

Established 2000

September 2007

*Special points of  
 interest*

- The monthly luncheon features Rick Howell, a 20 year veteran of HR
- Workforce Readiness has volunteer opportunities
- SWHRMA Employment and Labor Law Conference

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## September Luncheon

### ***“Total Rewards: Monetary vs. Non-Monetary”***

#### Speaker

**Rick Howell, GPHR, SPHR, CCP  
 Senior Director of Organization Development  
 Knowledge Learning Corporation (KLC)**

***\*Pending HRCI pre-approval for recertification hours\****

**TUESDAY, September 11th, 2007**

**11:15 AM - 1:00 PM**

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

**12:00 PM – 1:00 PM PROGRAM**

#### Location:

**Royal Oaks Country Club  
 8917 NE Fourth Plain Road**

**SWHRMA Member, Pre-Registered/Pre-Paid: \$20.00**

**Non-Member, late SWHRMA member registration and walk-in's: \$30.00**

***Register online at [www.swhrma.org](http://www.swhrma.org)***

**REGISTRATION DEADLINE: 9/6/07**

When most people think of rewards that an organization can offer its employees, pay and benefits are first to come to mind. In addition to these monetary rewards there are several non-monetary rewards that a business can offer to attract, retain and motivate its workforce. This session will discuss the importance of these non-monetary rewards and offer suggestions as to how to create these competitive advantages. Examples include: recognition, job design, opportunities for growth, and organizational culture.

Another major focus will be the design and implementation of strong monetary rewards that drive behavior that contributes to the organization's strategic goals. Understanding how money motivates, utilizing spot award to drive immediate change, creating long-term hooks to encourage retention are all examples of using monetary rewards for both individual and organizational success.

## September Luncheon Speaker

**Rick Howell** has 20 years of experience in Human Resources. Rick is currently responsible for all OD activities at the KLC headquarters in Portland, OR. KLC operates over 2,000 early childhood development centers and 700 school partnerships across the country, which employ over 41,000 employees.

Rick's extensive HR experience included being the Director of Organizational Development and Human Resources with Columbia Forest Products, Employee Relations Manager with Nike World Headquarters, VP-Human Resources with the Heathman Group, Director of Training & Development with The Red Lion-Vancouver, WA and Director of Human Resources with the Red Lion locations in Portland, Oregon and Seattle, WA.

In addition, Rick was a lecturer/instructor at Washington State University (WSU) in Pullman teaching junior and seniors in Production Management and Strategic Policy and an adjunct faculty for Human Resource Management classes at the WSU Vancouver, WA campus.

Rick was also the 2003 President of the SHRM/Portland, OR chapter and the 2006 Distinguished Member with the NW Human Resource Management Association (NHRMA).



## Welcome New Members!!!

### **Elizabeth Garvison**

HR Manager  
Saint-Gobain

### **Krystal Wilson**

HR Manager  
DeWils Industries

### **Thomas Gibson**

LTC Financial Partners

### **Diana Hilsenteger**

VP/HR Manager  
Bank of Clark County

### **Cheryl Fielden**

Benefits Assistant  
Clark County

*“Rick [Howell] was a lecturer/ instructor at Washington State University (WSU) in Pullman teaching juniors and seniors in Production Management and Strategic Policy”*



# Luncheon Reservation Form

## September 11<sup>th</sup>, 2007 Focus: Total Rewards & Compensation

### SWHRMA Monthly Luncheon:

#### Total Rewards & Compensation: HRCI Pending

11:15AM – 1:00PM

SWHRMA Member, Pre-Registered/Pre-Paid \$20.00

Non-Member and walk-in's \$30.00

Late Registration for SWHRMA members \$30.00



**Located at:** Royal Oaks Country Club  
 8917 NE Fourth Plain Rd  
 Vancouver, WA 98662-6570  
 Phone: (360) 256-1250



### REGISTRATION INFORMATION

**Registration Deadline:** September 6<sup>th</sup>, 2007.

**Payment Options:** Visa, MasterCard, Check or Cash.

**Make checks payable to:** SWHRMA (FEIN # 91-2052754).

**Luncheon Cancellation Policy:** If you are unable to attend you may send someone else in your place. Requests for refunds must be made before 9/6/07. No shows will be billed.

#### For more information Contact:

Wendy Henderson at 360-397-0332 or email  
[registerswhrma@yahoo.com](mailto:registerswhrma@yahoo.com)

AFFILIATE OF



Online registration is available at [www.swhrma.org](http://www.swhrma.org). **Be sure to login to receive member pricing online!**

Use one form per registrant. Mailed payments may be sent to:

SWHRMA  
 PO BOX 871285  
 Vancouver, WA 98687

REGISTRATION INFORMATION – Please complete all sections			
Name:	Will you need HRCI credits?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Employer Name:			
Street Address:			
City:	State:	Zip:	
Phone: ( ) -	Fax: ( ) -		
e-mail:	Are you a current SWHRMA member?	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Would like more information
PAYMENT INFORMATION All checks may be made payable to SWHRMA, FEIN # 91-2052754, U.S. funds only.			
<input type="checkbox"/> Check is enclosed	<input type="checkbox"/> Check is in the mail	<input type="checkbox"/> Pay at the door	<input type="checkbox"/> I paid via the SWHRMA site

## Your Foundation at Work: Generating Research-Based Knowledge

Over the past ten years, the **SHRM Foundation** has funded more than \$1 million in research grants for 79 research projects. The SHRM Foundation promotes the use of "research-based knowledge". What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. The Foundation is funding practical research every year to help you do just that. Current research projects focus on critical areas such as *Technology & HR*, *HR Measurement*, *Global HR*, and *The Changing Role of the HR Professional*. Research results will help provide research-based answers to questions such as: How should a mentoring program be structured for maximum effectiveness? How do HR leaders make a strategic impact on their organizations? To review the results of recently completed SHRM Foundation research, visit <http://www.shrm.org/foundation/findings.asp>.



How can **you** help with this research? By providing a basket for the Fall Foundation Silent Auction on November 13, 2007. Some ideas for basket themes are Coffee, Games, Movies & Popcorn, Wine, Spa, Jewelry, Garden, Books....get creative! Get moving! We're looking for baskets by October 2nd so we'll be able to display them at the Employment and Labor Law Conference in October. If you have a donation or questions contact Pam Noll, [Noll.Pam@con-way.com](mailto:Noll.Pam@con-way.com) or 503-450-4895.

The SHRM Foundation: *40 Years of Advancing the HR Profession*

## Workforce Readiness Volunteer Opportunities - Mock Interviews

WorkSource is looking for volunteers to do mock interviews, scheduled every Friday afternoon through December 28, 2007, to help with the Job Skills classes at WorkSource Vancouver.

Each Friday's volunteer will need to arrive no later than 12:45 pm in order to start interviewing at 1:00 pm. Upon completion of the interviews, the volunteer(s) will review the interview videos with the Job Skills class to help critique and encourage students until 3:00 pm.

If you are willing to help with one of the Friday events, contact Becky Whitten, SWHRMA's Workforce Readiness Director, at 360-834-2345 or [bwhitten@tidland.com](mailto:bwhitten@tidland.com) OR contact Marianne Jones, WorkSource Vancouver Account Representative, at 360-735-5023 or [mpjones@esd.wa.gov](mailto:mpjones@esd.wa.gov).

The interviews will be held at WorkSource Vancouver, 5411 East Mill Plain Blvd, Suite 15, Vancouver, WA 98661.

This is a great opportunity to give back to our community and to hone our own skills with a very appreciative audience.

*"Over the past ten years, the SHRM Foundation has funded more than \$1 million in research grants for 79 research projects"*



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## 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](http://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 [russell@cfamhc.org](mailto:russell@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 136<sup>th</sup> Street  
Vancouver, WA 98685  
(360) 576-4223

[Leah.Cox@adaliscorp.com](mailto: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](http://www.swhrma.org) for more information.





# The 2007 Employment & Labor Law Conference

**Tuesday, Oct. 9, 2007**

**7:30am - 4:00pm**

**Red Lion Quay Hotel**

*This is the **must attend** conference for busy Human Resource Professionals*

**Five Local Attorney's will present the topics that matter most to HR Professionals**

- Employment Law Updates
- Immigration Updates
- Leave Policies

Other topics include:

- New Requirements Surrounding Identity Theft Protection
- Benefits Trends for 2008
- Pension Protection Act Update

**CONFERENCE**

**A Full Day of important information HR Professionals need to know!**

**An incredible value at:**

**\$139** for SWHRMA Members

**\$149** For Non-Members

(includes meals, refreshments, and conference materials)

Registration Information will be mailed to all SWHRMA members  
or can be found at our new and improved website: [www.SWHRMA.org](http://www.SWHRMA.org)



SWHRMA  
P.O. Box 871285  
Vancouver, WA 98687

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David Konz, Editor

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



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