



## GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION, INC.



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October 2007



### 2007 dvHRP Summit is almost here!

The 2007 dvHRP Summit kicks off on Monday October 15th 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. You'll receive 4 HRCI credits as well as a full day of networking opportunities with your peers.

Last year, over 350 HR professionals packed the seminar rooms and visited the Exhibitors Crossing exposition area where 97 exhibiting companies presented their products and services for the HR community. Many companies held raffles throughout the day and winners were announced during the afternoon break. The event received rave reviews from attendees, sponsors and exhibitors alike:

- "I really enjoyed the conference. I thought that every aspect of the event was carefully handled."
- "I attended the above conference on Friday, and the workshops that I attended were OUTSTANDING."
- "The events only get better. Not only were the educational tracks valuable, but the networking opportunities were A+!"
- "[The keynote speaker] was AWESOME!"

With Keynote Speaker Steve McClatchy and six tracks of educational sessions, the 2007 summit

promises to be equally successful. The exhibit hall is filling up quickly and many sessions are nearing their maximum room capacity. Don't miss out on this exciting opportunity . . . plan now to attend or exhibit at one of the region's leading conferences for HR professionals!

For more details and registration, contact Lori Stokes-Powers at (610) 551-4736 or visit [www.dvhrpsummit.com](http://www.dvhrpsummit.com).

### November 1 Breakfast Meeting: "Hot Legal Topics and Strategies to Keep You Out of Hot Water"

With so many laws and so little time, Jacqueline Z. Shulman will provide members with hot legal topics to watch to keep your employer in compliance. In addition to employment developments to watch in 2008, Jackie's interactive presentation will discuss strategies for addressing workplace issues before they become lawsuits.

Jackie is a partner with Obermayer Rebmann Maxwell & Hippel LLP. She 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.

Prior to joining Obermayer in 1992, she founded Employee Relations Services, Inc. a legal/management consulting service that helps small to medium size employers prevent labor and employment problems with their employees.

Ms. Shulman is a member of the Philadelphia, Pennsylvania, New Jersey and American Bar Associations. She is admitted to practice before the Supreme Courts of Pennsylvania and New Jersey, the U.S. District Court for the Eastern District of Pennsylvania and the U.S. District Court of New Jersey.



## ***President's Message: Take Time for Professional Development***

Almost every conversation with busy professionals seems to eventually turn to a discussion about how busy everyone is juggling multiple priorities-major work initiatives requiring long days spilling into nights and week-ends; family commitments- homework, school activities, family events and on and on.

This appears to be the norm, rather than the exception, in our culture today.

As HR Professionals, we coach employees about the importance of focusing on their professional development, making sure they stay on top of current trends and continue to grow and develop competencies and skills to further their career- to get ready for the next promotion, or to simply remain engaged in their chosen field. This is important and relevant career advice for us, as well.

But how many of us take our own advice? When was the last time you made your own professional development a priority and scheduled time out of your busy schedule to attend a class or workshop?

An important part of the mission of GVFHRA includes "serving the professional". One way we do this is by providing you with many professional development options. These include the DVHRP Summit Conference, held on Oct. 15 at the Center City Marriott, which offers educational sessions in various topic areas. Special Interest Group Committees offer seminars on topics of relevance to HR professionals at all levels in their career, from HR basics for those entering the field, to the mid-level practitioner through the Sr. Executive. One example is the upcoming fall seminar by the OD Committee titled "Driving Execution During Times of Change" (watch website for details). In partnership with Villanova University, GVFHRA co-sponsors the SHRM Learning System Course, which is a great way to study for PHR or SPHR exam. If a

***Breakfast Meeting***  
**Thurs, November 1<sup>st</sup>, 2007**  
**8:00 a.m.**

**Desmond Hotel**  
One Liberty Boulevard  
Malvern, PA  
For directions, call (610) 296-9800

Menu  
*Breakfast Buffet*

### **Meeting Costs:**

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

\$25.00 with payment by  
October 29<sup>th</sup> (breakfast)  
\$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 Only, No Cash please!!***

### **To Register:**

Mail payment to GVFHRA, phone (610) 551-4736 or visit [www.gvfhra.org](http://www.gvfhra.org).

Deadline for registration is 3:00 p.m. October 29<sup>th</sup> (breakfast).

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

weekly course does not fit your scheduling needs, we also offer a two day study group option 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. In addition, we have speakers at our breakfast and dinner meetings who address attendees on a variety of topics that members have asked for. Most of our speakers and/or seminars qualify for HRCI credits, which is a great way for certified members to meet re-certification requirements.

I encourage each of you to follow the good career advice we so often share with others and take time this year to focus on your own professional development.

Regards,

*Lynne Kester, MS, SPHR  
President, GVFHRA*

## Highlights of the IRS Issues Proposed Cafeteria Plan Regulations

On August 3, 2007 the IRS issued proposed regulations on Cafeteria Plans. With one exception regarding life insurance, the regulations are effective January 1, 2009.

### *Highlights Of The Proposed Regulations:*

- Effective immediately, the proposed regulations change the manner in which the taxable cost of group term life insurance is calculated.
- The cafeteria plan can allow an employee to pay COBRA premium to another employer.
- The cafeteria plan must be in writing and must operate in accordance with its terms
- A cafeteria plan is permitted to allow employees to elect accident and health coverage for an individual who is not the spouse or dependent of the employee as a taxable benefit.
- An optional election for new employees that provides 30 days after date of hire for an employee to make an election between cash and qualified benefits.
- A new optional rule permits an employer to reimburse a terminated employee's qualified dependent care expenses incurred after

termination through a dependent care FSA if all section 129 requirements are otherwise satisfied.

- A much needed clarification is the definition of a highly compensated individual which know refers to the 414(q) definition used by 401(k) plans. Further, compensation is defined as 415(c)(3) compensation. These two Code sections should be familiar to those of you who work with 401(k) plans.

The complete article is at <http://www.erisadiagnostics.com/erisaalerts.asp?articleID=16>

## Three Ways You Can Help the SHRM Foundation 2007 Campaign

The SHRM Foundation is the only charitable, non-profit organization that funds HR research, publications and education to help the HR Professional. The Foundation provides valued knowledge and techniques along with funding over \$100,000 annually for undergraduate and graduate scholarships to SHRM members that are pursuing a position in Human Resources or certifications such as SPHR and PHR. The Foundation is also instrumental in keeping us abreast of the latest trends in our field and provides a wealth of knowledge to enable us to become strategic thinkers.

### *Three Ways to Help*

#### 1. 7 in 7 Campaign

This year's state campaign to benefit the Foundation is called "7 in 7" and is coordinated through the Pennsylvania State Council of SHRM Inc. If each Pennsylvania SHRM member makes a "safe bet"/donation of a minimum of \$7.00 to the Foundation, a total of \$70,000 would be raised by the Pennsylvania Chapters. Checks should be made payable to The Pennsylvania State Council of SHRM, inc and include your name, address and phone number on the memo line, along with your SHRM # or chapter affiliation. Donations can be mailed to: SHRM Foundation Donation; c/o Dave Koch, SPHR, Treasurer; Pennsylvania State Council of SHRM, Inc. 532 Westfield Drive; Exton, PA 19341-1729

## 2. Donate directly to the Foundation

Donations of \$25 or more will be recognized in the SHRM Foundation "Honor Roll" brochure and on the SHRM Foundation website. Donate online at: [www.shrm.org](http://www.shrm.org).

## 3. Attend our Holiday Party Dinner /Silent Auction on December 18<sup>th</sup>

Make a point to put this event on your calendar early and do some holiday shopping that will benefit the SHRM Foundation! A silent auction will be held during the evening and proceeds will benefit the programs and scholarships sponsored by the Foundation. *If each GVFHRA member can donate one item, gift certificate, basket of cheer or any other appropriate auction item/service it would make for a successful and fun evening!* Please contact Susan Fletcher at 215.280.8728 for details on donating auction items.

## Checklist to get More Involved

### Attention Professionals:

Do you want to be more involved and help your local Human Resources Chapter? Here is a checklist you can follow:

Volunteer your services and expertise by joining the Ambassador Committee, or any GVFHRA Committee. We love extra help!

- Donate to the SHRM Foundation
- Attend the DVHRP Summit on 10/15
- Bring a new member to the November 13 dinner meeting
- Register for the next meeting!

Remember, guests are always welcome at all GVFHRA events! New Member Orientation begins at 5:30 before each dinner meeting. Look for an Ambassador member to direct you to the Orientation room.

Each month, Greater Valley Forge SHRM's Human Resource professionals in transition are invited to join a meeting which is hosted by Anne Dunn and Shelley Potente at the Right Management Berwyn office. The group's mission is to provide a forum for guidance, resources and networking opportunities which contribute to a more effective career campaign. Their monthly agenda generally includes:

- Brief introduction of each member with "commercial" guidelines
- Networking, job sharing opportunities
- Key Topic Review

Shelley and Anne regularly invite guest speakers to present topics that enhance participants' search process. Some of these have been: "Moving from Corporate HR functions - or Life after Corporate," Holiday Search Tips and Techniques, "Selling Yourself," and Negotiating Strategies. Sr HR Executives from organizations in the region, and those who have transitioned to consulting businesses and/or entrepreneurial ventures have shared their lessons learned. External and internal recruiters have offered candid advice regarding what works, and what may hamper the search. The direction of this group is based upon input from those who attend. The ongoing "topics" are in response to what participants request, and may be an informal "roundtable," addressing top of mind concerns.

Throughout the meetings participants share both personal and professional experiences related to the career campaign and job search. It is not uncommon for someone to offer a lead, or insight into another's target organization.

Additional Resources for this group include marketing plan templates, a list of top executive recruiters, "HR hotlist" job opportunities, relevant articles and other information related to the transition process.

## GVFHRA's HR in TRANSITION Group

**HR in TRANSITION** meetings

First Monday of the month from 5:30-7:00  
(with some exceptions)

Right Management Berwyn Office  
(610) 251-9250

Participants must be members of GVFHRA SHRM.

**Please check the website to confirm date, time and topic.**

*Shelley Potente*

*Right Management*

*Committee Chair for GVFHRA*

*HR in Transition Group*

*Sept 2007*

## GVFHRA Welcomes New Members

Name	Company
<b>John D. Anderson</b>	Total Facility
<b>Karen Baldwin RN,MBA</b>	Abramson Center for Jewish Life
<b>Catherine Bowe</b>	Trion
<b>Emily Brandon</b>	Comcast
<b>Rose Bryan PHR</b>	Certain Teed
<b>Theresa L. Bryan</b>	Integrated Benefit Services
<b>Elizabeth A. Carrabine PHR</b>	A. Duie Pyle Companies
<b>Joanna Chioffe PHR</b>	Hatfield Quality Meats
<b>Pat A. Christiano</b>	CPA Solutions
<b>Tim Clemens</b>	Wyeth
<b>Kimberly Collins</b>	Drexel University
<b>Denise Collins PHR</b>	Pathfinders, Inc.
<b>Rebecca E. Fair</b>	CBIZ
<b>Meredith Gagliardi</b>	Garnet Valley School District
<b>Robert Hackman</b>	Accord Services Group
<b>Lynda J. Harrison</b>	Ophthalmic Partners
<b>Kathleen J. Hazzard</b>	SAP America
<b>Erin K Kearney PHR</b>	American Hospital Service Group, Inc.
<b>John Lantonio</b>	Environmental Resources Management, Inc.
<b>Tabatha R. Leach</b>	Rochelle Massarella HR Consulting

Name	Company
<b>Ilene Mastrangelo PHR</b>	DecisionOne Corporation
<b>Michael J. Moyer</b>	C&D Technologies, Inc.
<b>Barbara Murphy- Warrington</b>	Sisters of St. Francis of Philadelphia
<b>Sheila Needling</b>	Paychex, Inc
<b>Josephine Pettinelli</b>	TWC Consultant
<b>David G. Pinch</b>	SunCom Wireless
<b>RuthAnn Platt</b>	Analytical Graphics Inc.
<b>Laura Porter</b>	TWC Group
<b>Tessa Raum PHR</b>	West Chester University of PA
<b>Phillip E. Sinopoli PHR</b>	Drexel University
<b>Marilyn Tietjen</b>	Garnet Valley School District
<b>Julie C Wickland</b>	First Consulting Group



**BRAND AS A SPONSOR!  
BE AN EXHIBITOR!  
REGISTER TO ATTEND!**

**MONDAY, OCTOBER 15, 2007  
PHILADELPHIA MARRIOTT**

Listen to keynote speaker, Steve McClatchy, on *The Business of You! How to Achieve Amazing Results*



**Registration Costs:**

Phila. SHRM, GVFHRA & National SHRM Members . . . \$210  
Non-SHRM Member . . . . . \$240  
Full-Time Student . . . . . \$115

**LEARN MORE AT [WWW.DVHRPSUMMIT.COM](http://WWW.DVHRPSUMMIT.COM)**

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