



# CHAPTER NEWS

July / August 2008 Edition

*This newsletter is for CIC-SHRM members only for informational purposes and not intended to render advice or judgment.*

## President's Message



Greetings on behalf of your CIC-SHRM volunteer board! I hope everyone has managed to stay dry. Let's hope the summer temperatures are milder than the precipitation has been! As summer heats up, so does our search for board members to replace those whose terms are ending in 2008. The nomination process will be starting soon for the following positions:

- Treasurer
- College Relations Chair
- Legislative Chair
- Public Relations Chair
- Recognition Chair
- Webmaster
- Workforce Readiness Chair

If you are interested in volunteering for a board position, please contact President-Elect Pattie Curry at [PresidentElect@cic-shrm.org](mailto:PresidentElect@cic-shrm.org).

On June 18<sup>th</sup>, we hosted a Member Recognition & Networking Dinner, a free event for chapter members at the Springfield Hilton. The view was spectacular, the food was delicious and the conversation flowed. We were honored to have Chancellor Richard Ringeisen, University of Illinois at Springfield, and his wife as our guests. Dr. Ringeisen spoke about the impact higher education, and particularly UIS, has on the local workforce. After dinner, we also held a special awards presentation where we recognized the following:

- Recent recipients of the PHR or SPHR certification Janine Griffith and Barb Weatherford. Each recipient received a \$50 check in recognition of this outstanding achievement;
- Outgoing board members Heather Dykes, Penny McCarty and Larry Small;
- Our first Lifetime Achievement Award winner, Larry Small; and
- HR Professional of the Year Award winner, Dave Ryan of Mel-O-Cream Donuts.

The board is truly committed to providing chapter members with events and programs that provide a value-added benefit to being a member of this outstanding organization. Please note that our next meeting on July 16<sup>th</sup> will be at **Standard Aereo** at the airport. I hope to see many of you there.

Thank you for your continued support!

*Your CIC-SHRM Chapter President,  
Nicole M. Ralph, PHR*

## CIC-SHRM Calendar

### 2008 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. Meetings will be held on the following dates:

- July 16
- September 17
- November 19

### Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held at Illinois Bankers' Association Training Center on the following dates:

- July 8  
@ American Lung Association
- August 13
- September 10
- October 8
- November 12
- December 10

All members are welcome.

### Special Events

October 15 – Diversity Event

## Annual Recognition Event

On Wednesday, June 18<sup>th</sup>, CIC-SHRM proudly hosted our 3<sup>rd</sup> annual Recognition Event. All in attendance were treated to a delicious meal, a presentation by Chancellor Richard D. Ringeisen of the University of Illinois at Springfield pertaining to the role that higher education plays in developing the workforce readiness of the local labor market, a recognition ceremony, and a raffle drawing for conference reimbursements. This year's big winners included the following:

**PHR/SPHR certifications:** Janine Griffith, PHR; Barbara Weatherford, PHR; and Susan Whewell, PHR.

**Board tenure recognition:** Heather Dykes (PHR), Public Relations Chair, February 2005 – December 2006 and College Relations Chair, January 2007 – December 2007; and Larry Small (SPHR), Diversity Chair, January 2004 – December 2004 and Legislative Chair, January 2004 – December 2007.

**Lifetime Achievement – Larry Small, SPHR** This year, CIC-SHRM decided to present an award to an individual who has made a significant contribution to both the HR field and the Chapter based upon criteria such as Board tenure, peer recognition, and mentorship throughout the field.

Larry Small works as Program Planner at the Illinois Institute of Continuing Legal Education and has served on the CIC-SHRM Board both as Diversity Chair and Legislative Chair. Larry single-handedly worked to develop the annual Legislative Conference into the world-class event that it is today. Larry's expert embodiment of employment law benefited all in the Chapter through his submission of newsletter articles. Congratulations, Larry!

**HR Professional of the Year – David Ryan, SPHR** CIC-SHRM recognizes the HR Professional of the Year winner as someone who has made a considerable commitment to advancing the profession and is based upon criteria such as community service, executive-level work, and rapport among colleagues.

David works as the HR/Regulatory Compliance Manager for Mel-O-Cream Donut International, Inc. Through the years, Dave has been very instrumental in helping the Chapter achieve its goals of "Serving the Professional" and "Advancing the Profession." Dave single-handedly created a resume program that was used at job fairs, originated and arranged CIC-SHRM's first ever "Road Show," spoke at several colleges and businesses regarding HR topics, and facilitated the CIC-SHRM PHR/SPHR study group. Congratulations, Dave!

CIC-SHRM would also like to thank our Recognition Event sponsors: Blue Cross/Blue Shield of IL – Overall event sponsor; TruPay Corporation – HR Professional of the Year sponsor, Bansal Occupational Solutions and Sikich LLC – Table sponsors.

We look forward to seeing everyone again for next year's big event!

### Member Spotlight



George Niehaus is the Human Resources Manager for Kerber, Eck & Braeckel LLP, a public accounting firm headquartered in Springfield, with offices located in Wisconsin, Illinois, and Missouri. He is responsible for all aspects of human resource management including: employee relations, benefits administration, recruitment, HR policies, and procedures and legal

compliance for all seven of their offices. George has been a member of both the national and local SHRM chapters since 2006.

He spent the majority of his early HR experience with larger companies such as Blue Cross Blue Shield and Cingular Wireless (now AT&T Wireless). Niehaus really enjoys the smaller "family type" atmosphere that exists at KEB; even though KEB is a growing business with many clients, they like to believe that they still maintain their "personal connectedness" with both their employees as well as their clients.

George has been a Springfield native most all of his life. He has been married for five years to his wife Susie and has two cats and a dog and lives in a fantastic house near Lake Springfield that he could live in for the rest of his life. When he's not at work, he enjoys cars, golf, cycling, and playing music, his second passion, in a variety of local bands. The biggest challenge George sees is trying to provide affordable health care to all employees and their families and balancing the rising costs of healthcare. Another challenge would be in educating employees in how to best utilize the various benefits available to them. Today, the public accounting profession is a challenging field to work in at times with many long hours, working away from the office, and navigating the busy season; conversely, the slower season encompasses obstacles revolving around how to encourage employees that are finished with their work to enjoy some time off and perhaps enjoy an extended weekend! George plans on pursuing his PHR certification soon with the SPHR to follow.

## Internships – Partnering for Success

Are you interested in building your Human Resources Department? Do you have important projects that keep being delayed due to staffing shortages?

Offering internship programs to students interested in Human Resources can provide an excellent return on employers' recruiting investment. An internship program is a three-way partnership involving an organization, a university and a student. Internship programs can provide reduced recruiting costs, access to a highly motivated and skilled labor pool, fresh perspectives, and motivated workers, according to SHRM.

As listed in a SHRM internship guide, your company can gain these benefits as a participant in such a partnership:

- An opportunity to observe potential employees who have proven talents and a demonstrated interest in your organization without the obligation to hire the student upon completion of the program.
- Freedom for your highly trained and costly staff to pursue more advanced and creative assignments.
- An opportunity to accomplish projects you don't have time or resources to accomplish otherwise.
- The freedom to experiment with new positions without extensive investment and commitment.
- A built-in source of public relations and a positive connection to a university campus for your firm.
- Motivation for your professional staff to continue professional development necessary to stay current in their field.

Good internship applicants often can be found at local colleges and universities. Internships can be an excellent opportunity for both the candidate and the company to learn about one another. The company gains the chance to try out a student for a predetermined period of time and, if successful, the internship may lead to a full-time employee at a relatively low cost per hire, affirms Professor Cheryl Wyrick, Ph.D., SPHR.

Employers responding to NACE's 2007 *Recruiting Benchmarks Survey* reported that they offered full-time jobs to nearly two out of three of their interns. More than 70 percent of those offers were accepted; nearly half of the interns came on board as full-time hires. Overall, employers reported that nearly 31 percent of all their new college graduate hires from the Class of 2006 came from their own internship program.

"Employers see their internship programs as an effective way of identifying and connecting with talent," says Marilyn Mackes, NACE executive director. "These programs are a way for the employer and the intern to test each other to see if there is a good match."

According to Wyrick, the most popular internship is often offered during the summer because it allows students the opportunity to work full-time for two or three months. However, many universities offer internship credit throughout the academic year to accommodate the needs of students who are available on a part-time basis.

If you are interested in offering an internship to a student in the Human Resources field, please contact Abigail Detmers, College Relations Chair, at [CollegeRelations@cic-shrm.org](mailto:CollegeRelations@cic-shrm.org).

## **JULY CHAPTER MEETING LOCATION**

**Standard Aero  
1200 N. Airport Drive  
FAA Building  
Garrett Aviation training room**

**Please park in the large parking lot only.**

## **July 16th Member Meeting**

### **Presentation**

### ***Creating High Performance Teams***

**The speaker will be Bruce Hodes,  
Founder/President of CMI, a company  
that specializes in strategic planning and  
teambuilding.**



## LEGISLATIVE/LEGAL UPDATE

Submitted by Cheryl Davis, PHR, Legislative Chair

### Bush Signs Bill Banning Discrimination Based on Genetic Makeup

On May 21, President George W. Bush signed into law the "Genetic Information Nondiscrimination Act" (GINA). The new law, which has been called "the first civil rights law of the 21st Century," would prohibit discrimination against individuals on the basis of their genetic information in both employment and health care. The employment provisions of GINA become effective in November 2009, and the provisions pertaining to group health plans become effective in May 2009.

Relevant to HR professionals, the new law contains the following provisions:

- **State Genetic Law Preemption:** State laws that have more stringent requirements, standards, or implementations than those contained in GINA will supersede the new federal law.
- **Nondiscrimination in Employment:** GINA will prohibit an employer from discriminating against an individual in the hiring, firing, compensation, terms, or privileges of employment on the basis of genetic information of the individual or family member of the individual.
- **Definition of Family Member:** GINA defines a family member as the:
  - Spouse of the individual;
  - A dependent child of the individual, including a child who is born to or placed for adoption with the individual; or
  - Parent, grandparent, or great-grandparent.
- **Restrictions on Collecting Genetic Information:** GINA forbids an employer from requesting, requiring, or purchasing genetic information about the individual or family member except:
  1. where the employer inadvertently requests or requires the information;
  2. for genetic services offered by the employer (including wellness programs);
  3. for purposes of complying with the Family and Medical Leave Act; and

1. where the employer purchases documents that are commercially available.

- **Genetic Monitoring in the Workplace Exception:** GINA allows for genetic monitoring of biological effects of toxic substances in the workplace, but only if:
  1. the employer provides written notice of the monitoring to the employee;
  2. the employee agrees to the monitoring in writing or the monitoring is required by federal, state, or local law;
  3. the employee is informed of the results of the test;
  4. the monitoring conforms to federal or state laws, including rules promulgated by OSHA; and
  5. the employer receives the results of the tests in aggregate terms.
- **Health Care Coverage Protections:** GINA will prohibit an insured or self-insured health care plan from denying eligibility to enroll for health care coverage or from adjusting premium or contribution rates under a plan based on an individual or family member's genetic information. Health care plans will also be prevented from requiring a plan participant to undergo a genetic test to be eligible for coverage under a health care plan.
- **Exceptions for Genetic Testing for Health Care Treatment:** A health care professional can request that a patient undergo a genetic test or advise a patient to make use of genetic testing services through a wellness program.

**Remedies for Violations of the Health Care Coverage Provisions:** Plan participants can receive injunctive relief under the Employee Retirement Income Security Act (ERISA) and have health care coverage reinstated back to the date of loss of coverage. Plan administrators could be personally liable for discriminating in coverage decisions and be assessed a penalty of \$100 per day for the period of noncompliance. Plans could be fined a minimum penalty of \$2,500 to \$15,000 for more than de minimus violations up to a total of \$500,000 for multiple violations.

- **Confidentiality of Genetic Health Care Information:** GINA requires that the disclosure of protected genetic health care information be governed by the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The law would also provide participants with injunctive and equitable relief for violations of the confidentiality provisions of GINA. For violations of the privacy provisions of the law, civil monetary penalties could be assessed at \$100 per day up to \$250,000 and 10 years in prison for egregious violations.

### **7th Circuit: Age Discrimination Suit Rejected Because of CBA**

*By Chris Arbery and Valerie Njiiri*

The [7th U.S. Circuit Court of Appeals](#) upheld the dismissal of claims by two flight engineers who sued their employer for offering them lower-paying positions after their jobs became obsolete.

Louis Miller and Richard Royals were flight engineers for American Airlines. Decades earlier, the company operated airplanes that required three individuals in the cockpit—the captain, the first officer and the flight engineer. As technology advanced, however, American no longer needed a flight engineer for the third seat in the cockpit.

In 1964, American and its two employee unions entered into a collective bargaining agreement (CBA), which preserved the rights of the then-current flight engineers to occupy the third of a three-crew aircraft, but also recognized the right of American not to hire flight engineers. In the period following adoption of the CBA, American began retiring its three-crew airplanes.

In 1983, an amendment was added to the CBA—“Supplement U”—which provided that, in the event there was a surplus of flight engineers, any extra flight engineers would be guaranteed placement at another position within the airline at flight engineer pay. However, the guarantee was effective only until the flight engineers’ normal retirement date, which under American’s retirement plan was 65.

In May 2002, American grounded the last of its three-crew airplanes. It offered the plaintiffs and one other remaining flight engineer positions in its publications department, which

paid significantly less than the flight engineer position. At the time of this offer, Royals was 70 years old and Miller was 75 years old.

The plaintiffs filed a charge with the U.S. Equal Employment Opportunity Commission, alleging that American discriminated against them on the basis of their age when it failed to offer them positions with flight engineer pay as required by Supplement U. The plaintiffs then filed a lawsuit, which the district court determined involved a dispute over the terms of a collective bargaining agreement and, therefore, was pre-empted by the Railway Labor Act (RLA). The district court ordered the case stayed while the parties underwent arbitration.

The arbitrator found that Supplement U did not obligate American to offer the plaintiffs alternate employment at flight engineer pay because flight engineer pay was guaranteed only until age 65. The district court deferred to the arbitrator’s decision and granted American’s motion for summary judgment.

On appeal, the 7th Circuit determined that the district court correctly deferred to the arbitrator’s interpretation of Supplement U. The RLA mandates arbitration of labor disputes regarding the interpretation of a CBA in the railway or airline industry. Had the plaintiffs alleged that American discriminated against them without relying on Supplement U, their claims might not have been pre-empted.

The plaintiffs argued that the court should not be bound by the arbitrator’s decision because their discrimination claim was based on the idea that Supplement U created a benefit and that this benefit was withheld because of their age. The court rejected this argument because there was no evidence that the plaintiffs had a right to comparable pay after they reached 65 under Supplement U or that the plaintiffs were entitled to such a benefit by virtue of their employment relationship. Moreover, the court concluded that the plaintiffs had not cited any language in Supplement U that supported their argument that American discriminated against them.

Accordingly, the court affirmed the district court’s grant of summary judgment to American.

## **Revitalizing Curricula for Workforce Development: Meeting the Needs of Diverse Workers**

*Robert W. Hotes, Ph.D., SPHR, Illinois Office of Educational Services/SIU-Carbondale*

Helping students from diverse backgrounds to make education and career choices that will be of value to them throughout their lives is essential to workforce development in Illinois. The competitiveness of the US workforce is strengthened by its diverse nature. Diversity is an advantage in global competitiveness, but such competitiveness must also be supported by required competencies and skills. The Curriculum Revitalization Initiative (CRI) for secondary Career and Technical Education in Illinois can be key in helping CIC-SHRM members and all employers to meet the demand for a skilled, diverse workforce in Central Illinois.

According to Daggett (2007), students need a rigorous and relevant curriculum to prepare for jobs in the future. The Illinois Curriculum Revitalization Initiative (CRI) in Career and Technical Education is providing educators with instructional materials that will help to prepare students to compete in the global market place. CRI course outlines at the orientation level can be used by professionals to aid students in exploring career choices and course pathways that are non-traditional for a particular group. All of the course materials in the CRI lesson libraries are aligned with Illinois Learning Standards, as well as, applicable national and professional standards. The rich content of the lessons delivers curricula that are in alignment with the goals and requirements of the No Child Left Behind (NCLB) Act.

The CRI for secondary education in Illinois is providing important tools to help cooperative education coordinators and students, teachers and administrators. Because the revitalized CTE curriculum is aligned with Illinois state goals and learning standards and with national and industry standards, the information contained in the lesson library can help teachers specialists to aid students in making career choices. In addition, the on-line lesson materials provide introductions to specific careers that may be especially useful for non-traditional learners.

A library of lessons is available to Illinois teachers on-line at [www.ilcte.org](http://www.ilcte.org). Information on using the lessons is also being provided by the Illinois Office of Educational Services (IOES) through meetings and workshops throughout the state.

Training in the use of the lesson library is provided at these events by the IOES staff.

To ensure that the curricula reflects both rigor and relevance, each of the CRI lessons contains links to a detailed lesson presentation, an introduction, an outline, an index, and links to Illinois State Learning Standards and performance descriptors. Academic assessments and rubrics are an important part of each lesson. Lessons are comprehensive and include learning objectives, resources, and lists of equipment needed in the classroom. Power Point presentation visuals are also provided with selected lessons.

An important and valuable tool for teachers and cooperative education professionals is the link to job-related standards forming part of each lesson. Through the on-line link the matrix provides a method of aligning the content of each lesson with Illinois Learning Standards. While this feature is of importance to teachers and administrators, it can be of significant use to professionals in helping students to choose programs of instruction that will enable success on required state-level examinations.

The goal of the CRI is to provide the students and teachers of Illinois with resources that will enable rigor, relevance and accountability for results. To achieve that goal, the CRI is developing curriculum models in Technology and Engineering Education, Health Science Technology, Business, Marketing, and Computer Education, and Family and Consumer Sciences. The end result is designed to be a revitalized CTE curriculum for the Twenty-first Century and beyond. The curricula materials under development are not be mandatory, but the CRI is coordinated with the nationally acclaimed and accepted Illinois Agricultural Education curriculum library. This provides an integrated state-wide approach. The orientation and skill-level lessons will provide Illinois educators with valuable resources aiding in educational rigor and relevance and improved data to aid students in making career choices.

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The Initiative is a project led by the Illinois State Board of Education (ISBE) to benefit the students and instructors engaged in Career and Technical Education (CTE) in the state. The State Board is partnering with the Illinois Office of Educational Services (IOES), the Center for Agricultural and Environmental Research and Training, Inc. (CAERT), and Facilitating Coordination in Agricultural Education (FCAE). The goal of this partnership is to provide quality instructional products in CTE content areas.

In order to ensure that the materials are of use to Illinois teachers and their students, contact with the community of stakeholders is essential. Guidance and input from advisory committees, including representatives from employers in business and industry and teachers and post-secondary faculty and administrators, has been vital to the CRI project. Continuing contact with teachers and advisory groups of business and industry professionals and post-secondary educators continues to be maintained during the CRI project. CIC-SHRM members, as a professional group, can provide important input.

#### **How Can the CRI Help Ensure a Skilled, Diverse Workforce?**

..The lesson materials currently being developed will be useful in several ways to those helping students to make career decisions. For beginning teachers, the curriculum library can provide a resource that can save time, while ensuring that instruction has relevance and rigor. Experienced teachers can use the materials to help ensure that instruction is aligned with relevant standards and employment skills. Employers can assist cooperative vocational education teachers and students by helping them to be aware of the features and benefits of the CRI materials. Because the lessons are keyed to the Illinois Learning Standards and to professional competencies required by the workplace, they are useful in assuring that Illinois students are ready for the job market. CIC-SHRM members interested in the CRI project are welcome to contact Dr. Robert Hotes at [rhotes@ioes.org](mailto:rhotes@ioes.org).

#### **Reference**

Daggett, W. (2007, March). *The education challenge: Preparing students for a changing world*. Paper presented at the , *Connections Conference*, Illinois State Board of Education, Saint Charles, IL.

### ***Looking for the 2008/2009 CIC-SHRM Public Relations Chair***

**Are you interested in getting more involved in CIC-SHRM?**

**Would you like to gain experience that will help you build your resume?**

**Are you looking for a volunteer opportunity where you can also network and have fun with your peers?**

**Do you have experience or a curiosity for marketing or public relations?**

***If you answered “YES!” to one or more of these questions, this might be the position for you!***

As the Public Relations chair for CIC-SHRM, you will spend just a few hours a month working on email communications, articles, press releases, newsletters, and other marketing materials.

You'll have the opportunity to communicate with local media to ensure community awareness of chapter activities and events, and you'll coordinate and recruit sponsorships for Chapter meetings.

The best part is that you get to spend some time working with a great group of people who make up an amazing volunteer board!

Please contact Pattie Curry if you would like more information.

## Upcoming HR Events

### 2008 Illinois State Council of SHRM Conference & Exposition

August 5, 2008  
Naperville, IL

### 2008 Illinois Corporate Partners Annual Employer Conference

September 25, 2008  
Naperville, IL

*For more information about these and other events, visit [www.cic-shrm.org](http://www.cic-shrm.org)*

## Leadership Team

Please call us with your questions or suggestions. We want to hear from you.

<b>President</b>	Nicole Ralph, PHR 786-2342 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
<b>President Elect</b>	Pattie Curry, PHR 245-2183 x1224 <a href="mailto:PresidentElect@cic-shrm.org">PresidentElect@cic-shrm.org</a>
<b>Vice President</b>	Vicky Fowler, PHR 787-5864 <a href="mailto:VicePresident@cic-shrm.org">VicePresident@cic-shrm.org</a>
<b>Diversity Committee Chair</b>	Robert Hotes, PhD, SPHR 726-6220 <a href="mailto:Diversity@cic-shrm.org">Diversity@cic-shrm.org</a>
<b>Legislative Affairs Committee Chair</b>	Cheryl Davis, PHR 535-3510 <a href="mailto:Legislative@cic-shrm.org">Legislative@cic-shrm.org</a>
<b>Membership Committee Chair</b>	Janine Griffith, PHR 541-1825 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
<b>Public Relations Committee Chair</b>	Angela Tippey, PHR 632-3583 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
<b>College Relations Committee Chair</b>	Abigail Detmers, PHR 698-2860 <a href="mailto:CollegeRelations@cic-shrm.org">CollegeRelations@cic-shrm.org</a>
<b>Recognition Committee Chair</b>	Lindsey Perrine 793-1005 x201 <a href="mailto:Recognition@cic-shrm.org">Recognition@cic-shrm.org</a>
<b>Workforce Readiness Committee Chair</b>	Kim Wonnell, SPHR 789-0400 <a href="mailto:WorkforceReadiness@cic-shrm.org">WorkforceReadiness@cic-shrm.org</a>
<b>Secretary</b>	Mary Minder 789-9340 <a href="mailto:Secretary@cic-shrm.org">Secretary@cic-shrm.org</a>
<b>Treasurer</b>	Dave Ryan, SPHR 483-7272 <a href="mailto:Treasurer@cic-shrm.org">Treasurer@cic-shrm.org</a>

## Chapter Chatter

### *New Members – Welcome!*

- Michelle Londrigan - Giffin Winning Law Firm
- Linda Healey - Germantown Hills School District
- Jessica Sayers - Lincoln Prairie Behavioral Health Center
- Lexi Dixon - Unique Personnel Consultants
- Jennifer Rigdon - Town and Country Bank
- Tracy Thompson - M.J. Kellner
- Desmond Anderson - AIG

Congratulations Nicole Ralph on being a member of the 2008 Leadership Springfield graduating class!

### LUNCHEON MEETING NOTICE

July 16, 2008

Standard Aero

1200 N Airport Drive

FAA Building

Garrett Aviation training room

**Program:** Creating High Performance Teams presented by Bruce Hodes, Founder/President of CMI

**\*RSVP for the July 16th luncheon by Wednesday, July 9th**

#### Reservation Reminders

- ◆ Registrations can be made via [rsvphq.com](http://rsvphq.com) (a link is provided in the e-mailed invitation and on the Event notice posted to our website).
- ◆ Cost for the luncheon is \$15/person. All reservations must be paid at the door unless prepaid Advantage Member. No charge for attending the meeting only (no meal).
- ◆ Guests of members are welcome to attend; guests will receive a complimentary meal only for the first meeting they attend.
- ◆ An RSVP is required in order to secure a meal for each member or guest attending. Reservations made after the deadline will not include a meal. Non-registered attendees will not be eligible for a meal but are welcome to enjoy the meeting and network with fellow members.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.