelphia Marriott. This dynamic one-day event, a collaboration between GVFHRA and Philly SHRM, showcases 18 educational sessions across six professional development tracks of workshops, panels and respected speakers. Participants will receive up to 5.25 general HRCI credit hours with the ability to earn up to 2.75 strategic credit hours for attending certain sessions, as well as a full day of networking opportunities with peers.

This year, the summit will feature keynote speaker and employee engagement guru Tom Terez, author of *22 Keys to Creating a Meaningful Workplace* and the *2009 Workplace Survival Guide*. Tom will show how HR can make the difference and turn these trying times into a time of renewed workplace morale and engagement. Tom brings hope, humor, fresh thinking, and an emphasis on what works. All participants will receive full access to the *Better Workplace Now Online Desk Reference*. This Web-based resource includes the full text of the book *22 Keys to Creating a Meaningful Workplace* plus a suite of ready-to-download assessment tools and articles.

During breaks, refreshments will be served in the Exhibitors Crossing marketplace where 60 exhibitors will be displaying goods and services for the HR community. You'll also receive a full sit-down lunch, a networking cocktail reception and continental breakfast.

Don't miss out on this amazing opportunity... plan now to attend one of the region's leading conferences for HR professionals!

For more details and registration, contact Jamie Kennedy, Seamless Events at (856) 433-8347 or visit www.dvhrpsummit.com.

Go to Free Webcast and get \$15 off the dvHR Summit!

You still have another opportunity to receive a discounted registration pass! Sign up for a sneak preview webcast of CCG, Inc. President Dr. Timothy Daughtry's and CEO Dr. Gary Casselman's presentation on HR Strategy and Business Acumen, **"From the Person to the P&L: The Critical Role of HR Executives in Executing Strategy"** and get an exclusive **\$15 off discount code** to use at checkout at the end of the webcast!

Date of webcast: Thursday, September 24 from 11:30 a.m.-12:15 p.m.

President's Message

By Leon Singletary, President

October is here along with the cooler weather and fall foliage. We know this time of year calls for some level of preparation for the winter months ahead in terms of warmer clothing, yard or housework or anticipating the needs for a winter trip or vacation. Well, your career development is no different. Success is more likely to come to those most prepared to address the challenges that lie ahead.



As I put the final touches on this article on September 11, 2009, I could not help but reflect on the events on 9/11/2001. For many business leaders and HR professionals, this was a time that highlighted the importance of such topics as disaster recovery, risk management and emergency preparedness.

Today – eight years later with the current economic climate, these topics continue to demand close attention.

- For instance, in the aftermath of the mortgage lending crisis, many financial institutions, and related businesses have experienced the need for disaster recovery.
- As revenues and access to credit have diminished, a significant number of businesses reduced their payrolls through workforce reductions in an effort minimize financial risk.

- With the recent swine flu epidemic and related health care issues, the need for emergency preparedness is clearly evident.

Arguably, while an economic recovery is currently underway, human resource professionals need to be better prepared take on the current challenges faced by their organizations and those that lie ahead to be successful. Accordingly, the GVFHRA chapter has prepared an exciting agenda this term to support HR professionals within our region.

Here is a recap of some upcoming events.

- The Annual Delaware Valley HR Partnership Summit will be held on Friday, October 9th, at the Philadelphia Marriott. This event is dedicated to developing the HR professional through education, motivation and networking and will include HR trends, best practices, new models, dynamic speakers and a host of service partners. Attention will be given to emergency preparedness and the swine flu epidemic.
- During our October 20th dinner meeting, Dr. Herb Taylor will present on current economic trends and how those trends affect our regional economy. This presentation has been granted strategic HRCI credits and should prove very informative for both HR professionals and business leaders.
- On Friday, November 6th David Ulrich will be covering the topic, "Creating Value from HR and Leadership." The GVFHRA will be an alliance partner for this event, which will be hosted by the Philadelphia Human Resources Planning Society.
- The SHRM Learning System Course is available through a partnership between Villanova University and the GVFHRA. This weekly course is great way to study for the PHR, SPHR or GPHR exam.
- On November 6th & 13th, a two-day study group option is available that uses the SHRM Learning System and is taught by GVFHRA members with specialized expertise in the functional areas of HR, and are PHR or SPHR certified.

You are all welcome to visit the events section of our website (www.gvfhra.org) for further details on the events above. This is a time to learn, develop and get

involved. As a business leader and HR practitioner, I know first-hand the importance of stretching yourself beyond your comfort zone or area of expertise. While we cannot predict the future, we can plan for personal development and success today by taking advantage of the myriad of resources and educational opportunities that are available.

I look forward to seeing and talking with you at our upcoming meetings and events.

All the best,

Leon

Hello GVFHRA Members

Many of us would like to contribute to our professional association however due to current commitments both personal and professional we are simply unable make a long-term commitment.

The Ambassador Committee has a volunteer opportunity that provides high impact and visibility and limited time commitment!

We would greatly appreciate your volunteering as an "Event Ambassador". When you plan to attend a GVFHRA meeting/event simply stop by the registration desk and pick up an "Event Ambassador" nametag. Your role as an "Event Ambassador" is to identify, introduce yourself and welcome new members, answer questions, introduce them to other members and generally be a resource to encourage them to attend future events. At the end of the evening you can please return the "Event Ambassador" nametag to Lori Stokes-Powers.

If you have any questions about volunteering for this or any other role in the Ambassador Committee please contact either Mike Pagliaro at mmapags@Applespice.com or DeirdreSimons@Yahoo.com.

Thank you in advance for your valued contribution!

Mike & Deirdre

Career Milestone

In August, 2009 Garrick L. Weaver, SPHR, accepted the new role of Director of Human Resources, PRG Real Estate Management. Congratulations Garrick!

Congratulations, SPHRs and PHRs

Bravo to our recently certified members who have earned Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) designations!

- Julie Catalano, PHR
- Jessica Downey, PHR
- Leslie Kane, SPHR
- Rebecca King, PHR
- Garrick Weaver, SPHR

And applause to members who have recently been awarded recertification through the HR Certification Institute (HRCI):

- Darrell K. Bullock SPHR
- Cynthia A. Fetterman PHR
- Matthew J. Santoro SPHR

Our chapter recognizes that the certification process is rigorous; we commend each person above for investing the time and energy necessary to earn this prestigious credential. We're proud to count them among our certified chapter members who have demonstrated leadership, fortitude, and commitment... what it takes to be the very best.

Please note that HRCI only gives us names of those who opt-in to share their certification status with their chapter. If you've recently been certified or recertified as PHR, SPHR or GPHR and don't see your name here, please send your name to Nicole Sakowitz at nrsakowitz@gmail.com. You can also opt-in online at: www.hrci.org/hrcicertonline/ and click "chapter notification request"

Looking to Earn Your PHR or SPHR?

Consider GVFHRA's Certification Preparation "Study Group" Session

Greater Valley Forge HR Association offers a two-full-day Certification Study Group prior to the fall and spring testing windows.

What is it?

An intensive learning program led by SPHR-certified instructors, covering the PHR & SPHR exam material in all six of the HR "Bodies of Knowledge" (as defined by the Society for Human Resource Management, SHRM).

When and where is it?

Friday, Nov. 6th & Friday, Nov. 13th (2-day program)
8:00 a.m. – 5:00 p.m.

Associated Builders & Contractors, Inc.
801 West Germantown Pike, Norristown, PA 19403

How much does it cost?

\$210 for GVFHRA members; \$275 for non-members, including continental breakfast and lunch.

Non-members who register for this Study Group may join GVFHRA at a reduced rate of \$45 – saving \$20 from the non-member rate.

Are study materials included?

Most instructors provide some handouts, but other study guides or the SHRM Learning System would be purchased separately.

How do I register?

Click on:

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

For more, see our flyer elsewhere in this newsletter, or contact GVFHRA Professional Certification Chair Kathy Muscarella at kmuscarella@meainfo.org.

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**

GVFHRA Welcomes New Members

Name	Company
Betsy C Batter	
Karen G Bryan	MEDecision, Inc.
Mary M Burke	
Sonia M Calvano SPHR	
Shawn Campbell	Environmental Standards, Inc.
Laura DeCamillo	Accounting Principals
Frances L Decker	AllOne Health
Heather T Eden PHR	Grand Sport Auto Body and Glass Center, Inc
Bethany B Estrella	CertainTeed Corporation
Melody J Evans	
D. Stacy Fleming	
Monica S Istvan	Whitford Corporation
Sherri D Malanga	
Emily M Malinowski	Panitch Schwarze Belisario & Nadel LLP
Mindy R. Mazer	
James R McGuffey	A.C.E. Security Consultants
Shannon M. Mueller	IDS Scheer Americas, Inc.
Stephen J Rakoczy	Liberty In Home Care
Kimberly S Reed	Reed Development Group, LLC
Dawn Rhoads	TNS
Brett M Rizor	Fidelity Investments
Brian T Savidge PHR	Paychex, Inc
Susan M Seitzinger	Yellow Pages Group
Elizabeth Smith	Alliance Global Services LLC
Lisa Strimel PHR	First Quality
Diana Sucher	AlliedBarton Security Services
Christie N Voelker	Pershing
Maureen R Walsh PHR	
M. Caroline Wright SPHR	Siemens Medical Solutions USA
Laura Wurzer	

What Is the SHRM Foundation?

By Denise Plaughter, MBA

GVFHRA Chairperson, SHRM Foundation

The SHRM Foundation is the 501(c)(3) non-profit affiliate of SHRM. The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

A leading funder of HR research grants, the Foundation produces publications and educational resources to advance the HR profession. That work is made possible by your generous tax-deductible donations.

The Foundation is governed by a volunteer [Board of Directors](#) from the HR profession, including academics, practitioners and representatives from SHRM.

The mission of the SHRM Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

The SHRM Foundation's work includes:

Innovative Academic Research Grants. The SHRM Foundation is a [leading funder](#) of HR research. In 2008, the SHRM Foundation awarded a record \$750,000 in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in [education and certification scholarships](#) to professional and student SHRM members, and doctoral students.

Educational Resources. The SHRM Foundation's [Effective Practice Guidelines](#) series make research findings easily accessible to HR practitioners. The Foundation has also created a series of educational [DVDs](#) for SHRM chapter programming, staff trainings, and executive education sessions.

To support this work, the SHRM Foundation conducts an annual fundraising campaign. They are grateful for the generous support received from SHRM chapters and state councils, individuals, corporations and others. Your financial support is vital to ensure that the SHRM Foundation can continue this important work. [Donate today!](#)

Breaking News:

Make an *Online Donation* of \$50 or more in September and you could win a SHRM Learning System! Visit www.shrm.org for more information.

Now Available! 2009 Scholarship Applications for SHRM Student Members - Deadline: October 15, 2009

*DON'T MISS THE GVFHRA Silent Auction,
benefitting the SHRM Foundation*

*Tuesday, December 15, 2009
Starting at 5:30 p.m.*

Networking – Part II - Getting Started

Networking is about relationships and creating links to people. Like many important tasks in life – to be good at it requires preparation and practice. Effective networkers:



- Prepare
- Connect
- Strengthen

September's article was about the criticality of networking. This article focuses on preparation.

So where do you start? How do you prepare? Think about people whom you know - from the different walks and phases of your life – colleagues, bosses, classmates, neighbors, friends, relatives, volunteer organization members, GVFHRA associates, professional association members, religious organization members, fellow sport team members, fellow hobbyists. Make a list and prioritize. Whom would you like to meet? What is the best way to reach people you would like to talk to? The answer may not always be the same. With an old friend, the easiest way may be to pick up the telephone and make a call. If it is someone whom you do not know, you may want to find a mutual connection on linkedin.

It is productive to start networking with peers, people in high-level positions, people similar to your target audience, and people who are your raving fans.

Once you have decided whom to talk to first, you need to consider what you are going to say. With old

friends or close colleagues, the opening is usually easy. You may talk about catching up, family members, mutual friends, or recent events. With someone you do not know the opening could be “Steve Harris suggested I get in touch with you. He said you are very knowledgeable about... and would be able to provide some insight on...”

Whether you know someone well or have never met, the next part of the conversation is particularly important and requires preparation. What are you going to say about yourself and what do you want to ask for?

Some people call it the 90-second commercial or the elevator speech or the 2-minute drill. Every time you make a networking call you should be ready to relate what you do in a concise but memorable way, name your key skills and a notable accomplishment, and make a request for assistance that other party can probably say yes to.

Here is an example. “I build bridges between managers and employees by designing training programs that strengthen leadership and communication skills. I have strong analytical skills and a good understanding of interpersonal dynamics. Recently I led the design of a performance management system that helped create a global outlook and increased the communication between managers and employees. I am looking for an OD or training position. What advice do you have for me as I conduct my job search? Whom else do you think I should speak to who might have suggestions or ideas?”

Being prepared with a well thought out and well rehearsed commercial is an important networking tool.

Next month's article will focus on making connections as you network.

Edwina White is a human resources consultant who specializes in the design and delivery of training, employee relations, and compensation programs. Her additional areas of expertise include leadership development, conflict resolution, coaching, team building, communication, bonus plan design, and outplacement. Edwina can be reached at edwinanwhite@aol.com or (610) 415-0220.

Learning Paths:

How HR can Partner with Business Leaders to Increase Profits by Reducing the Time to Proficiency

HRCI Credits Pending

Sponsored by the Organization Development Special Interest Group GVFHA

Speaker: Jim Williams, coauthor of “Learning Paths: Increase Profits by Reducing the Time it Takes Employees to Get Up-to-Speed”

Date: Tuesday, November 3, 2009

Time: 8:00am to Noon. Registration at 7:30 am, workshop at 8:00am

Cost: \$50 per GVFHR member,
\$65 non-members

Location: Drexel University LeBow College of Business, Malvern Campus

The Program

GVFHRA welcomes back Jim Williams as new participants will learn how to measure “time to proficiency” and use this simple measure to speed up the learning process to reach levels of productivity and profitability sooner. Prior participants will learn how to put the tools they learned into action. All will learn how to create a “Learning Path” by blending e-learning, coaching, classes, practice and experience and how to shorten “time to proficiency” by 30% in less than 30 days.

Objectives

- Define “Learning Path” and distinguish it from a training curriculum
- Identify where “Learning Paths” make a big difference in any enterprise
- Explain how to measure “time to proficiency”
- Describe how to reduce “time to proficiency” by at least 30% within 30 days

Delivery Method

Highly interactive. Participation is encouraged and promoted. Participants will discuss how to apply the concepts of a “Learning Path” to their own situation and workplace.

The Speaker



Jim Williams is a Learning and Development Leader with a strong history at two of the most respected companies in the world for developing talent, GE and IBM. Jim has international experience in some of the most important emerging markets. He served as Chief Learning Officer for GE’s operation in India and has supported learning initiatives in Eastern Europe and China.

More information coming!

Sponsored by Drexel LeBow College of Business and Apple Spice Junction

Sponsorship opportunities are still available!

www.gvfhra.org

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

Understanding Compensation Structures, Salary Surveys and Integration with FLSA

3.0 HRCI Credit Hours

October 15, 2009

Tozour-Trane Corporate Facility

741 First Ave

King of Prussia, PA 19406

8:30am Registration, Refreshments & Networking

9:00am – 12noon Seminar

Presented by a leading expert in compensation, this educational seminar will provide information of the keys aspects of creating effective salary structures, the selection and use of salary surveys, important aspects and integration with the FLSA, and how the these important decisions will impact an organization.

This program will include the following salary and compensation topics:

- **Salary Structures**
 - Discuss broad banding and other types of salary band structures
 - How to use salary survey to create a comp structure and bands
 - How to produce a salary structure from “scratch”
 - The purpose of salary structures
 - Salary Range Structure Practices
 - Economic Downturn Update
 - Creating Salary Budgets
 - Choosing the Best Type of Salary Structure
- **Selection and Use of Salary Survey**
 - Acquire the Right Data
 - Defensible Market Pricing
 - Benchmarking
 - The Job Leveling Process
 - Data Adjustments

- **Fair Labor Standards Act Summary and Discussion**

- Overview of the FLSA
- Three Tests for Exemption
- The Five Exemptions
 - The Executive Exemption
 - The Administrative Exemption
 - The Learned Professional Exemption
 - Creative Professional Exemption
 - Computer Professional Exemption

- **Question And Answers Session**

Bob has been a presenter for GVFHRA seminars previously and his seminars are always well-attended and chock full of great information to take back to your organizations. Join us for a great morning!

Yes It's That Time... Renew Your GVFHRA Membership Today!

The membership committee of the GVFHRA would like to call this important matter to your attention so that all of our members can renew their membership for 2009. Your membership dues cover the remainder of 2009, all the way through September of 2010. You can renew your membership in one of two ways, 1) visiting our website: www.gvfhra.org or 2) calling (610) 551-4736 and renewing by phone.

Also, don't forget about our membership initiatives. First, we have our “Membership-in-Transition Program.” This allows current and future members in transition to continue membership in GVFHRA at no charge for up to a 12 month period. Second, we have our “Member Get-a-Member Program.” Current members get a 50% discount on next year's membership fee if he or she recruits two new members. Current members who recruit three new members not only get a 50% discount on next year's membership, but are also eligible to attend a half-day seminar for free.

Thank you in advance for renewing. We are looking forward to seeing you all this year at our events.

The Recession is Over Now What?

Employee Relations Committee

By: Ted Morrison

Amidst talks of the recession coming to an end, the battle for many HR professionals has just begun. In these rough and turbulent economic times, organizations have had to streamline their operations and processes resulting in all levels of employees having to wear multiple hats in the work place.

In a recent blog written by Bob Brady from the hrdailyadvisor.blr.com, Bob asks, "Did the recession make your job descriptions 'lawyer bait'?" Today's lean and efficient organizations typically have employees whose job descriptions no longer reflect their roles and responsibilities. Employees are

expected to do more with less and this means additional duties and responsibilities are added to current roles. In particular, employees who have exempt status cannot have the majority of their duties and responsibilities be non-exempt in nature. Failure to comply could result in back pay for employees who worked overtime and the loss of exempt status for those employees who are not in compliance. Therefore in an effort to get ahead of a potential problem, HR professionals should revisit current job descriptions versus the actual work performed by employees to determine compliance with exempt and non-exempt status.

Source: Brady, B. (2009). Did the recession make your job descriptions lawyer bait.

Retrieved on September, 1, 2009 from hrdailyadvisor.blr.com.

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

October 2009

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
28	29	30	1	2
5	6	7	8	9 <i>dvHR Partnership Summit</i> Philadelphia Marriott
12	13	14	15 <i>Understanding Compensation Structures, Salary Surveys and Integration with FLSA</i> 8:30am Registration 9:00am Seminar	16
19	20 Dinner meeting <i>Current Economic Trends US and Region</i> Clarion Hotel 5:30 p.m.	21	22	23
26	27	28	29	30



Do you want to have the credential that proves you're an HR expert?

Are you planning to sit for your PHR or SPHR exam?

If you are planning to sit for a certification exam in HR, the Greater Valley Forge HR Association (GVFHRA) Study Group could be for you! GVFHRA offers an opportunity designed to assist you in preparing for the certification exam. This thorough, 2-day study session serves as the perfect refresher. Even those who practiced HR for years often need a focused learning opportunity to brush up before the PHR or SPHR test.

PHR/SPHR Certification Study Group

Offered by Greater Valley Forge HR Association

November 6th & November 13th 2009 (2-day program)

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

Location:

Associated Builders & Contractors, Inc.

801 W Germantown Pike

Norristown, PA 19403

Proudly prove your Human Resource Management expertise with a **PHR** (Professional in Human Resources) or **SPHR** (Senior Professional in Human Resources) certification. Certification shows mastery of our professional body of knowledge and your commitment to staying abreast of new developments in your field.

Review key materials and concepts in the six areas covered in the exams:

- Strategic Management
- Employee & Labor Relations
- Human Resources Development
- Risk Management
- Total Rewards
- Workforce Planning and Employment

REGISTER TODAY!

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

Or contact the GVFHRA at 610-551-4736 with any questions

Make a big impact on your career for a small investment!

Study Group investment: \$210 for GVFHRA members; \$275 for non-members

(Lunch is included. Non-members who register for this Study Group may join GVFHRA at a reduced rate of \$45 – saving \$20.)

The next **PHR/SPHR** testing window is **December 1, 2009 through January 31, 2010.**

To register for the exam, go on-line: www.hrci.org. Exam application deadline is October 9, 2009. Late applications are accepted no later than November 13, 2009.

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



Capture
education,
motivation,
& networking
at the 2009 DVHRP Summit



2009 dvHRP Summit is Almost Here!

*Friday, October 9th, 2009, 7:00 am–5:30 pm
Philadelphia Marriott Downtown*



Approved for 5.25 General Credit Hours with the ability to earn up to 2.75 Strategic Credit Hours!

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During breaks, refreshments will be served in the Exhibitors Crossing marketplace where 60 exhibitors will be displaying goods and services for the HR community. You'll also receive a full sit-down lunch, a networking cocktail reception and continental breakfast.

Don't miss out on this amazing opportunity... plan now to attend one of the region's leading conferences for HR professionals!

For more details and registration, contact Jamie Kennedy at 856-433-8347, jamie@seamlesseventsinc.com or visit www.dvhrsummit.com.

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**Date of webcast:
Thursday, September 24
from 11:30 am–12:15 pm**



Bring the details into focus at www.DVHRPSummit.com!