

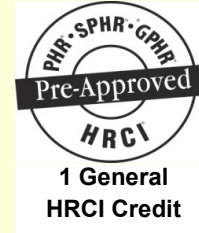
# The Butler/Warren County Buzz



## May 6 Monthly Meeting

### BWSHRM PRESENTS:

**Speakers:** Eric M. Ellis, M.A.  
**Cost:** \$13.00 for members, \$15.00 for non-members  
**Date:** Thursday, May 6, 2010  
**Time:** 7:15 AM – Registration/Networking  
7:30 AM – Breakfast  
8:00 AM - 9:00 AM - Presentation  
**Location:** [Wetherington Country Club](#)



### Driving Business Success through Diversity

To succeed in today's competitive marketplace, organizations must strive to gain the full measure of creativity and thought leadership that comes from diverse perspectives and inclusive environments. This presentation focuses on the following:

1. Defining Diversity and Inclusion
2. Identifying the relevance of Diversity & Inclusion
3. Providing a strategic framework for achieving measured business success

Eric M. Ellis, M.A., is president and CEO of Integrity Development Corporation, a management consulting firm headquartered in West Chester Ohio. Eric is one of this nation's most dynamic, passionate, and informative speakers on the topic of Workforce Diversity. Integrity Development was founded in 1991 and has expanded its consulting services from solely Diversity training to many other key business management areas (i.e. Diverse Talent Management, Leadership Development Consulting, Team Building, Executive Coaching, Business Ethics, Sexual Harassment Prevention Training, etc.). As a second-generation Diversity consultant, Eric brings a wealth of knowledge regarding the history of this very important business imperative.

**We hope you can join us on Thursday, May 6th, 2010 at Wetherington Country Club.**  
**Please reserve your seat by Monday, May 3rd by emailing Angela Sherrick at [asherrick@generalrevenue.com](mailto:asherrick@generalrevenue.com) or by calling 513-605-7402.**

### MESSAGE FROM THE PRESIDENT

Again in 2009, the Butler / Warren SHRM Chapter attained the Superior Merit Award, and I wish to personally thank our Board Members, who were in the main, responsible for this level of achievement. By way of my April message, I would like to call the rest of the membership to action in 2010.

The standards for Chapter achievement have changed and are quite a bit more challenging than in past years. SHRM calls their new achievement program SHAPE, and SHRM members may review the program by going to the SHRM [website](#).

There are two committees we would like to convene in the coming weeks. The first one I would like to address this month, is a committee to plan and present **HR 101**. This is an 'HR basics' course of Human Resources Management with the target audience of small businesses who do not have a HR Department or HR professional on staff. The curriculum has already been developed by members at the Ohio State Council. What we need to do as a chapter is to provide instructors, meeting logistics and to market and present the program. If you are interested in participating on this project, please contact me or Angela Sherrick. I will be coordinating this initiative. The entire Board looks forward to working with you and getting new ideas and a fresh perspective.

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**BWSHRM LOCAL MEMBERSHIP DRIVE**



Once again, we want to challenge our members to participate in another year of growth by inviting a new member to join our chapter. In return for a new member application, you are invited to join us at the next breakfast meeting at no cost to you. Together, we can make it happen!

To request a membership application, please contact our Membership Advocate:

Marc Fleischauer, SPHR – Partner, Porter Wright Morris & Arthur, LLP  
1 S. Main St., Suite 1600, Dayton, OH 45402  
937-449-6720 or [mfleischauer@porterwright.com](mailto:mfleischauer@porterwright.com)

Or visit our website at [www.ohioshrm.org/butler](http://www.ohioshrm.org/butler) and click on the membership link for more information. If you are a SHRM National Member, your local dues are only \$45 per year. If you want to join our local organization only, your local dues are only \$90 per year.

**We hope to see you soon!**



## Butler-Warren Society for Human Resource Management Legislative Update Meeting

June 3, 2010

**Where:**

Wetherington Golf & Country Club  
7337 Country Club Lane  
West Chester, Ohio 45069

**When:**

Thursday, June 3, 2010  
Breakfast: 7:30 – 8:00 a.m.  
Meeting: 8:00 – 11:00 a.m.

**Cost:**

\$20.00 for members, \$35 for non-members, payable to BWSHRM

**Please RSVP by:**

Wednesday, May 19, 2010 to  
Brittany McIntyre at  
BMcIntyre@amtexna.com

**Directions:**

Take I-75 to Tylersville Rd. exit and turn west. Go to the entrance of Wetherington Homes, just past Shell station and Encore Café. Turn right onto Wetherington Drive and follow to stop sign. Turn right, then a quick left on Country Club Lane. Follow road to Club parking lot.

*Application is pending for 3.0 hours of general recertification credit through HRCL.*

**Topics:**

**2009 HIRE Act**

- Learn more about the new tax credit for hiring unemployed workers

**EEO Trends**

- The latest EEO trends, including new, tougher enforcement efforts by the EEOC
- Age discrimination in hiring
- Spike in retaliation claims
- Title VII and ADA updates
- Employment Non-discrimination Act (ENDA) gender identity legislation and its impact on your gay, lesbian and transgender employees
- Genetic Information Non-discrimination Act (GINA) and what your organization needs to do to comply.

**Reductions in Force**

- Worker Adjustment and Retraining Notification Act (WARN)
- How to manage through high unemployment and underemployment, and the growing use of contingent workers

**Social Networking, Texting & Blogging**

- Trends and Impact on the Workplace
- Title VII and collective bargaining implications
- Information protection
- Workplace policies

**Presenters:**

Marc L. Fleischauer, Esq., SPHR, Partner, Porter Wright  
Rachel E. Burke, Esq., Of Counsel, Porter Wright  
David T. Croall, Esq., Partner, Porter Wright

## FOUNDATION UPDATE

Greetings BWSHRM,

The purpose of this article is twofold, first to introduce myself to you as the new BWSHRM Foundation Director and second to tell you about some exciting news concerning SHRM Foundation Scholarships. As a past State Council Director and SHRM National Board of Director's Membership Advisory Committee Member for the North-Central Region I had the opportunity to see firsthand many of wonderful initiatives and services the SHRM Foundation does for HR professionals.

In the coming months I will keep you updated on SHRM Foundation Activities and make a strong effort to gain greater support for the SHRM Foundation from BWSHRM chapter members. I personally strongly believe in what the Foundation stands for and make an annual contribution to support their efforts.

This month I am excited to tell you about scholarships that are available to SHRM members pursuing a college degree (HR, business, psychology, etc.) or professional certification. With generous underwriting from the J. J. Keller Foundation, Inc., the SHRM Foundation will award \$100,000 in scholarships to SHRM professional members in 2010.

The scholarships are allocated equally among the five SHRM geographic regions, which means you are competing only with applicants in your own part of the country. Recipients are selected primarily on merit, and a significant portion of the selection criteria includes HR involvement and future career plans, as well as volunteer activities and leadership experience.

Academic scholarships are available to those working toward a graduate or undergraduate college degree in HR or a related field. Certification scholarships are available to those working toward certification (SPHR, GPHR, PHR, or California) and to affiliated SHRM chapters and state councils that are organizing local certification preparation programs. The application deadline is July 15, 2010. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website ([www.shrm.org/foundation](http://www.shrm.org/foundation)).

Please feel free to contact me if you have any questions about the Foundation or Foundation Scholarships.

Thomas Mobley, SPHR  
BWSHRM Foundation Director

**Wednesday, May 12<sup>th</sup>, 2010**  
**The Rinehart Staadeker Sussli**

**Retirement Consulting Group of Wells Fargo Advisors**

**Presents:**

**The 4<sup>th</sup> Annual Plan Sponsor Fiduciary Summit**

This year, the **FREE** seminar will have the following presenters and topics:

**Mark Niziak**, Managing Director/ERISA & Consulting Services, New York Life Retirement Plan Services

- *Update from Washington D.C., Regulatory & Legislative Update, Latest from the Litigation Front*  
**Susan Fultz**, Associate Regional Director, U.S. Department of Labor
  - *DOL Update – What to Expect from a DOL Audit & Current Topics*

**Fred Johnson**, Vice-President/Retirement Sales, Fidelity Investments Institutional Services

- *DC Plans Trends in 2010, Impact of the PPA, Plan Sponsor Actions & Challenges*  
**Michael Miller**, Vice-President, JP Morgan Asset Management

- *Overview of the Fiduciary Landscape & Ways to Evaluate Target Date Funds*

**Michael Domingos**, Vice-President/Regional Sales Director, Prudential Investment Management Services

- *Retirement/Lifetime Income for DC Plans participants*

**Carter Kemper**, Vice-President/Financial Services, Wells Fargo Insurance Services USA

- *Employee Benefits – Emerging Trends, Challenges & Strategies*

The seminar will be held on Wednesday, May 12th, 2010, at the Xavier University Cintas Center and will begin with a working breakfast at 7:30am, and will conclude at 1:00pm

**[This program may be approved for 4 Recertification Credit Hours for the following designations: PHR, SPHR & GPHR Recertification](#)**

Due to the popularity of this seminar, please RSVP soon, as we have limited spots available.

Call Mike Sussli or David Shlahtechman at 513-985-2098, or e-mail at [david.shlahtechman@wfadvisors.com](mailto:david.shlahtechman@wfadvisors.com)

*This event is educational in nature and no specific products will be discussed. The views expressed by guest speakers are their own and do not necessarily reflect the opinion of Wells Fargo Advisors, or its affiliates. Wells Fargo Advisors does not render legal or tax advice. You may be eligible for 4 CE credits for attending. Wells Fargo Advisors makes no warranties that any workshop or seminar qualifies for continuing education credits. Please check with your professional organization for qualification requirements.*

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## MEMBERS IN TRANSITION

BWSHRM would like to say thank to all of our members for their partnership with BWSHRM in serving and advancing the profession. We know that the current economy has been particularly difficult for our members in transition, with that in mind, BWSHRM meetings are free to members who are currently in transition. Please let us know when you rsvp if you are in transition and would like to take advantage of this special offer.



Did you know BWSHRM has a Linked-In group? To join our group visit <http://www.linkedin.com> and search for "Butler/Warren SHRM" under groups. We hope that we can use this tool to better connect our community of HR professionals.

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## HRCI UPDATE

Click [here](#) to see the full 2010 HRCI Testing Schedule. Did you miss our certification webcasts? Don't worry. [View our archive](#) of the live webcast. Click here to [Learn More](#) about 2010 Special Exam Administrations!

### **New hrci.org Comming Soon!**

At the end of April you'll see a newly designed website at [www.hrci.org](http://www.hrci.org). Whether you are applying for a certification exam, downloading recertification materials, looking for Pre-Approved Programs, or in search of general information, we think you will find the new design more streamlined and easier to use.

# SAN DIEGO

A New Time for Growth,  
A New Focus on HR

## SHRM® 62nd Annual Conference and Exposition

June 27–30, 2010

San Diego Convention Center  
San Diego, Calif.



“I don’t know how you  
make it better each year,  
but you do. San Diego is  
an excellent venue.”

2009 SHRM Annual Conference  
attendee

“You do an AMAZING  
job with this conference.”

2009 SHRM Annual Conference  
attendee

FULL- CONFERENCE PRICING	SHRM MEMBER	NON- MEMBER
1/16/2010 – 4/16/2010	\$1,250	\$1,665
4/17/2010 – 5/28/2010	\$1,360	\$1,775
After 5/28/2010	\$1,475	\$1,890

**Register Now!**

Gather with some of the greatest minds in human resources, academia, business, globalization and leadership. Learn real strategies and techniques for improving your work and your workplace. This conference provides an exceptional array of benefits to you and your career.

### World Class Education

More than 150 concurrent sessions. More than any other HR conference. The educational program planned for San Diego has something for everyone, at every stage of their career. We have developed a vast array of exceptional educational opportunities, which are designed to maximize your potential—certificate programs, business focused and executive education programs.

### Exceptional Networking

Share best practices with peers facing the same HR challenges. Interact with prominent business leaders. Networking at the annual conference is sure to play a key role in building your career.

### The SHRM Exposition

With more than 650 companies, the SHRM Exposition is one of the largest forums in the world for HR professionals to interact with leading-edge product and solutions providers. But the Exposition Hall is much more than an exhibit space; it’s a place to mingle with your colleagues and to hear, see and experience new ideas in a fun and dynamic environment.

### Keynote Speakers



**Steve Forbes**, *Editor-in-Chief, Forbes*

Editor-in-chief of business magazine *Forbes* as well as president and chief executive officer of its publisher, Forbes Inc.



**Al Gore**, *Former Vice President*

Former Vice President Al Gore was inaugurated as the forty-fifth vice president of the United States on January 20, 1993, and served eight years. During the Administration, Al Gore was a central member of President Clinton’s economic team. Al Gore has been a fixture in American life for a generation. He inspired the world as a recipient of the Nobel Peace Prize. His Academy Award-winning documentary, “An Inconvenient Truth,” probed the issue of climate change and motivated followers worldwide. At the dawn of a green decade, Vice President Gore will craft a vision for a more vibrant, energy-efficient future at this year’s SHRM Annual Conference.



**Marcus Buckingham**, *Motivational Speaker*

Hailed as a visionary by corporations such as Toyota, Coca-Cola, Wells Fargo, Microsoft and Disney, Buckingham has helped to usher in the “strengths revolution,” persuasively arguing that people are dramatically more effective, fulfilled and successful when they are able to focus on the best of themselves.



**Angelia Herrin**, *Moderator*

Herrin will be moderating a deeply informative panel of high-profile C-suite level executives from a variety of industries in a discussion that will highlight their challenges, victories and strategies as they crafted the role that HR plays within their organization and industry.

### Panelists

**Shannon Deegan**, *Google, Inc.*

**Michele Toth**, *Northrop Grumman*

**Conrad Ventz**, *Deutsche Bank AG*