

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

June 2007

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Our sponsor this month:



<http://www.employeescreen.com/>

AASHRM June Meeting Highlights

Black Belt Coaching for HR Professionals

Effective coaching skills are a vital part of every HR Professional's skill set. Improving coaching skills allows you to provide in-house coaching in a cost-effective manner, saving the organization valuable time and money while improving employee morale and retention. Those attending will learn to enhance coaching expertise in ways that support organizational strategic goals and objectives, improve talent in high-potential employees, and promote a positive organizational culture. The presentation will focus on three effective tools from The Black Belt Way[®], a new approach to coaching that combines principles of Emotional Intelligence with those of the non-violent martial art of Aikido. Both beginning and experienced HR Professionals will take home skills that can be put to work that very same day.

*You will learn how to enhance your ability to accurately interpret information from both internal and external stakeholders in order to contribute to the development of the organization's strategic plan.

*You will also develop more effective coaching proficiencies to increase individual and organizational effectiveness.

*And finally, you will also improve your essential HR Core Knowledge of communication skills and strategies in order to positively motivate adult learning processes within a diverse workforce setting.

Tim Warneka is President of The Black Belt Consulting Group located in Wickliffe, a leadership and executive coach, an organizational consultant, and author of "Leading People the Black Belt Way" and "Healing Katrina." Visit

<http://www.blackbeltconsulting.com/TimSpeak.html>

Don't miss out! Register today!

See Registration Information on Pg. 2

Approved 2.0 Hrs General Credit



AASHRM June Meeting Registration Information

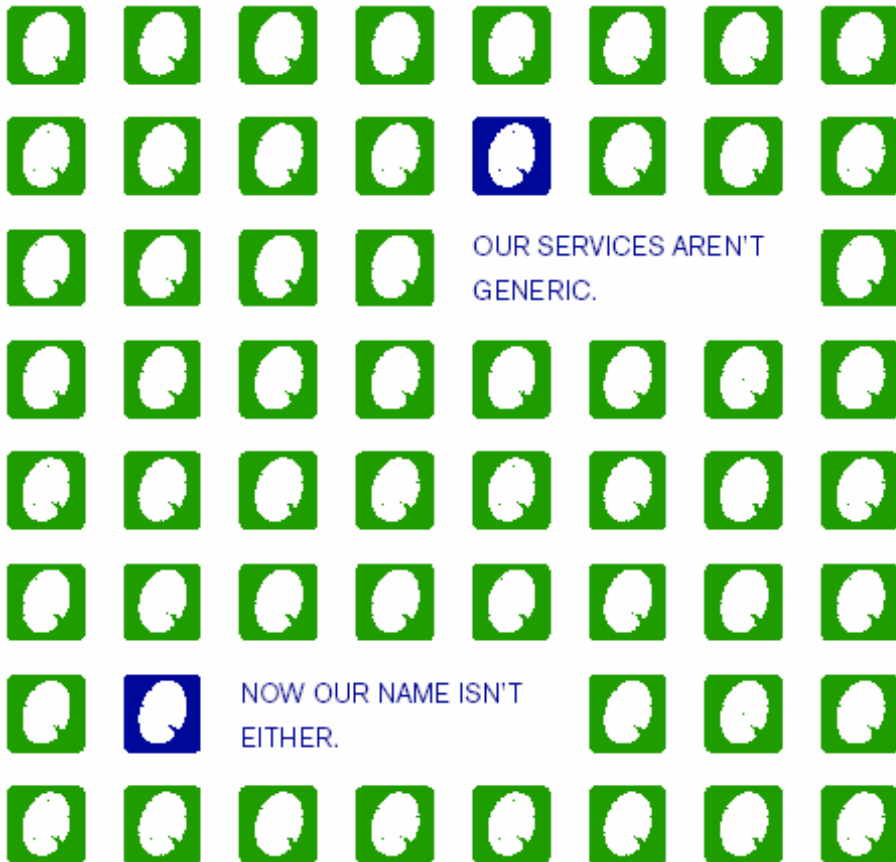
When: Wednesday, June 13, 2007
 Location: Raintree Country Club 4350 Mayfair Road
 Uniontown, OH 44685 (330) 699-3232
<http://www.raintreegc.com/>
 Time: 7:30am-10:30am
 Cost: \$20 members / \$25 non-members/
 \$10 Students



****A special, first-ever Joint Meeting with Stark and Portage Chapters!****

Reservations may be made online at:
www.akronshrm.org or pauber@comdocinc.com
 Questions? Call Patti Auber at 330.899.8087
 Registration Deadline is Monday, June 11, 2007

Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or pauber@comdocinc.com.
 If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being billed for the event.



OUR SERVICES AREN'T
 GENERIC.

NOW OUR NAME ISN'T
 EITHER.

When we changed our name from Background Information Services, Inc. to **employeescreenIQ**, we didn't change our people or the quality of service we're known for. We just think our new name tells our story a little better. The employeescreen part is pretty obvious. It's the **IQ** that sets us apart from the competition.

Our new name says it all. We work smarter. We look deeper. We have trained professionals assessing information every step of the way. The result? We learn more so that you can make intelligent hiring decisions, and we can all have more peace of mind.



To find out more visit
www.employeescreen.com
 or call (800)235-3954

Looking Ahead...

AASHRM July Meeting Wednesday, July 11, 2007

Time: Wednesday, July 11, 2007

7:30am-9:30am

Location: Sheraton Suites

Cuyahoga Falls, OH

Topic: Identity Crisis-When Someone Wants to be You-*Insights from a leading authority on the Identity Theft crisis* This is a must-attend presentation for those in HR and also Members of any company or organization. Learn more about the frightening epidemic of identity theft and how it can rob you or your employees of their lives. Learn simple steps you and others can use to prevent this disaster from happening

Speaker: Tim Dimoff is founder and president of SACS Consulting & Investigative Services, Inc. Tim is an AASHRM member, author of six books, and nationally recognized for his expertise in high risk and security and other related issues.

Sponsor: Employer Health Purchasing Coalition of Ohio

Cost: \$20 Members/ \$25 Non-Members/\$10 Students



AKRON SHRM'S Summer Social Dinner and Golf Outing

at Raintree Country Club

August 22, 2007

Featuring



Akron SHRM is pleased to announce our annual Summer Social event for 2007.

Don't miss out on this great opportunity to meet fellow members in a fun and festive atmosphere while enjoying a great dinner, dynamic special guest speaker, and prizes galore plus an optional golf outing earlier in the afternoon, scramble format.

Optional Lunch w/ Golf:

Lunch 11:00-11:45 Tee Times 11:30-12:05

Main Event:

Dinner, Speaker & Presentation of Prizes 5:00-7:00

We are in need of sponsors for this very special event. If you are interested please contact Tom Doll at 330-253-8080 or tdoll@superiorstaffing.com.

May Meeting Highlights

Paul Meshanko returns for the May AASHRM Chapter meeting

If you attended last year's joint meeting with the Stark County Chapter, you will remember Paul Meshanko, founder of Leading Edge Ohio, and the excellent presentation he did at the Raintree Country Club. During a repeat engagement May 9th at the new location of Guy's Party Centre on Waterloo Road, Paul spoke to 94 in attendance about "Building and Sustaining a High Performance Work Culture." Key factors he shared include the importance of first understanding culture, determining what your company's is or would like to be, and the importance of taking this down to the individual level. To illustrate this, Paul mentioned the "iceberg principle," which is where we only see a small portion of ourselves and others, with most of our true selves lying below the surface. He also spoke about building relations with others in your organization to improve understanding, modeling behavior, and overcoming resistance to change.

Based on responses from the follow-up questionnaire sent to attendees, 65% rated both the relevance of the topic and the presentation as "excellent." And of the 42 who responded, there was overwhelming consensus that the new location was a good choice, with adequate parking, good food/service, and room layout mentioned several times.

Joining us for the meeting and introducing herself was Shannon Ross, our District Director and former President of the Portage Chapter. We were also joined by Dr. Steve Ash, our College Relations Chair, and 4 Members of the two HR Games Teams from the University of Akron, who not only came in #1 and #2 in the State of Ohio competition, but also came very close to taking the Regional competition. Way to go Red and Blue!



Our heartfelt thanks go out to Paul Meshanko, Denise Fulkerson from Michael C. Fina (our sponsor), Guys Party Centre and staff, and you, our Members, for coming out and supporting AASHRM!

AASHRM Program Committee: Bob Rakoci, Jill McCauslin, Diane Marzec, and Becky Perez

Welcome New Members to AASHRM!

Richard Williger (Assoc Member)
Attorney
Richard Williger Co LPA

Tommy Baker (Assoc Member)
District Manager
Alliance Staffing Solutions

Christine Norin
HR Administrator
Schott International

Donae Eckert (Assoc Member)
VP-Programs
Akron Community Foundation

Paul Brown, SPHR
HR Facility Manager
Deluxe Manuf. Operations

Paul Levy
Dept Chair - Psychology
Univ of Akron (Con't on pg.6)

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 posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

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

Classified ads (help wanted or positions sought) are \$50 for 250 words. Chapter member companies can list one free classified ad for help wanted or positions sought per organization/per month. Additional ads can be listed for \$50 for 50 words.

For more information, please visit our website at www.akronshrm.org.

Certification Scholarships

Akron Certification Chair: Susan Joseph

If you work full-time and are pursuing professional certification, you need to know about the certification scholarship program. Certification scholarships may be used to purchase test preparation materials, attend a review class and/or pay the certification exam fee.

The SHRM Foundation awards twelve \$750 scholarships in each of the five regions. Individual recipients will be selected on the basis of work experience and commitment to a career in human resources. Applications must be post-marked by July 16, 2007. Scholarship recipients will be selected August 15, 2007. All applicants will be advised of scholarship decisions by August 25, 2007. Scholarship checks will be distributed to all winners by September 15, 2007. Chapters and state councils are also eligible to apply. Individual applicants will be evaluated according to the following criteria:

- *40% Work experience/progression (HR involvement & future career plans)
- *40% Volunteer activity
- *20% Financial need

To print out an application and read frequently asked questions, visit <http://www.shrm.org/foundation> and choose "Scholarships & Awards."

The Regional Scholarship Program is supported by our donations to the SHRM Foundation.

Study: Employers don't grasp employee retirement priorities

Source: www.ta-retirement.com

Lack of Communication Fuels a Serious Perception Gap

Do you know what your employees are thinking about retirement? It's an important question from many angles: plan design, succession planning and recruiting, to name a few.

A new survey suggests, however, that if you've tapped into employees' real views on retirement, you're in the minority.

The survey, by Transamerica Retirement Services, contacted 659 employers – large and small – and 1,402 employees. It found that 56% of employers believed employees would choose higher salary over an excellent retirement plan. However, only 34% of employees agreed with that statement.

Disconnect: Another serious disconnect occurred in employer vs. employee views of retirement planning. Some 77% of employers thought their employees didn't want to think about retirement until they got near retirement age. Meanwhile, 73% of employees disagreed with this statement.

Why are employers and employees on such different pages? The answer that emerges from the survey is: **They don't talk.** Only one in five employees had spoken with their supervisor or HR department about their retirement benefits in the year before they responded to the survey.

Find out for Yourself: The point of all this isn't that you

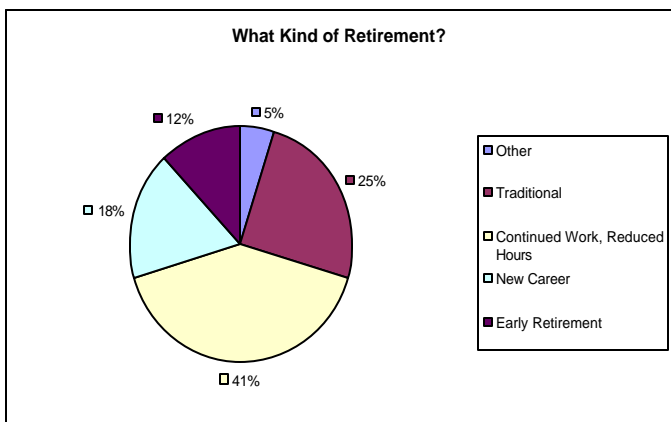
necessarily should rush out and upgrade your retirement plan.

What you might want to do is ask a selection of your people such questions as where retirement ranks in their compensation priorities, how they envisage funding retirement and at what point in their lives they plan to retire.

To avoid any appearance of age discrimination, make sure to talk to both younger and older employee, and tell them the goal behind the questions.

Only around one-third of employees responding to a recent survey believed they would retire completely at 65 or earlier. The rest expect to continue working in some form.

(Source: Adecco)



The Great Immigration Debate

Akron Governmental Affairs Committee Chair: Terri Bednar

Immigration reform is a subject near and dear to the hearts of many Americans. As HR professionals, many thoughts come into our minds with regard to this subject.

HR professionals along with their organizations are constantly trying to recruit the best and brightest talent. We want to strengthen our workforce and retain those employees who exemplify our companies' missions. We want to maintain a diverse workforce and draw our employees into a realm of acceptance of each other. We must be our companies' driving force in remaining compliant with laws and regulations so that we do not have fines, penalties and lost productivity.

HR professionals are charged with the exhaustive process of verifying that employees they hire are eligible to work in the United States. The Basic Pilot System--the venue for doing so has been poorly maintained and there is up to a 15% error rate. As my

friend, Brett Dorow, -HRACO Governmental Affairs once said, "Would you be happy if your debit card only worked 85% of the time?" I surely would not. The number of documents an employer is required to accept for the paper i-9 process is mind-boggling and you cannot ask that an employee bring a specific document. If you rely on those and you get a tentative non-confirmation, then you cannot terminate that person for at least 10 days. This means you must continue utilizing your company's resources for that person to be trained, even though you may have to end up terminating him or her. If you rely on the system and it is incorrect, your company may be subject to hefty fines for employing illegal immigrants since the burden of proof lies with YOU as the employer to verify identity and eligibility to work in the United States.

National SHRM is sponsoring a new website called www.hrinitiative.org.

There is new immigration reform legislation pending in both the House and the Senate currently. You can read about each of these by visiting the aforementioned website. It is important that you as HR professionals voice your concerns to your elected officials about Immigration Reform. What the legislators don't know might hurt you. Let your voice be heard.

SAVE THE DATE

The Governmental Affairs Committee is having a meeting! The next meeting will be on Tuesday June 19th at 7:30am at the Waterloo Restaurant located at 423 E. Waterloo Rd. in Akron. We will be continuing our discussion of the 2007 legislative outlook and we will begin planning for our meeting in October. If you would like to join us, please contact me, Terri Bednar at 330-724-6995 X114 or tbednar@goodwillakron.org.

Fred Alvarez (Con't from pg. 4)
Dir of Human Resources
Portage Country Club

Carol Stahl, PHR
HR Director
Hygenic Corporation

Barbara Van Dike
Director Human Resources
Community Health Center

David Couchman
Disability Mngmnt Officer
FirstMerit Corp

Tammy Merda
HR Manager
B.W. Rogers Company

Shannan Pearson
HR Coordinator
Smithers Scientific Services

Melissa Neiberlein
HR Manager
Smithers-Oasis

Tracy Maloy
HR Manager
International Data Management

Corinna Schmidt
Recruiter
Jo-Ann Fabric & Craft Stores

Maureen Hascher
Mngr, Field Recruiting
Sterling Jewelers

David Shiner, SPHR
Sr Mngr Driver Recruiting/Training
YRC Worldwide

Jennifer Loretta
HR Manager
Polymeric

Phillip Jackson
HR Specialist
Coleman Data Solutions

Mary Thomas
HR Specialist
Americhem, Inc

Maria Yankovich
Administrative Assist/Corp Secy
Fair Finance

Grace Van Liew
HR Services Consultant
Goodyear Tire & Rubber

Deborah Webb
Benefits Coordinator
Buckeye Corrugated

Jamie Rosenberg, PHR
Hr Generalist/Recruiting Specialist
National Interstate Insurance Co.

Human Resource Career Opportunities

CHARLES SCHWAB—RICHFIELD, OH Sr. Staffing Manager

Responsibilities:

- Consult with hiring managers to develop effective staffing and sourcing strategies for current and future needs.
- Source and Deliver slates of qualified and diverse talent.
- Identify and build partnerships to develop recruiting relationships/pipeline
- Track metrics regarding the recruiting pipeline, hiring cost, and hire quality
- Lead and manage team of full-time and contract recruiters in a variety of locations.

Qualifications:

- 5-7 years experience in all aspects of recruiting for non-exempt, professional, and managerial positions
- Experience with searching and sourcing talent in various niche associations, resume databases, or websites
- Proven ability in partnering with hiring managers and working with executives on workforce plans and staffing strategies
- Experience using an online applicant tracking system and maintain required documentation for AA/EEOC requirements.
- Excellent verbal and written communications skills

Resume can be submitted to: mark.craig@schwab.com

CORNERSTONE EXECUTIVE SEARCH GROUP-MASSILLON, OH HRIS Position

Responsibilities:

- Serve as liaison to Corporate Finance with various reports and annual budgeting process.
- Consult with HR and business to evaluate Reporting needs and provide solutions.
- Assist with maintaining Org Management (OM).
- Assist in ensuring process integration across the breadth of HR functional activities.
- Develop and maintain executive Dashboard reports.
- Creation of reports to support HR and management metric requirements.
- Responsible for non-employee data in the SAP HRIS system and interfaces with non-employee vendors.

Qualifications:

- B.A. or B.S. in Business, HR and/or MIS;
- Minimum of 5-7 years HR/Finance related experience
- Prior knowledge of and practical application of HRIS systems.
- Proficiency in SAP-HRIS;
- Strong technical aptitude and project management skills



*Please submit resume and salary history to: jobs@mrmassillon.com

Human Resource Career Opportunities

FIRST ENERGY-AKRON, OH College Recruiter

Responsibilities:

- Develop relationships and alliances with targeted universities to establish a pipeline of talent for new grad hires, co-ops, internships, and job rotation programs – including attending target university, diversity, and professional association events (travel required)
- Coordinate with Business Units and Field HR to encourage participation and involvement in College Recruiting activities; work with co-op/intern coordinator to establish business unit college liaisons
- Create centralized client-based new grad, co-op, internship and job rotation sourcing strategies to meet company and business unit demand

Qualifications:

- Bachelor's degree in Human Resources, Psychology, Business or related field
- Advanced Microsoft Word, PowerPoint, and Excel, Lotus Notes, electronic ATS, and Internet usage
- Requires year round travel throughout service territory
- Willingness to work extended hours with a minimum of 3 years supervising a recruiting team.

Apply online at: www.firstenergycorp.com

FIRST ENERGY-AKRON, OH Recruiting Coordinator

Responsibilities:

- Assisting with interviews, creating reports, attending events, posting positions to our websites and other sources, and writing creative job ads.
- Assist Recruiter with creating phone screening questions and developing sourcing strategies
- Conduct and schedule phone screens and interviews
- Assist with cold calling initiatives to generate leads and interest for positions
- Develop, maintain and analyze reports for the department including internal compensation equity reports.

Qualifications:

- Bachelor's Degree in Human Resources, Business Administration or Management required.
- Experience working in a high-volume, full-cycle recruiting environment and utilizing online recruitment applications
- Ability to maintain confidential information and work in a team environment with a strong customer service focus. Ability to establish priorities, work independently, and proceed with objectives in an environment with frequent interruptions and with limited supervision
- Computer proficiency in Microsoft Office (Word, Excel, PowerPoint) products, as well as internet savvy.

Apply online at: www.firstenergycorp.com

2007 AKRON SHRM BOARD OF DIRECTORS

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Human Resource Administrator

Vice President: Robert Rakoci, SPHR
Senior Compensation Analyst

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Director

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HR Generalist

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Corporate Staffing Specialist

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HR Manager

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College Relations Chair: Steve Ash, Ph.D.
Student Chapter Advisor: University of Akron

Student Chapter Advisor: Kent State University
Cathy DuBois, Ph.D.



Join us for the 35th Annual Ohio Human Resource Conference
"Driving the Winds of Change"
September 19-21, 2007
Sawmill Creek Resort Huron, OH

Scheduled Speakers:

- Liz Murray
- Patti Hathaway, CSP
- Dave Leedy
- Mary Jane Mapes, CSP
- Steve Browne
- Joe Rotella, SPHR
- Scott Warrick, JD, MLHR, SPHR
- Sheri Caldwell, Ph.D., SPHR
- Andrea Gurcsik, SPHR
- Dale Dwyer, Ph.D., PHR
- Major General David Hartley
- Brian Blasko
- Peter Marshall
- Alan Goldstein, JD
- Matthew Adam
- Robert Arnoff
- Shirley Davis, Ph.D

Register Online: www.ohioshrm.org