
The Butler/Warren County Buzz



October 7 Monthly Meeting

BWSHRM PRESENTS:



Speakers: Dominic Franchini, CBC
Cost: \$13.00 for members, \$15.00 for non-members
Date: Thursday, October 7, 2010
Time: 7:15 AM – Registration/Networking
7:30 AM – Breakfast
8:00 AM - 9:00 AM - Presentation
Location: [Wetherington Country Club](#)

Pay or Play

Have you asked yourself, “Should I provide health insurance for my employees? Would it be more cost effective if they go to the Exchange?” We will cover the process for determining the cost of providing health care benefits and the impact of health benefits for retaining and attracting best-in-class employees.

Dominic Franchini, Account Executive, specializes in middle-market and large group sales, specifically working with employers ranging from 50 - 3,000 employees. His strategies are implemented to enhance employee benefit programs while containing costs and improving employee understanding and appreciation of their benefits.

HORAN's current clients experience value through Dominic's knowledge and ability to navigate the group benefit arena. Since joining HORAN in 2004, and through his previous roles as Service Representative and Financial Analyst, Dominic has gained powerful insight into the challenges and opportunities associated with successful employee benefit planning.

We hope you can join us on Thursday, October 7th, 2010 at Wetherington Country Club. Please reserve your seat by Monday, October 4th by emailing Angela Sherrick at angela.sherrick@pac.com or by calling 513-217-3208.

Message From the President

The recent OHIO SHRM Conference, held at the Kalahari Resort in Sandusky, Ohio, Sept. 15-17, 2010, was very well attended by over 640 HR professionals. This year we once again offered some great speakers with presentations over a wide range of subjects.

One recurring theme was that of the importance of networking for both personal career development and as a tool to accomplish your goals at work. So, never let it be said that I have missed a chance to encourage **YOU!** – our very important member, to tap into the networking available through two opportunities afforded our membership.

The first is, of course, attending our monthly chapter meeting where not only do you get a hearty breakfast, but interesting and informative programs AND the prospect of extending your professional network.

The second is that of being a volunteer leader. This year we are seeking new members for our Board of Directors. This year we are seeking at a minimum, nominees for:

Vice President/ President Elect (2 year term)
College Relations Advocate
Public Relations Advocate

Feel free to contact any of our current leaders to get more information on just what these positions entail (and the perks) and plan on sticking around after the Oct. 7, meeting to chat with one of us.

See you there!

Linda P. Stryker, PHR
President

SHRM Foundation News: SHRM Foundation Raffle

Feeling hungry? Want to support a good cause? For the months of August and September if you make a donation to the SHRM Foundation you will have a chance to win a \$50 gift certificate to Outback Steak House. We will be doing this on the honor system, so go to the SHRM Foundation web site <http://www.shrm.org/about/foundation/contributions/Pages/default.aspx> to make your donation, then email Tom@MobleyHRC.com and your name will be entered into the drawing. We will also be collecting donations at our September meeting. The winner will be drawn at our October meeting.

SHRM Diversity News:

October is National Disability Employment Awareness Month

DID YOU KNOW?

Job accommodations for people with disabilities are usually low cost or no cost. A recent study conducted by the [Job Accommodation Network \(JAN\)](#) revealed that 56 percent of workplace accommodations cost absolutely nothing. Of those accommodations that did have a cost, the typical one-time expenditure by employers was \$600.

President

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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

Or visit our website at 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!



Ohio SHRM Conference:

For those of you who were fortunate enough to attend the Ohio SHRM Conference, I think you'll agree with me that this year's speakers were great! The topics were extremely relevant and again, the beautiful Kalahari resort did not disappoint. If you weren't able to attend this year's conference, "Perfecting the HR Partnership: The Sky's The Limit" we hope that you'll consider attending next year – "HR Rocks" where you'll have the opportunity to earn HRCI credits (including strategic credits) and network with other HR professionals in the state. Visit the Ohio SHRM website at www.ohioshrm.org for more information about the 2011 conference as it becomes available! conference as it becomes available!



Beautiful Kalahari Resort



Conference Committee (Ashley Brock-Patterson & Fred Eck)



Angela Sherrick

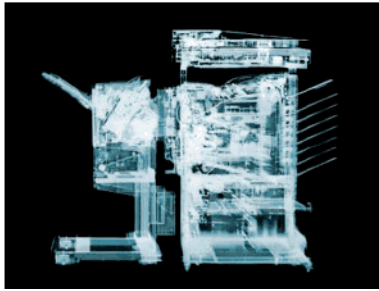


Tom Mobley & Michelle Smith-Ezerski

Are You Using SHRM Connect?

SHRM Connect is a social network built specifically for HR professionals and is available to SHRM Members. On SHRM Connect, members can create a profile, collaborate around communities of interest and network with other HR professionals. To learn more and get connected visit <http://community.shrm.org/>.

What your office photocopier knows about you.



By Brian Clark Howard

Did you know that most office photocopiers are built to save digital images of documents? It's true.

When CBS News recently purchased some used photocopiers that were destined for new customers, their computer technician was able to easily retrieve thousands of pages of sensitive documents from their hard drives: perfect images of personal medical records, pay stubs, and tax forms -- even the blueprint of a building near Ground Zero and reports of sex and drug crimes from the Buffalo, N.Y., police department. There were home addresses, social security numbers, and medical histories aplenty.

The data isn't particularly easy to view and sort, but a thief who knows what he's looking for can download free software from the Internet that can be used to mine this treasure trove of personal data.

Still, before you run screaming from your nearest Kinko's, there are a few things you should know.

"It's a real issue, and it's something we've been talking about for a long time," Larry Kovnat, manager of product security for imaging company Xerox, told The Daily

Green. "There have been a lot of inquiries and plans put in place to institutionalize the use of encryption and data overwrite on copiers, to protect the data," Kovnat added. Encryption encodes the data so only someone who has the "key" can make sense of it, and overwrite erases each previous scan.

Kovnat explained that some manufacturers offer image overwrite as an optional extra (according to the CBS story, the vendor charges \$500 for that). "We offer it standard because we think the issue is important," said Kovnat. "We want people to use the features, and they don't slow down the devices."

Still, each office's machine administrator needs to know to turn the security settings on, and to make sure care is taken when the device is no longer needed. "Before you drop off that used machine to a lessor or for a charitable write-off, make sure that you have totally erased the hard disk or removed and destroyed it," cautions Peter Fannon, the vice president of technology policy for Panasonic.

Fannon adds that Panasonic has built-in security features into all their imaging products since 2005, and that the company works to educate authorized dealers to tell users to enable them. According to Fannon, the products ship with such security features as image overwrite, encryption, hard disk lock (which prevents the drive from being used in any other device), and security passwords that prevent making unauthorized changes. However, the default setting of these features is off, so they have to be activated by the user.

"Fax machines also have large image memories that can store a significant

amount of data. To eliminate concerns about that, we have the option Panasonic Image Memory Eraser Function, which erases all fax data after each transmission, including where it is being sent, the sending number, and all data," Fannon adds. As for older copiers, Fannon said they sometimes came with a combination of physical locks and password protection.

Neither expert was aware of a single proven case in which sensitive information was taken off a copy machine and used maliciously. Still, both recommend that consumers take precautions. As it stands, the Federal Trade Commission is currently evaluating the way manufacturers present their security procedures.

Before copying anything sensitive, Kovnat says one should ask the administrator how the machine is set up. "Ask, does it have a disk? Is encryption enabled? Is image overwrite enabled? If you can't get a good answer, I wouldn't take the risk," explained Kovnat.

"These are sophisticated machines; don't think of them as 'just a copier,'" he added. "You wouldn't use a laptop without thinking about security or updating software."

Recycling electronics still makes sense

It's important to point out that legitimate security concerns should not prevent people from properly recycling old copiers and other electronic equipment.

These devices contain valuable metals and toxic components that contribute to our growing glut of e-waste -- only about 12% of which is recycled.

Just as with recycling computers and cell phones, the key is to make sure any data is completely erased or overwritten with junk data (use the device's deletion program, for instance, or reformat the hard drive).

If you are not comfortable doing that, find an IT professional to help you. Most manufacturers also now offer authorized recycling drop-off locations (find recyclers with the "get local info" search on The Daily Green homepage).

In the case of Panasonic, there are more than 650 locations around the country. "Our contractors are required to destroy or clean the data, without having access to it," said Fannon, who adds that all consumer products are broken down and recycled domestically. "In the case of commercial devices, they could conceivably be exported or resold, but before any of that happens, our contracts require, and our auditing confirms, the data is cleaned."

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.

HRCI Update

New Exam Eligibility Requirements for 2011

Beginning with the May-June 2011 exam testing period, the exam eligibility requirements for the PHR, SPHR and GPHR will change. View our [FAQ's](#) for answers to your questions.

PHR Eligibility

- 1 year of demonstrated professional HR experience with a Master's degree or higher
- 2 years of demonstrated professional HR experience with a Bachelor's degree
- 4 years of demonstrated professional HR experience with less than a Bachelor's degree

SPHR Eligibility

- 4 years of demonstrated professional HR experience with a Master's degree or higher
- 5 years of demonstrated professional HR experience with a Bachelor's degree
- 7 years of demonstrated professional HR experience with less than a Bachelor's degree

GPHR Eligibility

- 2 years of demonstrated global professional HR experience with a Master's degree or higher
- 3 years of demonstrated professional HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree
- 4 years of demonstrated professional HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree



Human Resources Association of Central Ohio
6th Annual Legal Update Conference

Tuesday, October 12, 2010 8:30 a.m.— 4:00 p.m.



Legal sessions will be conducted by



Luncheon Keynote:

Cases and Congress: What's Transpired in 2010 and What Employers Have to Look Forward to in 2011

Breakout Topics:

The 10 Most Common Blunders Under The Fair Labor Standards Act and Strategies for Compliance

Understanding the Opportunities and Controlling the Risks Presented by Social Media

Ohio Law? Federal Law? Does it Make Much Difference?

Identification, Investigation, and Prevention of Unlawful Harassment and Other Improper Workplace Conduct

Tackling Common FMLA Challenges and Problems

Confronting Employee Privacy in the Information Age

Positive Employee Relations – Maintaining a Union-Free Workplace

Addressing Disability and Other Work Restriction Issues in the Workplace (ADA/FMLA/Workers' Compensation and More)

Register online
today!
at www.hraco.org,
or via fax at
888-376-6066

**HRCI Credit
Approved**

Presenters:



Fred Pressley Brian Hall Bradd Siegel Kevin Griffith Dave Croall John Stephen Mike Underwood Marc Fleischauer Rachel Burke Franck Wobst Diane Reichwein



**Human Resources Association of Central Ohio
6th Annual Legal Update Conference**



**Tuesday, October 12, 2010 8:30 a.m.—4:00 p.m.
Center of Science and Industry (COSI)
333 W. Broad Street, Columbus, Ohio 43215**

- 9:00 – 10:00 a.m.** Morning Breakout Session I (please select one session): **1 HRCI Credit (General)**
 _____ The 10 Most Common Blunders Under The Fair Labor Standards Act and Strategies for Compliance – Fred G. Pressley
 _____ Understanding the Opportunities and Controlling the Risks Presented by Social Media – Brian D. Hall
- 10:15– 11:15 a.m.** Morning Breakout Session II (please select one session): **1 HRCI Credit (General)**
 _____ Ohio Law? Federal Law? Does it Make Much Difference? – Bradd N. Siegel and Kevin E. Griffith
 _____ Identification, Investigation, and Prevention of Unlawful Harassment and Other Improper Workplace Conduct – David T. Croall and John M. Stephen
- 12:30– 1:30 p.m.** Luncheon Keynote Presentation: **1 HRCI Credit (Strategic)**
 _____ Cases and Congress: What’s Transpired in 2010 and What Employers Have to Look Forward to in 2011 – Fred G. Pressley and Michael J. Underwood
- 1:45 – 2:45 p.m.** Afternoon Breakout Session I: (please select one session): **1 HRCI Credit (General)**
 _____ Tackling Common FMLA Challenges and Problems – Rachel E. Burke and Marc L. Fleischauer
 _____ Confronting Employee Privacy in the Information Age – Brian D. Hall
- 3:00– 4:00 p.m.** Afternoon Breakout Session II (please select one session): **1 HRCI Credit (General)**
 _____ Positive Employee Relations - Maintaining a Union-Free Workplace – Michael J. Underwood and Franck G. Wobst
 _____ Addressing Disability and Other Work Restriction Issues in the Workplace (ADA/FMLA/Workers’ Compensation and More) – Marc L. Fleischauer, Diane C. Reichwein and David T. Croall

**Register online at www.hraco.org,
or complete the registration information below and mail or fax with payment to HRACO.**

HRACO Member SHRM Member (Membership Number _____) Non-member

Name: _____ Company: _____

Phone: _____ E-mail: _____

HRACO & SHRM Member Pricing	Check Box	Early Bird Pricing	After Sept 30	Non-member Pricing	Check Box	Early Bird Pricing	After Sept 30
All day Conference (lunch included)		\$185	\$210	All day Conference (lunch included)		\$235	\$275
Morning Session w/ Lunch Program		\$110	\$135	Morning Session w/ Lunch Program		\$160	\$200
Afternoon Session w/ Lunch Program		\$110	\$135	Afternoon Session w/ Lunch Program		\$160	\$200
Morning Session ONLY		\$85	\$110	Morning Session ONLY		\$110	\$135
Afternoon Session ONLY		\$85	\$110	Afternoon Session ONLY		\$110	\$135
Lunch Program ONLY		\$29	\$39	Lunch Program ONLY		\$44	\$54
	Total				Total		

Payment Method: _____
 ___ Check ___ VISA ___ DISCOVER ___ American Express ___ MasterCard Credit card #: _____
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 Expiration _____ Security Code: _____ Signature: _____

Registration/Cancellation deadline is Friday, October 8, 2010. Payment must accompany your registration. No refunds after Friday, October 8, 2010. If paying by check, make payable to HRACO and mail with order form to HRACO, Box 3021, Dublin, OH 43016. If paying by credit card, provide information as noted and fax order form to 888-376-6066. Federal Tax ID 23-7410411.