

# HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

**August 2007**

**Inside this Issue:**

Registration Info	2
Looking Ahead	3
Summer Social!	4
Gov't Affairs Update	5
Career Opportunities	6
2007 AASHRM Board	7



**Our sponsor this month:**



Employee Benefits Consulting  
www.masterconsulting.com  
Cleveland, Ohio  
(216) 591-0088

<http://masterconsulting.com/>

## **Employee Retirement Savings Strategies**

**Dealing with the growing trend of  
“You mean I don’t have enough money to retire?”**

Many of today’s workers may be unable to comfortably retire without programs to overcome behavioral issues, with a resulting impact on the overall organization. Come join us to learn new strategies on how to deal with this growing issue.

Those attending will be educated on shortcomings of the current approaches many organizations use to encourage employees to save for retirement.

- Learn about behavioral barriers that employees may encounter when trying to save for retirement, with a discussion of the predictable but irrational approaches human beings use when making saving and investment decisions.
- Become aware of the powerful and positive strategy of behaviorally-based programs that “automate” improved saving and investing decisions. Learn how these programs can be more effective for corporate plan sponsors than traditional educational programs alone.
- Learn of strategic plan design trends aimed at overcoming employee inaction on retirement decision-making. And how, without programs to overcome these behavioral issues, many workers may be unable to comfortably retire and the future impact on organizations.

**Benjamin Hill** is Vice President – Investments with A.G. Edwards and Sons, Inc. and has over 25 years investment and employee benefits-related experience. In his current position, B.J. provides comprehensive investment consulting services to corporations and high-net-worth individuals. A frequent speaker, B.J. has been a featured guest on local radio where he has discussed the importance of saving for retirement as well as the need for appropriate asset allocation

**Sponsor:** Master Consulting Group



**Approved 1.0 Hr. General Credit**

**Registration Information on pg. 2**

## AASHRM August Meeting Registration Information

When: Wednesday, August 15, 2007  
 Location: Sheraton Suites  
 1989 Front Street  
 Cuyahoga Falls, OH 44221  
 Time: 7:30am-9:30am  
 Cost: \$20 members / \$25 non-members / \$10 Students



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

Reservations may be made online at:

[www.akronshrm.org](http://www.akronshrm.org) or [pauber@comdocinc.com](mailto:pauber@comdocinc.com)

Questions? Call Patti Auber at 330.899.8087  
 Registration Deadline is Monday, August 13, 2007

Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or [pauber@comdocinc.com](mailto: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.

## Do You Need Direction on Your Company's Benefits Plan Decisions?



### Let Us Guide You!

**Saving money on employee benefits is imperative in today's economy. The cost of providing benefits is rising significantly, while employees consistently seek more and more from their benefits package. Many employers struggle to balance employee needs with their own capabilities and bottom lines. Helping you meet these divergent needs is our specialty.**

**For over 15 years, Master Consulting Group has been providing insurance and employee benefits consulting services to the business community. Built upon a tradition of integrity, industry leadership, and excellence, we are committed to delivering tailored benefit solutions with thoughtful, strategic planning, valuable professional services, and technology-based solutions.**

**Master Consulting Group - 216-591-0088 - [www.masterconsulting.com](http://www.masterconsulting.com)**



## Looking Ahead...

### AASHRM September Meeting Wednesday, September 12, 2007

- Meeting:** Wednesday, September 12, 2007  
**Time:** 11:00am-1:00pm  
**Location:** Guy's Party Centre, 500 East Waterloo Road (Akron)  
**Topic:** View from the Top-CEO Perspectives of Human Resources  
 Panel Presents a CEO vision of HR from the executive office, both present and future. This unique panel represents employers of different sizes and perspectives in the local market.  
**Speaker:** Bill Considine, CEO of Akron Children's Hospital  
 Riley Lochridge, CEO of ComDoc  
 Brad Bowers, CEO of CASNET  
**Sponsor:** Cincinnati Time Systems  
**Cost:** \$20 AASHRM Members, \$25 Guests, \$10 Students



**CASNET**  
 You Manage Your Business.  
 We Manage Your Documents.

### July Meeting Highlights

#### Identity Crisis! When Someone Wants to be you!

Presented by Tim Dimoff of SACS Consulting

AASHRM's July meeting was definitely an eye opening look into the world of identity theft. Tim reported that the workplace is the #1 source for identity theft today and that most thefts were do to company security breaches, not hackers. Tim also spoke on the many other possible ways you can become a victim and the steps you can take to reduce your risks. He shared these four recommendations to avoid becoming a victim:

- Secure all personal information
- Check your financial information regularly
- Ask questions ("Why do you need to know?")
- Maintain good records

AASHRM would also like to thank Employers Health Purchasing Corporation of Ohio for sponsoring this very informative meeting.

Hope to see you next month!  
 Sandy Manjura  
 President, Akron SHRM

  
 TheJobCenter.biz  
**JOB FAIR**  
 Thursday, September 6, 2007  
 10:00 am – 2:00 pm  
 1040 E. Tallmadge Avenue  
 Akron, OH 44310  
 Tel (330)633-1050 Fax (330)633-1051

**Employer Amenities:**  
**\$300 – Hall**  
 •Prime visible main concourse  
 •1 table, table cloth & skirt  
 •2 chairs  
 •Use of computer lab  
 •Fax/copier  
 •Advertising  
 •Foot traffic averages 300 per day at The Job Center  
 •Boxed lunch

**Employer Amenities:**  
**\$250 – Classroom**  
 •Ample classroom space  
 •1 table, table cloth & skirt  
 •2 chairs  
 •Use of computer lab  
 •Fax/copier  
 •Advertising  
 •Foot traffic averages 300 per day at The Job Center  
 •Boxed lunch

Space is limited. Contact The Job Center (330)633-1050 for additional information and registration application form.

**Summer Social Dinner and Golf Outing**

at Raintree Country Club  
 4350 Mayfair Road, Uniontown  
*Wednesday, August 22, 2007*

*Featuring:*



**Sponsored By:**

- Ratliff & Taylor
- The Health Initiative Project
- Diebold
- RJF International
- Wagoner Moving Systems
- Robert Half International
- employeescreenIQ
- Akron Works.com
- Liberty Mutual Insurance
- Kelly Services
- Superior Professional Placement  
(a division of Superior Staffing)
- Kastner, Westman & Wilkins

Don't miss out on this chance to see the one and only Brian Blasko. If you haven't had a chance to see Brian, his presentations are not only inspiring but are packed with fun! *Our presentation is titled:*

*"Driving for Success, What's under your Hood?"*

We hope you can join us and take advantage of 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

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 (Remit This 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 & Presentation Only (includes prizes) \_\_\_\_\_ at \$20.00 each = \$ \_\_\_\_\_
- ◇ Golf, Lunch and Dinner \_\_\_\_\_ at \$60.00 each = \$ \_\_\_\_\_
- ◇ Golf and Lunch Only \_\_\_\_\_ at \$45.00 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 and 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 Akron SHRM.** Please return registration and checks **no later than 8/17/07** to:

Patti Auber, ComDoc 3458 Massillon Rd. Uniontown, OH 44685

More Questions – Call Patti at (330) 899-8087 or via email at pauber@comdocinc.com

Registration also available by visiting [www.akronshrm.org](http://www.akronshrm.org) or contact Patti Auber @ [pauber@comdocinc.com](mailto:pauber@comdocinc.com)

## FMLA Paid Leave Could be up for Debate Soon

**Akron Gov't Affairs Committee Chair: Terri Bednar**

The Labor Department's (DOL) request for information on the Family and Medical Leave Act (FMLA) generated almost 15,000 responses and more than 2,000 comments, which were summarized in a report DOL released on June 27, 2007. (SHRM summarized the se comments and you can view that summary by visiting [http://www.shrm.org/government/update/071307\\_3.asp](http://www.shrm.org/government/update/071307_3.asp) .) It marks the first in-depth analysis of the FMLA regulations since the rules were first promulgated in 1995. Overall, the report found that the FLSA is working well, but it acknowledges that significant problems with the regulations exist, especially with unscheduled intermittent leave. It did not propose any changes to the regulations, but a DOL official noted that regulations involving leave eligibility that were invalidated by the US Supreme Court in 2002 still must be revised.

The executive summary specifically states that problems with the rules governing intermittent leave were "a central defining theme" of the comments and that it is the single most serious area of friction between employers and employees seeking to use FMLA leave. Another area of significant confusion and problems for both employers and employees is medical certifica-

tions that do not provide meaningful guidance regarding the employee's expected use of intermittent leave.

Many HR professionals and businesses are calling on the DOL to act on proposed changes that would clarify and simplify the standards and procedures employers and employees must follow to comply with this law. Whether or not DOL will react to these requests is unknown.



If managing the FMLA/intermittent leave isn't enough of a headache, legislation has been introduced in the senate (S. 1681) that would provide up to 8 weeks of PAID FMLA leave to employees. This bill would create a Family Leave Insurance Fund to be administered by the

DOL which would provide tiered benefits, with greater wage replacement going to lower-paid employees. The insurance would be funded by a 0.2% tax on employee wages and the government would pick up the cost of fund administration. This means that you would be paying for your co-worker to be out on paid leave out of your own pocket! Stay tuned for more information on this and other paid leave bills.

### *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](http://www.akronshrm.org).**

## Human Resource Career Opportunities

SUPERIOR STAFFING, INC., AKRON, OH  
SENIOR RECRUITER

### Job Specifications:

Superior Staffing is looking for an experienced recruiter to manage the Professional Placement Division. The successful candidate will be responsible for building relationships and networks to generate business and source talent. They will also be responsible for managing and training a recruiting team. Must have experience in cold calling, name generation, networking within professional organizations, and a strong knowledge of how to conduct research to identify potential clients and candidates. Must be able to prioritize and organize work. Prefer a candidate with experience recruiting in the finance and accounting field, but it is not a requirement. 3<sup>rd</sup> party recruiting experience is a must. Strong PC skills are required.

### Job Qualifications:

- 5 plus years of recruiting experience.
- Experience managing and building a recruiting team
- PC Skill (MS Word and Excel)
- Ability to prioritize and organize workload

### Submit Resume to:

Tom Doll – [tdoll@superiorstaffing.com](mailto:tdoll@superiorstaffing.com)

Liz Kehn – [lkehrn@superiorstaffing.com](mailto:lkehrn@superiorstaffing.com)

330-253-8080



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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
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Register Online: [www.ohioshrm.org](http://www.ohioshrm.org)