

AFFILIATE OF



Established 2000

September 2005

Special points of interest:

- 2005 NHRMA Conference is October 10-12, 2005
- Donations now being accepted for the Silent Auction
- 2005 Employment Law and Legislative Conference is on September 22, 2005
- SWHRMA's Workforce Readiness Program is now recruiting for participants

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Southwest Washington Human Resource
SWHRMA
 Management Association

September Luncheon

"Magic Ideas for HR Wizards"

TUESDAY, September 13th, 2005

11:30 AM - 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

11:30 AM - REGISTER/NETWORK

12:00 PM - PROGRAM

\$18.00 PRE-PAID WITH RESERVATION

\$23.00 PAID AT THE DOOR (NO RESERVATION)

REGISTRATION DEADLINE: 9/6/05

The economy is getting stronger and competition for skilled employees is heating up. Catherine Dovey, CCP, SPHR of Dovey HR Strategies will update us on the latest trends in salaries, incentives, and pay for performance links. We'll look at projected wage increases and merit trends, how the labor market is influencing compensation and the increasing role of incentives in total compensation. She will also bring incentive plan assessment tools you can take back and use in your company. Catherine is an enthusiastic presenter and this is "news you can use", so please join us for a fun and informative program!

Welcome New Members!!!

Carrie Cofer	Nicole Reitzenstein
Lori Fuller	Sara Risinger
Cheryl Hamilton	Monica Rotzien
Maureen Kirkpatrick	April Rounds
Cindy LeFevre	Elizabeth Varney
Tracy Moreschi	Kate Wildrick

September Luncheon Speaker Catherine Dovey, CCP, SPHR Dovey HR Strategies

Catherine Dovey, CCP, SPHR, has worked in human resources for 20 years, with compensation and pay systems as her primary specialties. She has designed and managed job evaluation systems, incentive plans, performance management systems and base pay compensation programs. Catherine's experience includes union and non-union environments in both private and public sector organizations.



Catherine Dovey

She has a Master's of Business Administration from Washington State University and has a BS in Business from Central Washington University. Catherine has attained the Certified Compensation Professional (CCP) designation through WorldatWork (formerly the American Compensation Association), and has her Senior Professional in Human Resources (SPHR) designation through the Human Resource Certification Institute (HRCI). Catherine won the Distinguished Member Award from NHRMA in 2004. She is presently on the national Total Rewards Panel for SHRM, and is a member of the Board of Directors of the Northwest Human Resource Management Association (NHRMA).

Catherine has served on numerous local, regional, and national human resources boards including the HRCI Western Region Item Writing Panel. Catherine also teaches Compensation for the Human Resource Certificate program at Portland State University, Metrics and Advanced Compensation at Bellevue Community College, and HR classes at the University of Washington.

67th Annual NHRMA Conference and Tradeshow Mark Your Calendar!

When? Monday, October, 10th – Wednesday, October 12th, 2005

Where? Sunriver Resort
Sunriver, Oregon

The *"Over the Mountain and Around the Bend, A Roadmap to HR Success"* theme of the conference is a timely one. Join us for unique educational sessions focusing on the most compelling issues facing today's workplace. Whether you are interested in hearing an overview of strategic management, investigation and legal documentation, identity theft, military leave, professional and personal development or recruitment and retention. The NHRMA conference has something for everyone!

The conference will also include social events that will provide opportunities to network and discuss your work challenges with a diverse group of HR professionals. We encourage you to take advantage of the exquisite surroundings at Sunriver Resort as you refresh body, mind, and spirit at the spa and health club, or during Monday's golf tournament, or at the festive BBQ and 'Hoe-down' celebration on Tuesday evening. We also hope you will participate in the annual Fun Run and Walk on Tuesday morning surrounded by beautiful golf courses, rolling hills and spectacular views.

Please visit www.nhrmaconference.org/index.html for more information and to register.

"Catherine Dovey, CCP, SPHR, has worked in human resources for 20 years"



SWHRMA Luncheon Reservation Form

“Magic Ideas for HR Wizards”

TUESDAY, September 13th, 2005

11:30 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 9/6/05 to: Katrena Lathim

C-TECH INDUSTRIES, INC.
4275 NW PACIFIC RIM BLVD.
Camas, WA 98607

PHONE: (360) 833-1600 EXT. 117
FAX: (360) 817-9077
E-MAIL: kat.lathim@c-techind.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 Katrena (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

ADDRESS: _____

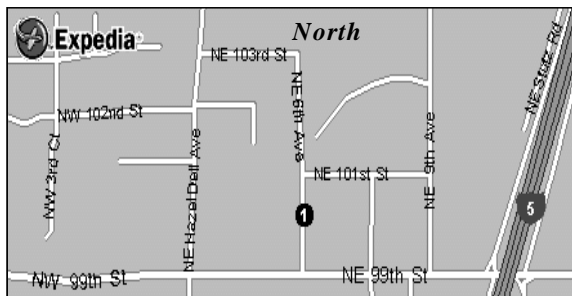
CITY, ST, ZIP: _____

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.

SWHRMA's Silent Auction

WHAT: Southwest Washington Human Resource Management Association Annual Silent Auction

WHY: To support SHRM. The Foundation advances the profession and enhances the knowledge and competency of HR professionals through its funding of research, publications, and educational programs.

WHEN: November 8, 2005 during the monthly SWHRMA Luncheon so mark you calendars now!

WHERE: Hostess House

HOW CAN YOU HELP: We need both donations and shoppers to make the auction a success! If you and/or your company think that you would like to donate items, please connect with an auction committee member. We also need shoppers...plan to bring a friend and your Holiday shopping list!

We hope to see you there! Remember, it is events such as this that enable SHRM to offer the services that they provide to better the HR profession!

Questions? Contact: Rhonda Kates
(360) 816-2451 or email rhonda.kates@landerholm.com

Volunteers Wanted

The organizers for the 67th Annual NHRMA Conference and Tradeshow are looking for volunteers to help out during the event.

There are many slots current available to volunteer that are anywhere from one to four hours long.

Please contact L. Elizabeth Sadhu-Farwell, Volunteer Coordinator, at 503-378-6013, ext. 7157 Elizabeth.Sadhu-Farwell@doc.state.or.us.



“It is events such as this [Silent Auction] that enable SHRM to offer the services that they provide to better the HR Profession”



Register Now!

2005 Employment Law and Legislative Conference

Thursday, September 22, 2005

8:00 AM – 5:00 PM

*Club Green Meadows
7703 NE 72nd Ave., Vancouver*

Featuring:

Amber Carter, Governmental Affairs Director,
Association of Washington Business

Linda Frischmeyer, Attorney

Marcia Maynard, Accessibility and Cultural Diversity Educator

Registration Form



2005 Employment Law and Legislative Conference

Sign up for:	Price
<input type="checkbox"/> Professional	\$119.00
<input type="checkbox"/> Student	\$59.00
Total:	\$ _____

Southwest Washington Human Resource
SWHRMA
Management Association

Please send registration form and check to:

SWHRMA
P.O. Box 871285
Vancouver, WA 98687

Name

Company

Address

City, State, Zip

Phone

E-Mail Address

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.



HR Job Openings

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Mollie Hubler at m.hubler@comcast.net. 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



Attention Members: We are recruiting for your participation

SWHRMA is looking for volunteers to help participate in our Workforce Readiness Committee that will work with our local schools and employers to coordinate job shadow days and other workforce readiness activities during the 2005/2006 school year. This committee will be starting this September. ***Those who wish to participate please contact Tamara Russell, Workforce Readiness Director by September 2nd at either trussell@cfamhc.org or (360) 636-3892 ext. 160.***



SWHRMA's Purpose for Workforce Readiness

Our primary focus will be to facilitate communication and understanding between local businesses and our local education system regarding the workforce skills needed to compete in our current (and future) economic environment. Our secondary focus will be to educate SWHRMA members, the business community and the education system about our activities and findings.

Why should you volunteer? Be an active participant in the community, help prepare students for the workforce after school, possible recognition for your company as a supporter to educational programs, recognition upon your peers as an HR professional who is active and engaged in the HR profession.

How much time will you have to commit? Around 1-2 hours per month or whatever you can give. Sue Meisinger, SHRM President, stated that "A skilled workforce is vital for America's future economic health." Consequently, SHRM has identified workforce readiness as one of its critical focus areas and is taking the lead in ***promoting the active involvement of HR leaders.***

***Planning on attending the NHRMA Conference this October?
Check Out the Workforce Readiness Workshop on Oct. 11th from 1:30-2:45
Track: Recruitment/Retention***

Please visit www.nhrma.org for current information.

This workshop will feature a panel of HR professionals with successful school partnerships. Come join this panel and hear why their company got involved, how they convinced top management to support this initiative, what value their company is getting from this effort, and much, much, more!

Workshop Sponsors: Alaska, Oregon, & Washington SHRM State Council Workforce Readiness Directors and Chapter Workforce Readiness Advocates

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.



*"Check out the
Workforce
Readiness
Workshop on
October 11th"*



SWHRMA
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Vancouver, WA 98687

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David Konz, Editor

We're on the Web!
www.swhrma.org

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