

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

September 2004

AASHRM Summer Social

Come join the fun on **Wednesday September 8** at Raintree Country Club, 4350 Mayfair Road, Uniontown for the annual AASHRM Summer Social.

Don't like to golf? Come join for us for dinner for networking, raffle fun and camaraderie. You have until Tuesday, September 7 to notify Tom Doll if you will participate. Please e-mail your form to him today!

Sponsored By:

- * Babcock & Wilcox
- * CASNET
- * FirstMerit Corporation
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- * Superior Staffing Inc.
- * Westfield Group
- * Spherion Human Capital Consulting & Staffing Groups
- * The office of Corporate & Community Services at Kent State University Stark Campus

"Scramble Format"	Picnic Lunch 10:45 – 12:00	Tee Times 11:30 – 12:15	Mulligan Raffle \$\$\$
	BBQ Rib & Chicken Buffet at 4:30		
	Presentation of numerous exciting door prizes to follow.		
?	?	?	?

(Remit This Portion With Payment)

Registration: *(Spouse, Co-Workers, etc. are welcome)*

Name _____ Phone _____

Firm _____

Others in my golf group (or will assign for you) _____

I Will Attend

- Dinner Only (Including Door Prizes) _____ at \$17.00 each = \$ _____
- Golf, Lunch, and Dinner _____ at \$58.00 each = \$ _____
- Golf and Lunch Only _____ at \$41.00 each = \$ _____

** Cash Bar at dinner (Beer and Pop Provided all day long) ** Electric cart included with Golf

Door Prizes

An important and fun part of the day is providing door prizes. Your donations of products or services will add to the event and familiarize other participants with your business. Be sure to attach your business card to your donation so that your kind gift will be acknowledged.

- I will bring my prize(s) to the Summer Social Dinner.
- Please pick up my prize(s).

Please make checks payable to SHRM, Akron Chapter. Please return registration and checks to: Tom Doll, Superior Staffing, 120 East Mill Street, Suite 420, Akron, OH 44308 More Questions? – Call Tom at (330) 253-8080 or via email tdoll@superiorstaffing.com

A Benefits Panel Discussion

Just in time for benefits planning: What's Driving Healthcare Costs?

Have you considered the effects of rising costs for your organization? Have you thought of solutions for managing costs in the future?

Join us for an informative panel discussion regarding the driving forces behind the increase in your company's healthcare spending. Listen to three health insurance experts talk about trends, plan designs, contract negotiations, and practical solutions for managing the rising costs of healthcare. Presentations will be followed by an audience question and answer session.

Distinguished Panelists include:

- Christopher Goff, Executive Director of the Community Healthcare Coalition, Inc. and President & CEO of Employers Health Purchasing Corporation of Ohio
- Kate Kelly, CEBS, Benefits Consultant with Master Consulting Group and a licensed Life & Health Agent
- Joe LaGuardia, Regional Vice President, Anthem Blue Cross and Blue Shield

Please join us, **Wednesday, September 15, 2004** at the Sheraton Suites in Cuyahoga Falls for this informative breakfast meeting. To register, contact Maria Miller at (330) 535-7131 or e-mail mariamiller@Spherion.com.

Joseph M. LaGuardia **Regional Vice** **President,** **Corporate Sales** **Anthem Blue Cross** **and Blue Shield**



Joseph M. LaGuardia, Regional Vice President, corporate Sales, is responsible for corporate group sales in northern Ohio, including the major metropolitan and surrounding areas of Cleveland, Akron, Canton, Youngstown and Toledo.

Mr. LaGuardia's focus includes membership development and retention; sales and service management; broker/consultant relationships; civic involvement and executive leadership of Anthem in northern Ohio markets.

Committed to civic involvement, Mr. LaGuardia is currently a member of the board of trustees for the March of Dimes, Business Volunteers Unlimited, and The Cleveland Institute of Art. He has formerly been active with The American Heart Association, Corporate Challenge and Habitat for Humanity. He also serves as a guest lecturer in the "Professor for A Day" program at the University of Akron.

Mr. LaGuardia is a northern Ohio native and a graduate of the University of Akron. He currently resides in Aurora with his wife, Ginny. They have three children.

Kate M. Kelly, CEBS



Kate M. Kelly, Employee Benefits Consultant with Master Consulting Group, is responsible for the sales and service of employee benefit plans for companies throughout Northeast Ohio. Prior to joining Master Consulting Group, Kate was responsible for the establishment and growth of an employee benefits division for an Akron-based insurance agency.

Kate's first taste of business came during early in life and, by the time she completed college, she was functioning as the Operations Manager for a local landscaping business. In spite of the work load and schedule, Kate graduated with honors from Bowling Green State University with a Bachelors degree in Business and Psychology.

Kate is a licensed Life and Health Agent, and a Certified Employee Benefits Specialist (CEBS). She is actively involved in several professional associations including:

- The Society for Human Resources Management
- The National Association of Health Underwriters
- The Ohio Association of Health Underwriters
- The International Society for Certified Employee Benefit Specialists.

Kate is an active member of both the Governmental Affairs Committee and the Compensation & Benefits Committee of the Akron Area SHRM Chapter.

In her spare time, Kate is an active member of Grace Church and coordinates church events throughout the year. Kate resides in Fairlawn, OH with her husband Kevin.

Christopher V. Goff, J.D., M.A.

Christopher V. Goff is Executive Director of the Community Healthcare Coalition, Inc. and President and CEO of Employers Health Purchasing Corporation of Ohio, an employer purchasing coalition based in Canton, Ohio, where he is responsible for government affairs, group purchasing, community forums and data measurement initiatives. Employers Health Purchasing Corporation of Ohio is a significant purchaser of Prescription Benefit Management services, covering more than 400,000 lives with annual prescription drug expenditures of over \$300 million. Mr. Goff consults with more than seventy-five large self-insured employers and employer coalitions in the areas of plan design, contracting, clinical programs and drug mix analysis.

Mr. Goff has served on advisory boards for many pharmaceutical manufacturers, including the Employers Advisory Board for the Wyeth-Ayerst Prescription Drug Benefit Cost and Plan Design Survey Report, 1999 and 2000 Editions and the Takeda Prescription Drug Benefit Cost and Plan Design Survey Report, 2002 and 2003 Editions. He also authored a 1999 publication, "The ABC's of Prescription Benefit Management: An Employer's Guide to Managing Rx Costs."

Mr. Goff has eighteen years' experience in managed care and employee benefits. Prior to joining the Coalition in 1995, he was Regional Vice President for Pacific Review Services; Director of Labor Affairs for Blue Cross Blue Shield of Ohio, now Medical Mutual; and Statewide Manager of Sales & Marketing, National Accounts for Community Mutual Blue Cross Blue Shield, now Anthem.

Mr. Goff holds a Bachelor of Science in Business Administration from Ohio Northern University; a Master of Arts in Political Science from The University of Akron; and a Juris Doctor from The University of Akron School of Law, where his research and writing focused on ERISA Preemption of Negligent Utilization Review Decisions. Mr. Goff is licensed to practice law in the state of Ohio. Mr. Goff also holds the designation of Certified Health Consultant from Purdue University and the Blue Cross and Blue Shield Association.

Mr. Goff completed a six year term on the Board of Directors of the National Business Coalition on Health in May 2003. He served as NBCH's Interim President & CEO from January 2003 through June 2003 at its Washington, D.C. office.

Mr. Goff currently serves as a Director on the following Boards: Buckeye Council, Inc. American Cancer Society, Ohio Division and NOVA Behavioral Health. In June 2001, Mr. Goff was appointed to the Ohio Post Critical Care Trauma Commission, established by House Bill 138 to improve the accessibility, affordability, quality and cost-effectiveness of post-critical trauma care. In May 2003, Mr. Goff was appointed Chairman of the Canton Forum for the 2003-2005 seasons.

Mr. Goff is a member of the American Health Lawyers Association, the American Bar Association, the Ohio Bar Association and the Stark County Bar Association. He is a graduate of Leadership Stark County and resides in Jackson Township with his wife Michele, a Registered Pharmacist, and their three children.

Akron SHRM Seeking Committee Chair

Now is your chance to get involved with fellow HR professionals by becoming a volunteer leader in our Akron SHRM chapter!

Open Board Position: Diversity Chairperson

- Serve as a resource to the chapter and its members on the topic of diversity.
- Distribute information to members through the newsletter and website to promote diversity in the workplace.
- Help the chapter identify both diversity programs/speakers and speakers with diverse backgrounds.
- Network with other Diversity Chairs from other chapters within the state to share best practices.
- Participate in the short-term and long-term planning for the chapter.

Please contact Tina Speicher, PHR, at tspeicher@matureservices.org if you are interested or would like additional information.

Monthly Meeting Packages Available for 2005



For the year 2005, AASHRM members will be able to purchase the entire year's monthly meetings at one time. By purchasing as a package, members will receive two free monthly meetings for the year and will no longer need to remember to RSVP each month.

All 12 months will cost \$135.00 for members and will be available for purchase soon. Look for more information in the coming months!

Sponsorship Opportunities

Companies have a great opportunity to share information about their business with local HR professionals through sponsorship of monthly meetings or workshops!

Monthly Meetings - \$250 and raffle gift
Workshops - \$400 and raffle gift

Sponsorship includes:

- ✓ Recognition in Akron SHRMS's newsletter
- ✓ Opportunity to briefly address event attendees
- ✓ Display table near entrance to room and opportunity to place promotional materials at place settings
- ✓ Lunch for one representative
- ✓ Workshop sponsors can have a special flyer distributed with the newsletter.

Please note that events are limited to one sponsor per monthly meeting and four sponsors per workshop. AASHRM Board must approve all sponsors and materials in advance.

For more information, contact Beth Kalail at (330) 375-3152.

2004 Calendar of Events AASHRM Monthly Meetings

September 15, 2004
Benefits Panel Discussion
Sheraton Suites

◆
October 13, 2004
Sarah Pierce,
Manager, Employment Legislation
National Legislative Update

◆
November 10, 2004
David Hart
"Who's Packing Your Parachute?"

◆
December 8, 2004
Bruce Boguski, The Winner's Edge
"Achieving the Impossible"

AFFILIATE OF



Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is even posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

1/8 page \$50
1/4 page \$75
1/2 page \$125
Full page \$200

Classified ads (help wanted or positions sought) are \$25 for 50 words. Chapter members can list one classified ad for help wanted or positions sought free per issue.

For more information, please contact Kathi Eddy at keddy@ralaw.com or (330) 762-7635.

Northeast Ohio

Quality of Work/Life Conference

What do ERC, Ernst & Young, Roadway, Bright Horizons, Robinson Memorial Hospital and Westfield Group have in common? They have been named "outstanding places to work" by Fortune Magazine and/or Northcoast 99. At the Northeast Ohio QWL Conference, representatives from these and other organizations will share the secrets of achieving personal and professional satisfaction and success.

Some of the topics that will be discussed:

- How to become a "Best Company" for employees
- Emotional intelligence in the workplace
- Attaining and sustaining a place on Fortune 100's "Best Companies to Work For" list
- Developing wellness programs in the workplace
- How to score big with talented prospective employees using your company's Web site
- Striving for balance in your many life roles
- Work/Life programming on a shoestring budget
- How leadership affects organization culture
- Short-term HR strategies for attracting, retaining, developing and empowering quality people

When:

September 30, 2004

Where:

NEOUCOM Conference Center
4209 State Route 44
Rootstown, OH 44272

Please Contact:

Marcella Miller-Wood at
qwlconf@neoucom.edu or
330-325-6850 for more information.



GOVERNMENTAL AFFAIRS

It's been a very busy month for the Governmental Affairs Committee. Thanks to the help and hard work of the Governmental Affairs Committee and the Ohio Health Underwriters Association's Governmental Affairs Committee, members of both groups got to meet with Ohio legislators Kathleen Chandler and Thomas Patton to discuss HR issues that affect the way we run our businesses. It was a very informative and well-attended session with 59 attendees. Pat Grischow from the Timken Company encouraged attendees to get their employees to "Get out and Vote". She explained the importance of businesses getting involved in politics and distributed Get out the Vote materials to all attendees. She also reminded everyone that the deadline to register to vote for the 2004 election is October 4, 2004. If you would like information on how to do your own Get out the Vote Campaign, contact Terri Bednar.

The Governmental Affairs Committee also helped to put on an FLSA Update. Rob Varnell, Deputy Solicitor of Labor from the Department of Labor came to talk to members about the new FLSA Section 541 White Collar Exemption/Overtime Rules that went into effect on August 23, 2004. In his presentation, Mr. Varnell explained the differences between the Executive, Administrative and Professional exemptions. In all, there were 91 attendees! Mr. Varnell also took time after the presentation to answer questions from the audience. If you would like a copy of the presentation, contact Terri Bednar.

Don't miss out on the next Legislative Update coming in October. Sarah Pierce from National SHRM will be here to give an update of things to come in the legislative arena. More info will be forthcoming.

If you would like to become more involved in legislative affairs, contact Terri Bednar at 330-724-6995 X114 or tbednar@goodwillakron.org.

Terri Bednar
Governmental Affairs Committee Chair

BROUSE MCDOWELL TO HOST FREE LABOR & EMPLOYMENT LAW SEMINAR

Brouse McDowell is hosting its annual Labor and Employment Law Seminar on Wednesday, September 22, from 11:30 a.m. to 6:00 p.m. at Embassy Suites Hotel, 5800 Rockside Woods Road in Independence.

This year's speakers include David A. Yen, Executive Director of the World Trade Center in Cleveland; Michael C. Fetzer, District Director, EEOC Dallas District Office; and Donald A. Wochna, Esq., Chief Legal Officer, Vestige Digital Investigations.

Providing a dynamic overview of labor and employment issues in northeast Ohio, this seminar will focus on the relationship between the area's economic growth forecast and the outsourcing of manufacturing processes, the influence of workplace harassment, and the impact of computer forensics and "hidden data" in litigation.

Registration begins at 11:30 a.m. and lunch will be served at 11:45. A reception and networking opportunity will follow the presentations. The luncheon seminar is free, but reservations are required due to limited seating. For more information or to make a reservation, please contact Sue Scheutzow at (330) 535-5711 ext. 697, or seminars@brouse.com.

2004 AASHRM Board Members and Committee Chairs

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