



Our Mission: Enhance Professional Development

With a vision to be the premier resource for leadership and development for Human Resource Professionals and organizations within Southwest Washington.

October 2011

Message from the President

Welcome New Members!

Julie Jenson
Kelley Foy
Jen Blomgren
Kendra Zern
Betty Crouse
Beth Winstead

Alissa Goble
Betty Quintero-Jones
Jacquie Wheeler
Luis Segovia
Nancy Fields



Annual Membership Drive is On Now!

Our annual membership drive is on and there are additional incentives (see below) to encourage sign up of your professional colleagues now!

From September 1, 2011 through December 31, 2011 we are waiving the SWHRMA Chapter dues for new members – that’s right, it’s FREE to join for the rest of this year!

Campaign: “Member Get a Member”

SHRM WA State Council, in partnership with WA State SHRM Chapters, is investing resources to reinforce our commitment in the value of a SHRM membership to Human Resource professionals. For a limited time we are promoting SHRM membership through a membership incentive campaign. Our aim is to provide Chapters and members with an additional incentive to become a SHRM member and a SWHRMA Chapter affiliated member. We invite all HR Professionals to participate and take advantage of this unique opportunity. Please review the contest information below.

The Contest

A membership incentive program effective July 1, 2011 through November 1, 2011 acknowledging the first 75 individual participants who either join SHRM as a new member or change their SHRM membership status from “At-Large” to SHRM Chapter affiliated member. All Chapters and individual members are encouraged to participate.

New Member Campaign

Individual Members: Current SHRM members who recruit a new SHRM member are guaranteed to win! The more you recruit the more chances to earn rewards.



Visit Us at www.SWHRMA.org

Recruit 1 new member and receive a \$25 Visa Gift Card. Earn additional \$25 GC's with each new member – no individual limit.

To receive credit: Submit SHRM membership form noting new member information AND “REFERRED BY” with current members name on the application to Sheryl Johnson for submission to SHRM National. **Forms should be submitted via email notification by November 1, 2011 to qualify.**

Note:

1. Former members must have been non-members for more than 2 years to qualify.
2. Conversion or recruitment of “Student Membership” not qualifying.

Contact Us!

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website.

<http://swhrma.org/index.php/board>

Sincerely,

Sheryl Johnson, SPHR
SWHRMA 2011 President



SWHRMA After Hours Networking Event

Thursday, November 3rd, 2011

Applewood Restaurant & Bar | 2005 SE 192nd Street, Suite 100| Vancouver, WA 98607

<http://www.applewood.net>

5:30 PM - 7:30 PM

Member Cost: \$0.00

Non Member Cost: \$0.00

Please RSVP by Noon on Thursday, 11/3/11 to *Tracy Peterkin* at Tracy@TJandassociates.com so we may provide appropriate arrangements.

All Human Resources, Business Professionals and Job Seekers are encouraged to attend. SWHRMA membership is not required; all are welcome! No cost to participate; however food and beverages will be available for purchase.



Visit Us at www.SWHRMA.org



Primary Chapter Designation

Chapter Name: SW WA Human Resource Management Association (SWHRMA)
Chapter #: 0585

You must be a current national member of SHRM to complete this form.

I hereby designate the above named chapter as my primary chapter for SHRM membership coding purposes. I understand that:

- This in no way precludes membership in other chapters
- This allows SHRM to list my membership to this chapter for statistical reporting and financial support for program purposes only

Name: _____ Membership I.D# _____

SPHR: _____ PHR: _____ OTHER: _____

Student: Yes _____ School: _____

TITLE: _____

COMPANY: _____

ADDRESS: _____

CITY/ STATE/ ZIP _____

PHONE: _____ FAX: _____

EMAIL: _____

HOME ADDRESS: _____

HOME/ CELL PHONE: _____

HOME EMAIL: _____

DATE: _____ MEMBER SIGNATURE: _____

Referred by:

This information is strictly used for SWHRMA chapter information and will not be given out.

Sheryl Johnson, SPHR: Email to: sjohnson@sharplabs.com Or fax to 360-817-7544
Or Mail to 5750 NW Pacific Rim Blvd., Camas, WA 98607

SWHRMA Annual Conference

To register or to obtain more upcoming event information, visit www.SWHRMA.org

The Road to Success: HR Keys for Organizational Impact



The 2011 Southwest Washington Human Resource Management Association Conference has been **APPROVED** for **6.5 (Strategic) recertification credit hours** toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

When: Tuesday, October 18, 2011, 8:00 AM – 4:30 PM

Where: The Heathman Lodge, 7801 NE Greenwood Drive, Vancouver, WA.

Who should attend?

Human Resource Professionals, Recruiters/Staffing Specialists, Executives, Busin Directors, Supervisors and/or Educators

Sample Break Out Sessions:

Legal Update, FLSA Issues/Update, Change Management, Supervising Effectively and Managing Legal Risk, Employee Morale and Recognition, Senior HR Panel and much more

Cost:

Members \$179 per person includes Continental Breakfast & Lunch.

Non-Members \$189 per person includes Continental Breakfast & Lunch



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

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



Visit Us at www.SWHRMA.org

Diversity & Inclusion

D&I GAME CHANGERS

October 24 – 26, 2011

Washington, D.C.

SHRM's National Diversity Conference Highlights Game Changers

SHRM's Diversity & Inclusion Conference & Exposition, to be held Oct. 24-26, 2011, in Washington, D.C., will feature keynote speakers with demonstrated success in achieving “game changing” outcomes.

I had the opportunity to attend SHRM's 2009 diversity conference, and it was packed full of first-rate presenters and networking opportunities with the country's top diversity practitioners and thought-leaders. The wealth of knowledge and number of new contacts I returned home with was invaluable. If this year's event is anything like 2009's, I'm certain it won't disappoint. For registration information, visit www.shrm.org/conference/diversity.



Meridith Green, SPHR, Ed.M

SWHRMA Diversity Director

SWHRMA Partner Info

ASTD – CASCADIA

Upcoming Regional Conference, October 11 - 12, 2011 at the Salem Conference Center in Salem, Oregon..

Keynotes this year: Kirk Weisler (The Cookie Thief literary bent) and our very own Boogie Moms (local entrepreneurs with national fame). ASTD has 16 concurrent sessions with local, regional and national speakers (including Jack Zenger, who received a lifetime achievement award from National ASTD at the May national conference).



The regular rate is \$249 for the conference and \$319 for both the preconference and conference. As a partner organization, SWHRMA members are eligible to register for ASTD's member rate. The preconference has been approved for 3.5 Strategic Business hours. Our conference has been submitted for up to 10 General hours. To sign up: <http://www.astdcascadia.org/conference/2011/> and click on the Attend link in the upper right.

PHRMA – Portland Human Resources Management Association

When: Wednesday, October 19th/ 11:30am-1:00pm

Where: Doubletree Hotel, Lloyd Center

Topic: Tips and Strategies for Performing HR Investigations

Register at: <http://www.portlandhrma.org/>

nConnect Volunteer Opportunity

Do you love calculus? Can't get enough of statistics? Think about physics every day? Put your passion, knowledge and skills to work by volunteering with a high school science or math class!

nConnect, a local non-profit, matches science and engineering professionals with AP science and math classes at area high schools. Participating school districts include Evergreen, Vancouver, Camas, La Center, Kelso and Longview. Volunteers are needed for the 2011-2012 program year, which starts this fall.

Professionals serve as tutors and mentors, helping students understand the subject matter and showing the relevance of school work to the "real world." The commitment is 2-4 hours per month from October – May. This is a fun, easy way to give back to the local community and help develop the pipeline of future scientists and engineers. nConnect provides training and ongoing support to all mentors.

For more information, please contact Molly Schmitz at nConnect,

[360-567-5557](tel:360-567-5557), molly.schmitz@nconnectnw.org

go to www.nconnect.org, click on Programs/Mentoring, or follow this

link, http://www.nconnectnw.org/index.php?option=com_content&view=article&id=109&Itemid=100



Visit Us at www.SWHRMA.org



SWHRMA Board & Committee Members

2011 SWHRMA Board Members

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website.

<http://swhrma.org/index.php/board>

Sheryl L. Johnson, SPHR	President
Earl Meininger, PHR	President Elect
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Matthew Warner, MBA, SPHR	Vice President
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Stephanie Leach, PHR	Workforce Readiness Director
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Tami Harmon, PHR	Professional Development & Certification Co -Chair
Tracy Whitmore, PHR	Professional Development & Certification Co-Chair
Elizabeth Stork	Legislative Director
Steve Weinberg, Ph.D.	Membership Director
Foundation Director	Position Open

2011 SWHRMA Committee Members

Amy Ferdinando	Sponsorship & Advertising Committee Chair
Skye Mercer, MBA, SPHR	Communications Committee Chair; Foundation Committee
Susanne Cox	Foundation Committee
Cerise Jolliver, PHR	Membership Committee Chair
Mitzi Ang	College Relations Committee Chair
Tamara Russell, PHR	Membership Job Postings
Krista Holland	Website Coordinator
Carol Zaharko, SPHR	Longview Committee Chair
Julie Nelson, PHR	Longview Committee Member
Debbie Troyer, PHR	Longview Committee Member
Debbie Luchau, SPHR	Longview Committee Member
Lisa Straughan, PHR	Longview Committee Member



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Thank you to our October sponsors!

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Neighborhood/Real Estate/City Tours to help familiarize a candidate to the area.

RELOCATION CONSULTING & NEEDS ANALYSIS

Candidates and New Hire counseling to determine needs.

ON-LINE RELOCATION GUIDE

Our Portland/Vancouver/Bend, Oregon Relocation guide is available to all renters and buyers.

RELOCATION PACKETS

Hard copy information packets with everything a candidate or employee needs to learn are available to homebuyers.

REAL ESTATE ASSISTANCE – DESTINATION

No matter your location, we will match the candidate or new hire to an agent specializing in relocation for you!

HOME MARKETING ASSISTANCE

Hometown assistance to manage the sale of current residence, no matter where you are!

SPECIAL HOME SALE PROGRAMS

BVO's and buyouts to save gross up costs to corporations and often special benefits to employees.

RENTAL FINDING ASSISTANCE

For employees who prefer to rent, 1/2 and full day tours are available.

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Coordination of fully furnished corporate apartments.

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Compare any two cities in the U.S. and get information on demographics, crime rates and other valuable information before you move.

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Special mortgage pricing for clients of Hasson Company Realtors, through Director's Mortgage.

CURRENT EMPLOYEES

Your current employees can also take advantage of special Mortgage pricing.

POLICY ANALYSIS & DEVELOPMENT

We can help you critique your current relocation policy and recommend popular benefits.

POLICY CONSULTING

When your new hires have a question on their benefits, we can review benefits and answer their questions.

INTERNATIONAL RESETTLEMENT

We offer international services and destination services through our international partners.

EXPENSE ADMINISTRATION

Save time by utilizing our fee-for-service Expense Tracking. Bundle it with HomeSale programs to save tax gross up dollars.

GROUP MOVE PRESENTATIONS

Our lively and informative group move presentation is mobile!

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Sponsorship

Interested in becoming a SWHRMA sponsor?

Depending on the level of sponsorship you commit to, benefits of becoming a sponsor include:

- Your Logo in the newsletter and e-invite
- Your Website link in newsletter and e-vite
- Up to 5 minutes in front of group before the main speaker
- A free meal for the sponsor meeting attendee (additional meals are \$30 each).
- Ability to collect business cards for follow up by offering a giveaway with a minimum value of \$25
- 3x5 Business card ad on the e-newsletter
- After the event, a thank-you email to the group again including your logo and website
- 6 foot table display near registration table at event

**For more information about
SPONSORSHIP contact Amy
Ferdinando at
360-713-6908 or
aferdinando@unitusccu.com**



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