



## 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)

September 2008

### September 16 Dinner Meeting: “Inside the Legislator's Mind”

**Jonathan Segal**, Wolf Block Employment Svc's Group  
1.5 Strategic HRCI Credits

**Tuesday, September 16, 2008 5:30 PM**

In this presentation, Jonathan Segal will focus on employment bills currently pending in Harrisburg as well as nationally. He will discuss the likely motivation behind each bill as well as the pros and cons of each bill should it become law. The presentation concludes with specific steps HR professionals should consider in terms of grassroots advocacy to make sure their voices are heard as part of the legislative process. Among the bills to be discussed include bills that would: mandate meal and rest breaks; amend the PHRA to cover sexual orientation and gender identity; require employers to provide paid time off for victims of domestic abuse; restrict significantly pre- and post-employment drug testing; and require that employers who receive certifications, licenses etc. from the Commonwealth participate in the federal E-verify program.

Jonathan A. Segal is the Co-Chair of WolfBlock's Employment Services Group. Jonathan also is Managing Principal of the Wolf Institute, the training and educational arm of the Employment Services Group.

Jonathan is frequently a featured speaker at national, state and local human resource, business and legal conferences, including conferences sponsored by the Society for Human Resource Management, the Pennsylvania State Chamber of Business and Industry and ACCA. He is the Legislative Director for PA State Council of SHRM, Inc.

### GVFHRA is Proud to Honor Lew Charnock with the 2008 President's Award

The Greater Valley Forge Human Resources Association (GVFHRA) is pleased to announce the winner of the 2008 President's Award. After an extensive nomination process, Lew Charnock will be honored with the 2008 President's Award at our September 16<sup>th</sup> Dinner Meeting at the Sheraton Park Ridge Hotel.



The President's Award recognizes outstanding leaders who are respected and admired by the GVFHRA community. The Past President's Circle created the award to honor a Human Resources professional, vendor or consultant who has made a difference within our local HR community through their volunteer leadership with GVFHRA. The Executive Board is given the arduous task of choosing the winner. Lew was nominated by Lynne Kester, Past President, 07-08.

“Since joining GVFHRA four years ago, Lew has proven to be an energetic and indispensable ambassador for our chapter,” says Tammy Ford, Past President (2004-2005) and current Chair of President's Circle. Lew's strong and steady behind-the-scenes volunteer work has helped GVFHRA educate, engage and attract new members. Lew is an active member of the Employee Relations Committee and he serves as an instructor of the Employee and Labor Relations segment of the SHRM Learning Systems materials for our Certification Study Group.

He also participated in GVFHRA's College Night panel educating student attendees on how to build a career in the HR field.

Retired after an impressive 40 years of service in business and the U.S. military, Lew founded an employee relations and labor relations consulting practice. Before his retirement, Lew served as Manager for Labor Relations at Sunoco where he was responsible for over 50 union contracts involving 7,500 employees as well as maintaining union-free status for seven major facilities and over 4,000 retail outlets. Lew also sits on the faculties of the HR Policy Association (labor relations training) and Villanova University Office of Continuing Studies (PHR/SPHR Prep Course). In his spare time, he enjoys spending time with his grandchildren.



## 2008 dvHRP Summit is almost here!

The 2008 dvHRP Summit kicks off on Friday, October 3rd 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 your peers.

Last year, over 400 HR professionals packed the seminar rooms and visited the Exhibitors Crossing exposition area where more than 70 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!"

The 2008 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).

### ***Dinner Meeting***

**Tues, September 16<sup>th</sup>, 2008**

**5:30 p.m.**

**Sheraton Park Ridge**

480 N Gulph Road

King of Prussia

For directions, call (610) 337-1800

Menu

*Traditional Caesar Salad  
Crisp Romaine Lettuce topped with  
Homemade Croutons  
And Freshly Grated Parmesan Cheese with  
a Caesar Dressing*

*Tri Colored Tortellini with Chicken  
Tortellini Pasta filled with a  
Three-Cheese blend  
Tossed with Vegetables,  
Gorgonzola and Walnut Cream Sauce  
and topped with  
Marinated Grilled Chicken*

#### **Meeting Costs:**

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

\$25.00 with payment by September 12<sup>th</sup> (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 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. September 12<sup>th</sup> (dinner).

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

## President's Message:

*By Sharon Crandall, President*

I hope everyone had a terrific summer! It doesn't seem possible that the Chapter's 25th Anniversary Gala was three months ago! I hope those of you reading this article have a smile on your face when you recall that wonderful evening back in May. Over 250 people attended, old friendships were rekindled, and new relationships were forged. It was a wonderful evening shared by all.

As we look forward to the coming year, I am proud to say that your GVFHRA Board this year is comprised of dedicated, committed HR Professionals who want only the best for our Chapter. They have worked diligently over the late spring and entire summer to develop programs throughout the coming year that you have asked for via the Membership Assessment Survey done last March. As volunteers, they have dedicated themselves to providing an exciting, dynamic year filled with great speakers, community awareness activities and professional development opportunities.

Our first meeting will be held on Tuesday, September 16th at the Sheraton Park Ridge. If you are a new member, please join us at 5:15 p.m. for an Informational Session about our Chapter and its activities. Networking opportunities exist from 5:30 p.m. until 6:00 p.m. That evening our annual President's Award will be given to an HR Professional who embodies all of the significant qualities of being a true professional, and then our speaker will be Jonathan Segal, an Employment Law Partner with the Philadelphia Law Firm of Wolf Block. Jonathan will be educating us and entertaining us, about "The Mind of a Legislator".

Lastly, don't forget to sign up for the Delaware Valley HR Partnership Summit, the premiere Human Resources Conference on the East Coast. It gets better and better every year! This year the Summit will be held on Friday, October 3rd at the Philadelphia Marriott in Philadelphia. Don't miss it!

I look forward to seeing and speaking with all of you at our September 16th dinner meeting!

All the best,  
Sharon

## *Thank you to our GVFHRA September Dinner Meeting Sponsor*



Since October of 1987, Integrated Benefit Services, Inc. (IBS), has provided superior employee benefits, advisory and management services. Based in Villanova, Pennsylvania, IBS implements detailed employer benefits planning, including customized web-based administration and communication of comprehensive financial modeling that enables its customers to effectively manage their benefit programs. Integrated Benefits measures its success by one simple standard, its ability to help customers reach their goals and exceed their expectations. IBS is committed to the core values of integrity, dedication, knowledge sharing and accountability. They fortify these values by employing experienced industry specialists whose mission is to continually provide high-level counsel and strategic direction to its customers. IBS executes plans that succeed with its collaborative effort and original, creative approach to client initiatives.

For the past 20 years, Integrated Benefits has effectively engaged in helping middle-market employers, nationwide; create progressive, cost-effective employee benefit programs. IBS specializes in the planning, design, implementation and management of employee benefit programs, and is consistently challenging the traditional with its innovative strategies to enhance the financial security of its clients. Integrated Benefits not only enables clients to manage and control benefit costs, but also provides client access to leading benefits and HR technology as well as, analysis of financial and performance data, formulation of proactive action plans, improvement of internal communication, and increased employee productivity.

IBS believes that it is paramount to inform and empower customers by providing a clear

understanding of the latest legislation, trends, and benefit issues and ensures that this data is delivered in a useful, informative format.

IBS continually builds and maintains successful partner relationships by getting to know their customers and making the effort to do over and above the expected. IBS has combined the best of the old and the new for its clients through its caring, old-fashioned approach to service combined with advanced technological support.

Contact: Nick LaMotte, President  
Integrated Benefit Services, Inc.  
795 E. Lancaster Avenue, Suite 210  
Villanova, PA 19085  
[nlamotte@ibsbenefits.net](mailto:nlamotte@ibsbenefits.net)  
(610) 520-4910

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

**PAID ADVERTISEMENT**

**SADIE HAWKINS CAREER FAIR**

*Turning the Career Fair upside down*

DeVry University  
Wednesday, October 15, 2008  
3:00 PM - 7:00 PM



1140 Virginia Drive  
Fort Washington, PA 19034  
215-591-5797  
[www.philly.devry.edu](http://www.philly.devry.edu)

Tired of lugging around booth displays and committing 4 hours of your time at a career fair just to find a handful of ideal candidates? Well those days are over! Join us for this unique and FREE recruiting event where we've selected 50 highly desirable DeVry and Keller students and alumni from every major to present their resumes, portfolios and more in an unprecedented career event.

Preregistration is required. Call 215-591-5797 for more information

***Thank you to our GVFHRA  
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**Coldwell Banker Preferred...  
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Coldwell Banker Preferred is a premier real state organization with a network of the highest performing real estate companies throughout the country. Our mission is to offer bundled real estate related services as an employee benefit.

With Coldwell Banker *Preferred Moves*®, organizations can:

- ✓ Offer more employee benefits- at no additional cost
- ✓ Increase productivity during stressful times
- ✓ Offer high-level real estate, mortgage and moving services conveniently
- ✓ Offer employees cash-back rewards and special discounts on a variety of real estate-related services
- ✓ Provide a designated *Preferred Moves*® Counselor to help every step of the way
- ✓ Easily administer the program and measure results

*Preferred Moves*® has assembled nationally recognized partners who do this every day to help manage every detail related to a move. The program even offers services to those who are not making a move. Employees can enjoy convenience, great service, and cash refunds from all Coldwell Banker *Preferred Moves*® partners. And companies can implement this program at no cost with limited administration.

For more information visit [www.preferredmoves.com](http://www.preferredmoves.com)

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**Save the Date!!**  
**Diversity Seminar**  
 Facilitated by Grace Odums  
**November 5<sup>th</sup>, 2008**  
 Time: 11 a.m. - 4 p.m.  
 Location: Villanova University  
*More details coming soon!*

## 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!

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!

## Attention All Student SHRM Members

The SHRM Foundation will award 25 scholarships to national SHRM student members for a total of \$52,500. Application deadline is 10/15/08. Please visit the SHRM Foundation website [www.shrm.org/foundation/Educationgrant.asp](http://www.shrm.org/foundation/Educationgrant.asp) for details.

### Career Networking Group

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

**September 8<sup>th</sup>**  
**October 6<sup>th</sup>**  
**November 11<sup>th</sup>**

- 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.**

## GVFHRA Welcomes New Members

Name	Company
<b>Caroline L. Andresen</b>	Money Management Educators
<b>Joanne Barlow</b>	myYearbook.com
<b>Samantha J Castor</b>	TruePosition, Inc.
<b>Michelle Datsko</b>	LHK Partners, Inc
<b>Angela Duffy</b>	Teleflex, Inc
<b>Deborah P Fedora PHR</b>	Paoli Hospital
<b>Nancy B Harris</b>	Kistler Tiffany Benefits
<b>Ashley Ivanowicz</b>	Auxilium Pharmaceuticals, Inc.
<b>Deborah A Kliman PHR</b>	Search No More, Inc.
<b>Janet Kornacki</b>	ACAC Fitness and Wellness Centers
<b>Diane M Linke GBA, GPHR</b>	
<b>Kimberly K Merriman Ph. D</b>	Pennsylvania State University Great Valley
<b>Steven Newman</b>	Consultant and Educator
<b>Denise M O'Connor</b>	SIG LLP
<b>Deirdre M Ohlbaum</b>	Auxilium Pharmaceuticals
<b>Denise V Plaughter MBA</b>	Villanova University
<b>Louis F Rendemonti CLU,CHFC</b>	Devon Financial Associates/Guardian Life
<b>Constance M Scarelli</b>	Teikoku USA, Inc. Chempump
<b>Rachel E Simms</b>	Keystone Fire Protection Co.
<b>Maja Taylor</b>	Johnson Matthey

## The SHRM Foundation: GVFHRA Attains CEO Circle Status

Last year with the help and support from our GVFHRA members, we raised \$1,880 at our Holiday Silent Auction in December. Proceeds of this event went to benefit local charities, along with a \$1,000 donation directly to the SHRM Foundation.

The money our chapter contributed to The SHRM Foundation goes to funding HR research and supporting professional development for HR professionals. *The SHRM Foundation provides the following benefits through its work:*

- Academic Research: Conducts and funds academic research, such as completing major research to explore the human capital issues facing C-level executives today;
- Scholarships: Supports educational scholarships through our Regional Scholarship Program. Scholarships are awarded for certifications for PHR and SPHR, along with academic undergraduate and graduate scholarships for individuals pursuing a career in Human Resource Management;
- Educational Programs: Designs educational programs and resources for the HR Practitioner, such as educational videos and case studies highlighting best HR practices in Fortune 500 companies.

In 2007, The GVFHRA chapter was recognized in the “CEO’s Circle” for our extraordinary support as one of the leaders in contributions for our \$1,000 donation. This is the second highest achievable level. This year we hope to achieve the top award in the Chair’s Circle, which is for Foundation donation of \$2,500 and up.

The December Holiday Silent Auction on December 16th will once again be our biggest event to benefit the SHRM Foundation. so please mark your calendars now and commit to attending! Thanks to chapter member, Denise Pllaughter, for stepping up and leading as SHRM Foundation Chair this year. With her leadership and expertise, we are sure to have a fun and successful event to help support The SHRM Foundation.

## Holiday Silent Auction: 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!**

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 by giving some of their valuable ideas and time to this worthwhile and fun event.

Some of the 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.

Proceeds will benefit local charities and The SHRM Foundation. So far, we have three volunteers, Susan Fletcher, Denise Pllaughter 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, please contact Susan Fletcher at [www.sfletcher@careerpotential.com](mailto:www.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 Pllaughter at [www.denise.pllaughter@villnaova.edu](mailto:www.denise.pllaughter@villnaova.edu).

## 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](http://gvfhra.org) and click on sponsor/ad ops.

Contact Bruce Zanar (610) 792-2105 or

Lori Stokes-Powers (610) 551-4736

## Join the Government and Legislative Committee

Are you interested in becoming more involved with GVFHRA? Have you considered serving on a committee but you're just not sure which one? Consider the Government and Legislative Committee. The Government and Legislative Committee addresses how HR can keep on top of the latest legislation on a national basis while also staying abreast of laws in the PA and NJ area. We will look for expert speakers on relevant topics, people who know about the legislation currently being considered and topics on government programs that affect our employees. Join us in bringing to the forefront the most recent legislative and governmental information to the members of the GVFHRA. For details about how to get involved contact:

Catherine Merkle, PHR  
Integrated Benefit Services, Inc.  
795 East Lancaster Avenue,  
Villanova, Pa 19085  
(610) 520-4914 (office)  
(215) 802-0221 (cell)

## Membership Update

Well, it is that time of year again . . . time to renew your membership in GVFHRA. In order for us to continue to be the award-winning dynamic chapter that we are, we need you! The Membership and Renewal Membership Drive is in full swing and renewing your membership is now only a click away!

To officially renew your GVFHRA membership online, simply follow the link: [http://www.gvfhra.org/member\\_login.asp?enterpage+membership\\_renewal.asp](http://www.gvfhra.org/member_login.asp?enterpage+membership_renewal.asp) (Remember the passwords are set to your last name unless you have changed it). Plus, if you are one of the first 100 to renew online you will be eligible for a special drawing to win GVFHRA items or a free dinner meeting. So don't delay, renew today!

Still on the fence? "Membership does have its privileges!" Look at all the benefits that GVFHRA provides its members. No wonder we're a 500+ member SHRM powerhouse, and still growing!

### Professional Development for HR

High quality speakers on current HR topics, most qualified for HCRI credits.

- Programming and support for every HR specialty with actionable content that transfers directly back to your workplace.

### Support for HR Professionals in Transition

- Monthly career development meetings on career transition topics & robust networking opportunities.

### Service Provider Resources

- An organization that values and embraces its service provider members, offering various sponsorship opportunities and programs aimed at the unique needs of those that market to HR professionals

### Networking

- Active, friendly membership of about 500 HR professionals with well-attended dinner, breakfast and special interest group meetings.

*Join or renew today!!*

Do you have a career or educational milestone to share?  
Please contact the Newsletter Chair to let us know at: [janetsyphan@janetsyphan.com](mailto:janetsyphan@janetsyphan.com)

# 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](http://www.DVHRPSummit.com)