

AFFILIATE OF



Established 2000

April 2006

Special points of interest:

- April Luncheon's program features two professionals from the OFCCP
- Schwabe, Williamson & Wyatt sponsors April's Luncheon
- Learn how your organization can sponsor a SWHRMA Luncheon

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Southwest Washington Human Resource
SWHRMA
 Management Association



April Luncheon

"Is It An Applicant Yet? The OFCCP Definition Of The Internet Applicant"

Presented By Trent Williams and Leigh Jones of OFCCP

TUESDAY, April 11th, 2006

11:15 AM - 1:00 PM

11:15 – 12:00 PM – REGISTER/NETWORK/LUNCH

12:00 PM – 1:00 PM PROGRAM

Hostess House, 10017 NE 6th, Vancouver

\$18.00 PRE-PAID WITH RESERVATION

\$23.00 PAID AT THE DOOR (NO RESERVATION)

REGISTRATION DEADLINE: 4/4/06

You may not know much about the Office of Federal Contracts Compliance (OFCCP) or you may know a great deal about the OFCCP. In either case if Executive Order 11246, as amended applies to your business, is going to apply to your business, or if you would like to expand the scope and depth of your HR knowledge, this is a great learning opportunity.

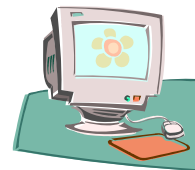
Mr. Trent Williams and Ms. Leigh Jones will provide clarification of the OFCCP's Final Rule, which became effective February 6, 2006, on the OFCCP's definition of the "Internet Applicant". This recent development is also relevant to covered employers' Affirmative Action Plans.

The presentation will review the elements described in the Internet Applicant final rule, issued by the Office of Federal Contract Compliance Programs (OFCCP), on October 17, 2005. The Internet Final Rule addresses record keeping by Federal contractors and subcontractors about the Internet hiring process and the solicitation of race, gender, and ethnicity of "Internet Applicants." The rule became effective 2/6/06. The rule is the product of a lengthy deliberative process, including public input, to develop a definition of "Internet Applicant" applicable in the Internet age (added to 41 CFR 60-1.3). The record keeping requirements of the rule (amending 41 CFR 60-1.12) will provide meaningful data that OFCCP will use to enhance its enforcement of the nondiscrimination laws

HR professionals will have the opportunity to ask questions and obtain facts directly from the source in order to comply with the record keeping provisions of the statutes, rules and orders enforced by the OFCCP such as Executive Order 11246.

April Luncheon Speaker Trent Williams and Leigh Jones OFCCP

Mr. Trent Williams is the OFCCP's Portland Area Director. He has been in this position since 2003. Previously he was Area Director for the Hawaii Area Office and has been with the OFCCP since 1987.



Ms. Leigh Jones is the Assistant District Director (ADD) in OFCCP's Seattle District Office. She has been employed by OFCCP for more than 16 years. She has worked as an ADD for four years. She currently holds a BA in Business and a Master's in Organizational Leadership. She has several years of experience as an EEO counselor and has extensive experience working in the field of affirmative action and EEO.

April Luncheon Sponsor Carol McCaulley and Kelly Walsh Schwabe, Williamson & Wyatt, P.C.

Carol Catherine McCaulley and Kelly M. Walsh, from Schwabe, Williamson & Wyatt, P.C. will sponsor our April lunch. Schwabe, Williamson & Wyatt, P.C. is dedicated to responding to the legal needs of the business community in Southwest Washington. Carol and Kelly are part of the labor and employment law team at Schwabe's Vancouver office.

*"Schwabe,
Williamson &
Wyatt, P.C. is
dedicated to
responding to the
legal needs of the
business community"*

Carol has a unique blend of experience and knowledge having served as a Human Resources manager for a major heavy manufacturer and as the Director of Human Resources for two staffing agencies and a multi-state vocational counseling service. Carol is a member of the Washington and Oregon State Bars and the Society of Human Resource Managers. She is the V.P. of Human Resources Chair for Southwest Washington Independent Forward Thrust (SWIFT) and serves on the boards of several other non-profits. Kelly's practice focuses on commercial and civil litigation as well as employment and construction law. Kelly has extensive courtroom experience from her previous work as the Deputy District Attorney in Deschutes County, Oregon. Kelly is a member of the Washington and Oregon State Bars. She has served as the Vice President for Grandma's House, a non-profit home and resource center for at-risk women.

SWHRMA Luncheon Reservation Form

“Is It An Applicant Yet? The OFCCP Definition Of The Internet Applicant”

TUESDAY, April 11th, 2006

11:15 AM – 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

\$18.00 Pre-paid with Reservation \$23.00 Paid at the door (No Reservation)

Federal ID#91-2052754

Complete and return this page before 4/4/06 to: Elizabeth Stork

SECURITAS SECURITY SERVICES USA, INC.
7200 NE 41ST STREET, SUITE 103
VANCOUVER, WA 98662

PHONE: (360) 604-5556
FAX: (360) 260-2072
EMAIL: elizabeth.stork@securitasinc.com

- Reservations are required whether you pre-pay or pay at the door.
- You must register in advance in order for you to receive the pre-paid price. Same day reservations will pay \$23.00 at the door. We accept Cash, Check, Visa and MasterCard.
- Call Elizabeth (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

ADDRESS: _____

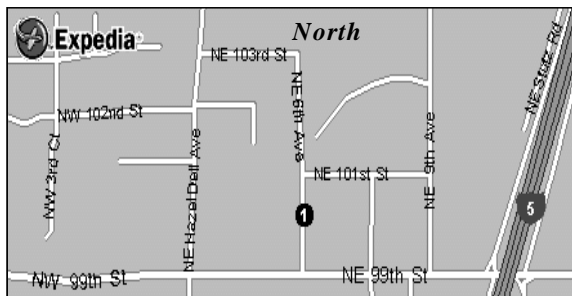
CITY, ST, ZIP: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$ _____ made out to SWHRMA is (circle one): Enclosed In the Mail
- I will pay \$ _____ with Visa or MasterCard
- Vegetarian lunch requested.
- Send membership information to my address.
- My contact information above (employer, address, e-mail, phone) has changed.**
- This is the first SWHRMA meeting I've attended.***



DIRECTIONS TO LUNCHEON
From I-5 take Exit 5 to access 99th Street. After exiting from I-5, turn west onto 99th Street. Continue to 6th Avenue (there is a bank on the corner of 6th and 99th) and turn North (right). The Hostess House is on the right side of 6th Avenue. For more information, call the Hostess House, (360) 574-3284.

Don't Miss the SWHRMA Diversity Conference!

Best Practices in Recruiting, Hiring and Retaining a Diverse Work Force A Whole Systems Approach

When: Tuesday, June 13, 2006

Who's Presenting: Renee Branch, Diversity Faculty Fellow, WSU – Vancouver
Randy Boose, HR Director, WSU – Vancouver

Time: 7:00 – 7:45 am Registration / Breakfast / Networking
7:45 – 11:00 am Presentation

Where: Hostess House
10017 NE 6th Avenue, Vancouver, WA

The demographics of Clark County are changing at a rapid pace. While the diversity in our local, regional, national and global communities is steadily increasing, achieving workplace diversity remains a challenge for some organizations. Research indicates that a diverse workforce contributes to the richness of ideas, creativity and productivity of an organization and its surrounding region. Program participants will come away with whole system strategies to help their organizations recruit, hire and retain a diverse work force.

This workshop will be most valuable for human resources professionals, diversity professionals, training professionals, both senior and middle managers, supervisors and anyone with a vested interest in the success of their organization and community.

Learning Outcomes:

This workshop will provide a whole systems approach to help participants develop new skills and strategies to recruit, hire and retain a diverse work force. This whole systems approach is designed for the purpose of aligning ourselves more deeply for sustained organizational diversity leadership in our respective work places. The major goals of the workshop are to:

- Provide participants with information to develop cultural competencies;
- Develop strategies and increase knowledge around best practices in recruiting, hiring and retaining a diverse workforce;
- Survey both the theoretical and practical applications of the impact of diversity in the workforce and how to turn theory into practice;
- Study methodologies, which can be customized for specific workplace settings;
- Help participants to become better skilled at leading efforts to promote increased organizational diversity.

Renee Branch and Randy Boose, both with Washington State University – Vancouver, will discuss strategies around best practices in recruiting, hiring and retaining a diverse workforce, the impact of diversity in the workforce and methodologies which can be customized for specific workplace settings.

Diversity Workshop Registration

Best Practices in Recruiting, Hiring and Retaining a Diverse Work Force A Whole Systems Approach

Fees

Workshop Fee for SWHRMA Member: \$35.00

Workshop Fee for Non-Member: \$45.00

Workshop Fee for Students: \$15.00

Federal ID#91-2052754

Name

Company

Address

Phone

Email

If paying with Credit Card:

MasterCard or VISA (Circle one)

Card Number

Expiration Date

Payment must be enclosed with this registration.

Registration deadline is June 6, 2006.

If you are unable to attend you may send someone in your place.

In order to receive a refund cancellations must be made before June 9, 2006.

Mail this registration with payment to:

Pam Noll
13701 NW 46th Ct.
Vancouver, WA 98685
Phone: (503) 450-4895
Email: Noll.pam@cnf.com

HR Job Bank

If you are searching for employment opportunities, or your company needs to fill a Human Resource position, go to the SWHRMA web site www.swhrma.org, and click on “Job Bank”. This links directly into the Portland Human Resource Management Association Job Bank. While there is no charge to an individual posting their resume, there is a small charge to businesses posting openings.



Post HR Job Openings

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Tamara Russell at trussell@cfamhc.org. She will post the information at the monthly Chapter luncheon meetings.

*“Does your company
have a job opening for
an individual in
Human Resources?”*

Luncheon Sponsors

If you know of a business that might be interested in sponsoring an upcoming SWHRMA luncheon, please contact Leah Cox at:

417 NE 136th Street
Vancouver, WA 98685
(360) 576-4223

Leah.Cox@adaliscorp.com

Advertising

You can advertise your HR related products or services on Southwest Washington’s leading website for Human Resource professionals. Visit www.swhrma.org for more information.





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