

## President's Message



All I can say is "WOW!" That was my reaction to the "Building Bridges to Success" Illinois State Conference held last month. This was my first time attending a state conference and to be quite honest, I wasn't really expecting it to be anything to write home about. Donna Rogers and I went up early to help put the registration bags together. From there it just went crazy. As a chapter president, I was able to attend for "free." I put "free" in quotes because there was a catch. I had to help out somewhere, doing something. Having never attended a state conference, let alone work one, I told John Jorgensen (our State Director) to put me anywhere I was

needed. I worked the registration desk from 7-8:30 and got to meet everyone with last names beginning with letters N-Z. We had record attendance – over 400 attended. What a blast!

From there I scrambled to see the first keynote speaker, Steve Lundin, the author of "Fish" and "Cats." Next the exhibition hall opened up and I was surprised to see a good variety of vendors and their fun giveaways. In addition to the vendors, Donna had a booth set up for the SHRM Foundation and the baskets for the raffle were laid out for everyone to see. The baskets raised over \$1,500 to support the Foundation. They also had some books from the SHRM Store along with book signings from some of the speakers. The first of the concurrent sessions was next and there were five tracks to choose from: Strategic HR; Legal/Employee Relations; Total Rewards; Talent Management; and HR Tools.

Soon it was my turn to announce one of the speakers at the 2<sup>nd</sup> concurrent session. We then took a dessert break. It was chocolate heaven for me...mousse shooters...that's my new obsession! I did another announcement in session three and then my job was done. The second day, I got to relax a little and just listen to the speakers in the fourth and fifth sessions. We then broke for lunch and were treated to Liz Ryan for our last keynote speakers. What a riot!! She danced, sang, made you laugh, made you cry – what a woman!! We had a sit down lunch and then we all received a present – ink pen with a flash drive inside that had all the speakers' PowerPoint presentations on it.

All-in-all there was an opportunity to earn 10 Strategic credits for those of you that need them for your SPHR. It was put together very well, it was affordable, and it was only a short drive up the road. Why am I telling you all of this? I want everyone to know that we have a wonderful State Council that is here to support us. Until I took the role of President, I had no idea that the council existed and never thought of going to the State Conference because I wasn't sure what it was about. Our chapter has four officers and/or directors on the State Council (Amy Byers, Donna Rogers, Tami Ireland, and Dr. Bob Hotes). If you want to know more about the State Council, let me know. They are currently looking to fill a couple of positions – one of which might be right for you. Mark your calendars now. Next year's conference is August 2-3, 2010 in Oak Brook. I hope to see all of you there!

Pattie Curry, SPHR  
CIC-SHRM President

## CIC-SHRM Calendar

### Luncheon Meetings

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

- September 16
- November 18

### Board Meetings

Second Wednesday of every month at 11:30 a.m. Meeting location to be determined.

- September 9
- October 7
- November 11
- December 9

All members are welcome.

### Special Events

State Journal-Register  
Road Show

- September 10

Member Benefits  
Orientation

- October 7

Diversity Event

- October 21

## CIC-SHRM Board Nominations

CIC-SHRM is looking for a few good people! Participation on the chapter board is a rewarding experience that allows you an opportunity to give back to the great profession of Human Resources. If you are a certified member, participation on the board counts toward recertification credits too! Board members must be able to commit to attendance at monthly board meetings (either in person or by conference call) and attendance at chapter meetings held every other month. Additional time commitments are included in the descriptions below. The CIC-SHRM Board invites nominations for the following board positions for two- year terms beginning January 1, 2010 and ending December 31, 2011:

**Vice President:** This position coordinates the chapter programming such as chapter meetings and special events. Duties include securing speakers, reserving facilities, and identifying and coordinating food service and menus. The time commitment includes upfront planning at the beginning of the year, as well as approximately five hours per month coordinating specific events.

**Diversity Chair:** This position provides leadership to the board, the chapter and the community on workplace diversity issues. Duties include keeping abreast of diversity trends and distributing information to chapter members, developing partnerships with local community groups, and organizing one chapter event per year with a workplace diversity focus. The time commitment is about 2 hours per month.

**Public Relations Chair:** The main responsibilities for this position are to create and distribute the chapter newsletter, identify and secure chapter event sponsorships, communicate information to chapter members via email, and communicate CIC-SHRM news to the local community. The time commitment is approximately 4 hours per month.

**Membership Chair:** This position is responsible for the recruitment and retention of chapter members. Duties include promoting membership in the local community; provide follow-up contact with prospective members; work with new members to ensure smooth transition into chapter; and network with prospective members at chapter meetings. The time commitment is approximately 3 hours per month.

If any of these positions are of interest to you or you would like to see a full job description, please contact Nicole Ralph at [nicole.ralph@llcc.edu](mailto:nicole.ralph@llcc.edu) by **Tuesday, September 8<sup>th</sup>**.

### Member Spotlight



Steve Burton received his BBA from Robert Morris in 2004 and his MBA from Walden University in 2006. Steve has worked as a part-time Business Professor for Robert Morris University in Peoria and is also a golf lover. He and wife, Keely, have been married since November of 2006.

As Branch Manager for Adecco, Steve plans, directs and controls all phases of successful operation within the branch. He assists with the preparation and achievement of annual business plans. Steve's duties also include development of staff members so that each member is fully trained and utilized to their optimum level.

Steve says the biggest challenge he sees in HR is managing your workforce during these slow economic times. Layoffs are usually included in cost cutting measures for most businesses

and managing layoffs can be a major problem for HR. Human Resource professionals have to ensure that layoffs don't negatively impact the workforce and their productivity. Layoffs can also have a negative impact on employee retention and in Steve's opinion, retaining top performers can be a nightmare. He says that once they are lost, HR will have a more difficult time rehiring these essential workers when the economy recovers.

Steve believes that new workers will continue to replace retiring baby boomers, increasing investments in training programs. He also believes there will continue to be changes in HR laws and an increase in the use of HRM technology solutions.

Earning a Doctorate degree in Business and continuing to teach at the collegiate level are included in Steve's plans for the future.

## ***Central Illinois Community Blood Center Road Show***

Ever wonder what happens to the blood you donate? Probably not what you think. On August 6<sup>th</sup> a small group of us had the pleasure of touring the Blood Bank and learning exactly what they do with the blood. It starts with the telerecruiters that call donors and ask them if they can donate. Once they get the donor in the door, they check in, answer some questions, talk to a donor technician, and then proceed to the back to the donation chairs.

After the blood is received it goes to the lab to be put through all kinds of procedures...filters, a centrifuge, quick freezing, refrigeration...at one point the red blood cells are separated from the plasma and they are then kept separate.

First let's talk about whole blood. They take walk-ins as well as scheduled donors. It takes about 15 minutes to donate. The red cells are separated from the plasma by using the centrifuge – which was really cool to see the separation of the two. The red cells are good for 42 days. The plasma can be frozen for up to 12 months. They usually get around 150 units per day although their goal is closer to 180 units. On a busy day, they handle up to 200 units.

Next are the platelets. Platelet donors are by schedule only because their shelf life is much shorter – five days. It takes about an hour and a half to donate and can be repeated every two weeks. Platelets must also be kept moving to ensure that it doesn't separate so they are kept on special moving trays in the cooler to prevent separation.

They also handle directed donations – these are donations specifically for a certain person, such as a family member; and autologous donations – donations for yourself for an upcoming surgery.

All blood handling is governed by the FDA and strict guidelines and compliance must be adhered to at all times.

This location has around 100 employees in a space that is quickly being outgrown. They provide blood for 19 area hospitals in over 17 counties in Central Illinois. They have four mobile units – 2 buses and 2 trucks that they use to get donations in other areas.

A special thank you goes out to Kendra Fernandez, HR Director; Tara Matheson, Donor Relations; and our technical guide, Elizabeth Hopkins, Lab Director for allowing us to tour their organization. We appreciate the time you spent with us. Anyone wanting more information can contact them at 217-753-1530.

## **Chapter Chatter**

### ***New Members – Welcome!***

- Paul Robertson
- Debra Knox, Illinois Education Association
- Lori Dodwell, Illinois Retina Center

### ***SHRM Foundation News: Graduate Programs Directory***

If you are thinking about getting your master's degree, or if your company is looking for opportunities for recruitment, the SHRM Foundation's Graduate Programs Directory can help. The SHRM Foundation offers an online, comprehensive directory of close to 200 master's degree programs in human resource management, HRD, I/O psychology, and more. The directory provides information on programs of study, location, curriculum, tuition, student demographics, and more. Full-time, part-time, online and distance learning programs are included. Access to the online directory is free to SHRM members; visit the SHRM Foundation website ([www.shrm.org/foundation](http://www.shrm.org/foundation)).

### ***Diversity Corner***

CIC-SHRM's Diversity event is planned for October 21. This year's meeting will be a breakfast event, with the location to be determined. Dr. Elise LoBue, an expert in Women's Studies, will address issues pertinent to experiences of professional women.

The Chapter will also partner with the NAACP and the Kankakee area Workforce Development Office to present a special state-wide event on October 8. Members interested in participating are asked to contact Dr. Robert W. Hotes at 217-786-6220 x249.

### **2009 CHAPTER MEMBER MEETING LOCATION**

Please note that all chapter member meetings in 2009 will continue to be held at the  
**University of Illinois at Springfield PAC  
Restaurant.**  
**Please park in lot C.**  
We hope to see you all there!



## Illinois Governor Signs Veterans Employment Bills

Illinois Gov. Pat Quinn has signed into law several bills designed to improve employment and business opportunities for veterans.

Public Act 096-0101 doubles the income tax credit to employers for wages paid to qualified veterans. Effective with the tax year beginning Jan. 1, 2010, the basis of the credit will increase from 5 percent to 10 percent of gross wages, for a total credit of up to \$1,200 per employee, up from the current \$600. The credit applies to employees hired on or after Jan. 1, 2007, who were on active duty with any branch of the U.S. armed forces or reserves during Operation Desert Storm, Operation Enduring Freedom, or Operation Iraqi Freedom, subject to certain restrictions. For more information, read the act at [www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-0101](http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-0101).

Public Act 096-0085 creates the Illinois Jobs for Veterans Task Force within the governor's office. The task force will review training received by military service members to determine whether it may be applied toward any state professional licensure requirements. The task force is charged with submitting its findings to the General Assembly by July 2010.

Public Act 096-0096 establishes a task force to determine whether businesses owned by service-disabled veterans should be added to the state's procurement list for contract set-asides.

Public Act 096-0083 ensures that military training is included in promotion criteria in any municipal agency that recognizes veterans' preference.

"This is a proud day for Illinois, and we applaud Gov. Quinn and our legislators for advancing laws that will truly and positively impact the lives of its veterans," said Dan Grant, director of the Illinois Department of Veterans' Affairs.

**Contributed by BLR, Inc. Read plain-English analysis on Vietnam Vets/Veterans in Illinois.**

### **7TH CIRCUIT: TERMINATION FOR OBSOLETE SKILL SET DOES NOT CONSTITUTE AGE DISCRIMINATION**

The Age Discrimination in Employment Act prohibits employers from treating employees who are 40 or older adversely on the basis of their age. Recently, however, the 7th U.S. Circuit Court of Appeals held that an employee's "obsolete skill set" that caused him to be of "declining value" to the company was sufficient basis to support that individual's termination during a reduction in force (RIF), and found that the termination did not constitute age discrimination.

Guy Martino began his employment with MCI in 2005 at the age of 54 as a business solutions consultant (BSC). In that position, he provided support to sales teams but did not spearhead actual sales. In addition to his salary, Martino received commissions on sales to which he was assigned to work. For instance, in October 2005 Martino was part of a

team working on a deal that involved British Petroleum (BP), which resulted in substantial revenue to MCI. Although his role in that deal was peripheral, Martino received credit that boosted his sales figures and resulted in a sizable commission to him. In fact, the BP deal resulted in nearly 85 percent of all of the commissions earned by Martino during his tenure with MCI.

Following MCI's merger with Verizon in 2006, Verizon undertook a "redundancy analysis" to identify duplicative positions and to support a reduction in force. As part of that analysis, a distinction was made between individuals who sold "co-location" services—where a client purchased space, power and cooling for its servers in the company's data centers, but retained management of those servers—and "managed" services, in which MCI/Verizon actually managed those servers. Co-location services were more basic and therefore less expensive. When Verizon took over those sales, it removed the BSC force from sales of co-location services and assigned responsibility to them for the sale of managed services. Martino had only limited experience with the sale of managed services, and he therefore became a prime target for termination, along with five other BSCs, ranging in age from 33 to 45.

Martino filed a federal court action, claiming age discrimination. While he conceded that the actual termination decision-makers did not discriminate against him, he invoked the "cat's paw" theory to contend that his immediate supervisor was biased in favor of younger employees and that the decision-makers were influenced by that bias. The cat's paw theory is used when an adverse action is taken by an unbiased decision-maker on the basis of "singular influence" by a biased supervisor or manager.

In this case, Martino argued that his direct supervisor sometimes called him an "old-timer," indicating a bias in favor of younger workers, according to Martino. After stating that the term "doesn't strike us as inherently offensive," the court found that the two individuals who actually made the RIF decisions did an independent analysis of Martino's qualifications and based their decisions on business-related issues and skill-based criteria. According to the court, the cat's paw theory requires a "blind reliance" on input from a biased individual. That type of influence was not present with Martino's termination.

Martino's skill set was limited, and Verizon's increased focus on managed services, rather than co-location services, meant that Martino's importance to the company was waning. Here, the court specifically stated that while choosing to terminate someone on the basis of old age is impermissible, choosing to let someone go because they have an "obsolete skill set" is not discriminatory. The court also noted that the U.S. Supreme Court's recent decision in *Gross v. FBL Financial Services Inc.* made this case especially difficult for Martino. Under that decision, it's not enough for a plaintiff to prove that age was one of the motivating factors of the adverse action—instead the plaintiff must prove that but for his age, the adverse action would not have occurred.

*Martino v. MCI Communications Services Inc.*, 7th Cir., No. 08-2405 (July 28, 2009).

**A Special Thanks to our Annual Sponsor:**

**TruPay Corporation**

Building upon consistent, timely and accurate payroll processing, TruPay enables easy, intelligent utilization of Payroll and HR related information.

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**A Special Thanks to our September Chapter Meeting Sponsor:**

**IMEC**

**IMEC is a team** of specialists who work with Illinois companies to be more productive and globally competitive. IMEC solutions help companies develop profitable business strategies, meet customer quality requirements, contain operating costs, increase capacity and on-time delivery, and solve technical operating problems such as product defects or process bottlenecks. Our focus is on preparing a company's internal team to accelerate improvement and achieve results that will stick -- long term.

For more info, contact Dan Burmeister at [dburmeister@imec.org](mailto:dburmeister@imec.org) or visit [www.imec.org](http://www.imec.org)



**Upcoming HR Events**

For more information about these and other events, visit the Calendar of Events page on our website: [www.cic-shrm.org](http://www.cic-shrm.org)

**Workforce Development Week**

Through September 4 – Illinois  
[www.illinoisworknet.com](http://www.illinoisworknet.com)

**How to Perform Salary Benchmarking in Today's Economy**

September 8 at 12:00 – webinar  
<https://www1.gotomeeting.com/register/388068144>

**SHRM LEARNING SYSTEM® Course**

Begins September 19 – Bloomington, IL  
[www.hrc.lincolncollege.edu](http://www.hrc.lincolncollege.edu)

**The Society of Human Resource Professionals Conference**

October 14 – Chicago, IL  
[www.shrp.org](http://www.shrp.org)

**Employers' Association Annual Conference**

October 21 – Peoria, IL  
[www.eaconnect.com](http://www.eaconnect.com)

**SafeWorks Illinois 17th Annual Work Injury Conference**

October 29 – Champaign, IL  
[www.safeworksillinois.com](http://www.safeworksillinois.com)

**The following Lorman Teleconferences are available at a discount to CIC-SHRM members at:**  
<http://www.lorman.com/training/SHRMCIC/>

**Curbing FMLA Abuse: How to Manage Manipulative Employees**

September 2, 2009

**How to Legally Handle Travel Pay**

September 3, 2009

**Fundamentals of Form W-2 Processing**

September 10, 2009

**The Interrelationship Between Social Security Disability, Medicare and Workers' Compensation Settlements**

September 14, 2009

**Employee Engagement in Troubled Times**

September 15, 2009

## FREE CIC-SHRM MEMBERSHIP

CIC-SHRM's Annual Membership Drive has kicked off and runs through September 30, 2009. We are reaching out to our membership to help recruit new members. The winner with the most referrals that become members will receive a CIC-SHRM Advantage Membership, which includes your regular chapter meeting lunches or \$150 to use at the SHRM Store. Membership provides many opportunities for the HR professional. A list of benefits is included in this newsletter.

Congratulations and thank you to Pattie Curry who brought in the most referrals in last year's drive!

For more information about CIC-SHRM membership, contact Janine Griffith at 217-535-7181 or [membership@cic-shrm.org](mailto:membership@cic-shrm.org).

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### 2009 Membership Drive

#### Who?

All current CIC-SHRM members are eligible to participate.

#### What?

CIC-SHRM is conducting their annual Membership Drive. The winner with the most referrals that become members will receive a CIC-SHRM Advantage Membership for 2010 (includes lunches) or \$150 to use at the SHRM Store.

#### When?

Referral names must be received between May 20 - September 30, 2009, to be eligible for the prize.

#### How?

If you have a referral, submit by September 30, 2009, to [membership@cic-shrm.org](mailto:membership@cic-shrm.org) or contact Janine Griffith at 217-535-7181, for follow up.

Referrals must identify the name of the member referring them.

See talking points about joining at [www.cic-shrm.org](http://www.cic-shrm.org), under Member Resources.

#### Membership Rates:

\$95 - Regular membership

\$70 - Regular membership for SHRM members

\$80 Additional - Advantage rate (which includes 6 regular chapter meeting lunches for the price of 5.)

## ***Let's Get Certified!!!***

Enhance your professional credentials -- now is the time -- PHR, SPHR, GPHR!

CIC-SHRM will host a test preparation study group for members who wish to pursue Certification. Sessions begin in late September/early October and run for eight to ten weeks ending late November/early December. Classes will meet one night per week for approximately three hours per session.

### **WINTER 2009 TESTING WINDOWS**

PHR/SPHR: December 1, 2009 to January 31, 2010

GPHR: December 1, 2009 to December 31, 2009

### **APPLICATION DEADLINES FOR TEST REGISTRATION:**

PHR/SPHR/GPHR: October 9, 2009  
*(Late registration is allowed until November 13, 2009 for an additional fee)*

### **EXAM FEES:**

PHR: SHRM Member - \$250, non-member - \$300 (addtl. \$50 fee if late registration)

SPHR: SHRM Member - \$375, non-member - \$425 (addtl. \$50 fee if late registration)

GPHR: SHRM Member - \$375, non-member - \$425 (addtl. \$50 fee if late registration)

Student/recent graduate: PHR or GPHR: \$120 (addtl. \$50 if late registration)

Refer to [www.HRCI.org](http://www.HRCI.org) for further details on testing registration.

Anyone interested in participating in the study group should email [VicePresident@cic-shrm.org](mailto:VicePresident@cic-shrm.org)

Include in the email your name and contact information.

## ***Land of Lincoln Goodwill Road Show***

On July 9<sup>th</sup>, a small group of CIC-SHRM members participated in the Land of Lincoln Goodwill Road Show Tour. The tour was at their new location in the old K's Merchandise building. Upon arrival we were escorted to the break room where we met up with the hosts of our tour. Their CEO welcomed us to the facility, we learned about the programs Goodwill offers businesses, and were treated to some goodies from their on-site coffee shop, Edgar's.

The tour started in the back at the donation room. In the first five months of 2009, they had 15,688 donors. Broken down that equates to 105 donors a day or 3,137 donors a month. The total average number of donors for the year at all seven stores is 78,345. They've had a 14% increase in donations compared to this time last year. That's a lot of donors – that's a lot of donated items. They have a very well-designed system that they use to sort the items and get them out to the floor to be sold. They not only sell the donated items, they have also recently begun selling new items as well.

We also learned about their Going Green Campaign for recycling. They've created a partnership with Dell, called Re-Connect, for recycling the computers they receive. They also recycle metal and cardboard – approximately 70.52 tons worth. That's products not going into the landfill. In the process of recycling, they also reduced their trash expense by 40%. Ever wonder what they do with the clothes they can't sell? They recycle them too.

The highlight of the tour was saved for last. We got to visit [www.shopgoodwill.com](http://www.shopgoodwill.com). This is the room where higher dollar items are kept until they get posted on the website. These items range from antiques, Longaberger baskets, and pictures, to jewelry and wedding dresses. The website is in partnership with several other Goodwill stores across the United States. It works like E-Bay and is very easy way to get some valuable items for a reasonable price all while helping out their programs.

CIC-SHRM would like to thank Kim Wonnell and Michelle Hudspeth for opening up their company to us. We would also like to give a special thank you to Deborah Clark, VP of Retail Operations for being a fantastic tour guide and spending some time with us.

## CIC-SHRM Leadership Team

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

<b>President</b>	Pattie Curry, SPHR 245-2183 x1224 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
<b>Past President</b>	Nicole Ralph, PHR 786-2342 <a href="mailto:PastPresident@cic-shrm.org">PastPresident@cic-shrm.org</a>
<b>Vice President</b>	Vicky Fowler, SPHR 787-5864 <a href="mailto:VicePresident@cic-shrm.org">VicePresident@cic-shrm.org</a>
<b>Diversity Committee Chair</b>	Robert Hotes, PhD, SPHR 786-3010 x249 <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 789-2500 x5978 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
<b>Public Relations Committee Chair</b>	Angela Tippey, PHR 545-3785 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
<b>College Relations Committee Chair</b>	Inez Harris, PHR 788-1482 <a href="mailto:CollegeRelations@cic-shrm.org">CollegeRelations@cic-shrm.org</a>
<b>Recognition Committee Chair</b>	Lisa Leach, PHR 522-8841 <a href="mailto:Recognition@cic-shrm.org">Recognition@cic-shrm.org</a>
<b>Workforce Readiness Committee Chair</b>	Diane Cavanagh 558-4277 <a href="mailto:WorkforceReadiness@cic-shrm.org">WorkforceReadiness@cic-shrm.org</a>
<b>Secretary</b>	Mary Curl 789-9340 <a href="mailto:Secretary@cic-shrm.org">Secretary@cic-shrm.org</a>
<b>Treasurer</b>	Diana Jordan 862-1842 <a href="mailto:Treasurer@cic-shrm.org">Treasurer@cic-shrm.org</a>
<b>Webmaster</b>	David Ryan, SPHR 483-7272 <a href="mailto:Webmaster@cic-shrm.org">Webmaster@cic-shrm.org</a>

## Educational Discount for CIC-SHRM Members!

The Central Illinois Chapter of SHRM is pleased to announce that we have partnered with Lorman Education Services!

In order to stay up to date in today's ever changing regulatory environment, you are eligible to receive a **15% discount** on all continuing education programs. We invite you to take advantage of this discount in order to stay up to date on all aspects of our industry.

[Http://www.lorman.com/training/SHRMCIC/](http://www.lorman.com/training/SHRMCIC/)

### LUNCHEON MEETING NOTICE

September 16, 2009

University of IL at Springfield  
PAC Restaurant – Private Dining Room

**Program:** SHRM Foundation Presentation, "Seeing Forward: Succession Planning at 3M" presented by Donna Rogers, SPHR

**\*RSVP for the September 16th luncheon by  
Wednesday, September 9<sup>th</sup>**

#### Reservation Reminders

- ◆ Registrations can be made via CVent (a link is provided in the e-mail invitation).
- ◆ Cost for the luncheon is \$16/person. All reservations must be paid at the door unless prepaid Advantage Member.
- ◆ 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.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.