



CHAPTER NEWS

July / August 2007 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! The board is breathing a collective sigh of relief as two of the chapter's major events have come to a close. The board has worked diligently to produce events in keeping with CIC-SHRM's commitment to support the professional and advance the profession. I want to thank all of our board members for their hard work, but in particular, I want to thank Larry Small, Legislative Chair, for another outstanding conference

and Lindsey Perrine, Recognition Chair, for a wonderful Member Recognition & Networking Dinner.

On June 6th, CIC-SHRM presented the 8th Annual Conference in Human Resources at the Route 66 Hotel & Conference Center. We had a wonderful turnout with outstanding speakers including chapter member Kay Titchenal and SHRM staffer Michael Layman. Evaluations were overwhelmingly positive and we look forward to next year's conference.

On June 20th, we also hosted a Member Recognition & Networking Dinner, a free event for chapter members. Members had an opportunity eat, drink and be merry, while networking with each other. Entertainment was provided by SST Communications, a program which was approved for re-certification credit through HRCI. At the dinner, we also held a special awards presentation where we recognized the following:

- Recent recipients of the PHR designation Abigail Detmers (Pillsbury), Kristin Blake, Crystal Webb and Janine Griffith. Recipients of the SPHR designation were Dave Ryan and Tony Comella. Each recipient received a CIC-SHRM polo shirt, \$50 check and a special certificate;
- 2006 Membership Drive Winner, Dr. Robert Hotes;
- Outgoing board members Charlotte Montgomery and Penny McCarty;
- HR Professional of the Year Award winner, Kay Titchenal of SIU School of Medicine; and
- HR Champion of the Year Award winner, Dave Waltrip, President 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. Our next program, Best Practices in Compensation System Design presented by Amber Duncan of CBIZ Human Capital Services, will be on Wednesday, July 18th at the Route 66 Hotel & Conference Center. I hope to see many of you there.

Thank you for your continued support!

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

Visit the CIC-SHRM website at www.cic-shrm.org

CIC-SHRM Calendar

2007 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at Route 66 Hotel and Conference Center. Meetings will be held on the following dates:

- July 18
- September 19
- November 21

Board Meetings

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

- July 11
- August 8
- September 12
- October 10
- November 7
- December 12

All members are welcome.

Special Events

Mel-O-Cream Donuts tour on September 5 at 8:00a.m.

New Member Orientation on October 3.

A special Diversity event will be held on October 17 during lunch.

Richardson Manufacturing tour on December 5.

CIC-SHRM Recognition Dinner

CIC-SHRM presented the 2006-2007 Awards of Professional Excellence at the Recognition Dinner, which took place June 20, 2007 at the Hilton hotel. The event was developed as a chapter recognition program that recognizes two individuals each year for their dedication, support, and contribution to the HR profession.

The 2006-2007 HR Professional of the Year was presented to Ms. Kay Titchenal, SPHR. Kay is the Executive Director of Human Resources at Southern Illinois University School of Medicine. Since beginning in the field of human resources, she has served in manufacturing, consulting, medical, and educational environments. Moreover, she has acted as lead negotiator in unionized environments and as a key facilitator in a non-union, team-based environment. In 2006, Kay successfully reached a first agreement at the School of Medicine with AFSCME, an agreement representing over 1/3 of the organization's workforce. As a leader of a staff of 17, Kay also serves as a mentor every day, ensuring she personally interacts with each member of the staff regularly. She is also the author of a book entitled, Change Master, guiding organizations through effecting change. As Penny McCarty (who nominated Kay for this award) put it, "Kay epitomizes what every HR professional aspires to be: a business partner, a mentor, an educator, and a leader."

The 2006-2007 HR Champion of the Year was presented to Mr. Dave Waltrip. Dave is the President of Mel-O-Cream Donuts. In the words of Dave Ryan who nominated Dave Waltrip for the award, "Not only has Dave been a supportive executive for the overall HR effort, he has also been most supportive of my involvement in SHRM National as well as CIC-SHRM...As we have sat and talked about long-term objectives for the Company, Dave is always mindful of the need to add another person to the HR staff as the business grows. I think his mindset of always thinking about the HR staffing requirement shows Dave's appreciation of what it is that HR brings to the management table."

To contact the chapter for information on next year's awards nomination process, you may e-mail recognition@cic-shrm.org.

Member Spotlight



Abigail (Pillsbury) Detmers, PHR is the Human Resources Manager for Associated Network Partners, Inc. (ANPI).

Abigail is a newlywed; she was married at the end of May 2007, and recently became a homeowner in Chatham. She has a B.A. in Psychology from

Illinois State University with a minor in Business Administration and a focus on Industrial/Organizational Psychology. She passed the PHR certification exam in December of 2006.

She is responsible for all aspects of Human Resources management, and focuses on the areas of employee relations, benefits administration, recruitment, payroll, Human Resources policies and procedures, and legal

compliance. She also works with management to promote a cohesive corporate culture and provide HR-related recommendations for improvements on both a corporate and individual level.

She feels the biggest challenge in HR is learning about the industry and keeping up to date with employment law and regulation changes. Additionally, she also sees a challenge in guiding managers in their Human Resources roles. Further, it is challenging to find and retain the right people in the telecommunications industry that she works in. The positions are very specific and can be difficult to fill within the central Illinois area.

Abigail's future plans are to further her education and pursue a Masters degree, while continuing employment in the Human Resources field. She hopes to continue to expand her knowledge in the many facets of Human Resources.

Wanted: HR Professionals with a Willingness to serve on the CIC-SHRM Board

The CIC-SHRM annual elections will be taking place in September, but it is not too early for members to begin considering an interest in this year's Board opportunities.

On the ballot are the following two-year term positions: President-Elect (4-year term, including two years as President and one year as Immediate Past President), Vice-President, Secretary, Membership Chairperson, and Diversity Chairperson. Also added to this year's election is the position of Webmaster.

Each Board position requires participation in a monthly Board meeting as well as special projects, based on the position held. The return on time investment, however, is immeasurable, as connections are made and professional relationships built with other HR practitioners in the greater Springfield area.

If you are interested in serving or learning more, please contact any one of our Board members during the month of July. If you would be interested in serving on the nominations committee, at least three members are also being sought for that short-term commitment. Contact Penny McCarty, if you are interested in serving on the nominations committee.

Chapter Chatter

New Members – Welcome!

- Stephanie McKemie, HR/Recruiting Assistant - ComPsych Company
- Dallas Whittaker, Manager, Financial Services - Prudential Financial
- Nancy Scott, Staffing Consultant - Express Personnel Services
- Donna Magelitz, Executive Assistant, Central Counties Health Centers, Inc.
- Felicia Phillips, Springfield Works Case Manager - Sangamon Co Dept of Community Resources
- Jennifer Detmer, HR Supervisor - Eaton Corporation
- Michelle Hudspeth, Human Resource Generalist - Land of Lincoln Goodwill Industries, Inc.
- David Weis - Managing Director - Memorial Employee Assistance Services

Congratulations Janine Griffith on passing the PHR exam!

Feitshans Elementary School

A special thank you goes out to those who made donations to Feitshans Elementary School at our May meeting. We collected 10 books, 3 polo shirts, 1 pair of pants and 1 belt. We will continue to collect books and clothing for the Feitshans students, so please bring in any gently worn solid color polo, khaki or navy pants, belts and bookbags, as well as age appropriate books to any chapter meeting.

We are also planning to establish mentoring and other programs for the Feitshans students. If you would like to help develop these programs, or would like to donate some of your time as a mentor, contact Kim Wonnell, Workforce Readiness Chair at 789-0400 or WorkforceReadiness@cic-shrm.org. Today's students are the employees of tomorrow, so let's help get them pointed in the right direction for the world of work.



Warm thanks to our current sponsor, TruPay Corporation

TruPay Corporation, privately owned with offices in Springfield, IL, is America's fastest growing payroll company, two years running!

To obtain information regarding TruPay's services, contact Andrew Griswold at 217-525-7500, Andrew.Griswold@TruPay.com, or stop by our offices at 3 West Old State Capitol Plaza next to the Myers Building.

www.trupay.com





Silence Isn't Always Golden Under EEO Laws
By: Allen Smith

Thoughtless remarks by chatterboxes so often result in employment law claims that some managers conclude the less said, the better. Yet silence isn't off-limits from the U.S. Equal Employment Opportunity Commission (EEOC)'s scrutiny. The commission's recent guidance on workers with caregiving responsibilities provides a glimpse into how a manager's silence might get an employer into hot water. Whether in the hiring process or doling out assignments, the conversations a manager doesn't have can be telling, and they can be challenged as evidence of unlawful discrimination. Suppose that Bob, the manager of a public relations firm's marketing department, is filling a vacant marketing assistant position.

Patricia, a recent business school graduate, gets an interview but is discouraged that Bob doesn't discuss her qualifications. Instead of that conversation, he spends the interview asking how Patricia would balance work and child care responsibilities as the need arose.

Patricia wasn't offered the job. Bob instead hired a man from the same round of candidates. Patricia believed she was discriminated against because of sex-based stereotypes in violation of Title VII, and she sued. An EEOC investigator agreed that gender was a motivating factor "as evidenced by Bob's focus on caregiving responsibilities, rather than qualifications, when he interviewed Patricia and other female candidates." It wasn't just Bob's conversations with female candidates about their caregiving responsibilities that evidenced discrimination, but also his silence during interviews about their qualifications. The conversations that he didn't have were relevant. But so were the ones Bob chose to have. If he'd kept quiet about caregiving, he might have focused on job qualifications and found much safer avenues to learn about applicants' character.

.....stereotypical assumptions can affect which employees get assignments and promotions. "Talk with employees based on fact, not on assumptions."

It's up to HR professionals to start a conversation with managers through training so they can ensure that managers have the discussions with employees that should take place. With most managers, if you train them not to discriminate, they already know that but they might not realize some of the nuances that can be unlawful. "Train managers with examples to get them aware of biases," Then if managers start to have thoughts based on stereotypes, "they can catch themselves," she said. "That's the real challenge."

7th Circuit: Wal-Mart Could Fire Pharmacist Who Refused To Speak with Customers

By: Scott R. Eldridge

A Roman Catholic pharmacist's contention that Wal-Mart failed to accommodate his religious beliefs by firing him for refusing to distribute birth control was rejected by the [7th U.S. Circuit Court of Appeals](#). Neil Noesen worked for Medical Staffing Network Inc. (MSN) as a pharmacist and was assigned to a Wal-Mart store in Onalaska, Wis., where hundreds of customers have 250 prescriptions filled each day. As a pharmacist, Noesen was primarily responsible for checking all prescriptions and handing medication to customers. Given the store's high volume, however, pharmacists, like Noesen, and pharmacy technicians had to share customer-service duties, such as assisting walk-in customers, and answering telephone calls from customers, physicians and insurance companies. Prior to starting at Wal-Mart, Noesen advised the store that because of his religious convictions, he would decline to provide or conduct any activity related to contraceptives. The pharmacy supervisor, Robert Overton, agreed to accommodate Noesen's request by relieving him from filling birth control prescriptions, handing customers birth control medication and performing checks on birth control orders. Overton also arranged for birth control prescriptions to be sorted into separate baskets.

Despite the accommodations, Noesen refused to even speak briefly with customers seeking contraception, often ignoring telephone calls or walking away from customers without directing them to another pharmacist. Overton again tried to accommodate by suggesting that Noesen service only male customers or women who were not of childbearing age. Noesen rejected the offer and insisted that he be relieved from all counter and telephone duties unless customers were pre-screened. Overton agreed to handle walk-in customers, but advised Noesen that he had to answer the telephone due to the high caller volume. Noesen refused. After Noesen's fifth day on the job, Overton fired him for refusing work assignments with the modified accommodations. Refusing to leave the store, Noesen began lecturing customers about Wal-Mart's discriminatory practices and had to be escorted out by police. MSN subsequently fired Noesen. Noesen filed suit against MSN, Wal-Mart and the State of Wisconsin, alleging that they discriminated against him because of his religion by refusing to exempt him from having any contact with customers who asked to have contraceptive prescriptions filled. The district court ruled against Noesen, dismissing MSN and the State of Wisconsin on procedural grounds. On appeal.... The 7th Circuit concluded that Noesen's request that he be relieved from all counter and telephone duties would have imposed an undue hardship on Wal-Mart.

(con't p.5)

Legislative Report Continued

Specifically, the court explained that relieving Noesen of all telephone and counter duties would have shifted his share of initial customer contact to other pharmacy staff. Wal-Mart's refusal to do so, according to the 7th Circuit, is not a violation of Title VII because accommodations that require other employees to assume a disproportionate workload or divert them from their regular work constitute an undue hardship as a matter of law.

Professional Pointer: It is well-settled that employers are not required to agree to an accommodation preferred by an employee, particularly if there is another reasonable accommodation that will eliminate the conflict between the employee's duties and religious practices. Employers should engage in an interactive discussion with employees to examine other options if the initial request would create an undue hardship.

Illinois: Governor Says He'll Sign Smoking Ban By: Diane Cadrain

Senate Bill 500, the Smoke-Free Illinois Act, went to Gov. Rod Blagojevich on May 30. The bill would ban smoking in all public places and places of employment, replacing a patchwork of local bans across the state, but only those that are less restrictive.

The bill, which Blagojevich has promised to sign, specifically states that "No person shall smoke in a public place or in any place of employment or within 15 feet of any entrance to a public place or place of employment," and that "smoking is prohibited in indoor public places and workplaces."

Its employer requirements include the obligation to:

- Post "No Smoking" signs or the international "No Smoking" symbol in each public place and place of employment where smoking is now prohibited. Signs must also be posted in areas that employees are required to enter, leave or pass through during the course of employment.
- Remove all ashtrays from any area where smoking is now prohibited.

Definitions. The new law defines the term "employer" to include any person, business, partnership, association or corporation that employs at least one person. "Place of employment" is defined as any area under the control of a public or private employer that employees are required to enter, leave or pass through during the course of employment, including entrances and exits as well as offices and work areas; restrooms; conference and classrooms; break rooms and cafeterias; and other common areas. A "public place" is that portion of any building or vehicle used by and open to the public, including hospitals, restaurants, retail stores, offices, commercial establishments, nursing homes and convention facilities. Private residences are excluded unless they're used to provide licensed child care, foster care or other similar social service care on the premises.

Enforcement. The Illinois Department of Health will enforce the law, along with state-certified local health departments and local law enforcement agencies. These departments may levy fines against employers that allow smoking, starting at \$250 for a first offense, up to \$500 for a second violation within one year, and \$2500 for each violation within one year of the first. Individual smokers may also be subject to fines ranging from \$100 to \$250.

Effect on local laws. The law also allows localities to continue their own smoking bans, as long as those bans are at least as restrictive as the new state law.

Illinois: Employee Misclassification Incites Legislative Action By Business and Legal Reports, Inc.

Employer misclassification of employees as independent contractors is a growing problem in Illinois, according to a recent study that has led to the introduction of legislation in the Illinois General Assembly.

The study, "The Economic Costs of Employee Misclassification in the State of Illinois," conducted by the Department of Economics at the University of Missouri-Kansas City, and funded in part by unionized construction employers, was based on data from the Illinois Department of Employment Security (IDES) over a five-year period, 2001–2005.

The data showed that the problem is increasing: 19.5 percent of Illinois employers audited by the IDES in 2005 misclassified workers as independent contractors, higher than the 17.8 percent average for the five-year period. The 2005 misclassification percentage translated into 63,666 employers statewide, 7,040 of them in construction. Based on such data, the report concluded that misclassification is a common occurrence rather than a random one in those companies that commit it. The repercussions have a domino effect on both employers and employees, the report said. Employers that misclassify aren't required to pay payroll taxes, fees, and benefits, such as Social Security, unemployment insurance, income taxes, workers' compensation, and pension and health benefits. They save up to 15 percent on payroll-related costs and can therefore underbid their competitors, sabotaging the fair bidding process for those that classify workers properly. The individual worker bears these costs, normally paid by employers, and also loses the protection of the state's workers' comp and antidiscrimination laws. The state also bears some of the costs in the form of unpaid unemployment contributions and taxes. For example, the report estimated that the state's unemployment insurance system lost an average of \$39.2 million every year from 2001 to 2005 in (con't p.6)

unpaid unemployment insurance contributions. In 2005, the system lost \$53.7 million in unemployment insurance taxes. Lost income tax revenue to the state was an average \$124.7 million annually from 2001 through 2005.

“Misclassification has expanded exponentially in Illinois,” says John Brining, executive director of the Construction Industry Service Corporation (CISCO), a labor management organization representing unionized construction employers and union members. “It sheds light on what happens when unemployment, payroll taxes, and workers’ comp premiums aren’t paid. It cheats the state out of hundreds of millions.” Illinois lawmakers currently have before them a proposal, House Bill 1795, which would change the factors governing whether a worker is an employee or an independent contractor and revise the penalties for violations.

Illinois: Survivor of Employee Killed by Co-worker Not Limited to Comp By Business and Legal Reports, Inc.

When an employee is killed in a workplace assault, is the workers’ comp system the only remedy available to the employee’s survivors, or can they go outside the comp system and sue the company in court, with a potentially far greater recovery? A state court of appeals recently sorted out the criteria for deciding that issue. **What happened.** Miguel Pena, who worked as a machine operator at Gutmann Leather in Cook County, died from a gunshot wound inflicted by a co-worker, Ramon Hernandez. Hernandez was still “on the clock” at the time, but Pena had clocked out. Maria Martinez, Pena’s domestic partner, sued Gutmann under the state’s wrongful death law, which gives survivors a cause of action for deaths that are caused by wrongful act or neglect. She claimed that the company knew that Hernandez was violent—he once pulled a knife at work—and that the enmity between him and Pena was unconnected to the job. The company asked the court to dismiss the case, claiming that if any remedy were available, it would be under the state’s workers’ compensation law. A lower court agreed and dismissed the complaint. Martinez appealed. **What the court said.** On appeal, the sole issue was whether the state’s Workers’ Compensation Act should be Martinez’s only remedy and thus bar her wrongful death lawsuit. The court noted that the workers’ comp law provides compensation for injuries that arise out of and in the course of employment, but requires a causal connection between the job and the injury. **Generally, physical confrontations that are purely personal aren’t covered.**

But, in an employee’s personal injury lawsuit, a court considering whether an injury is job-related or purely personal may not dismiss the case unless it appears that the employee isn’t going to be able to prove any set of facts supporting the personal injury lawsuit. “We find it cannot be said that the dispute which ended in Pena’s death arose out of and in the course of his employment at Gutmann Leather,” the court said, adding that even though a confrontation may occur on the employer’s premises, the comp system won’t cover the resulting injuries if it isn’t connected with the work. The court allowed the case to proceed.

Maria Martinez, Administrator of the Estate of Miguel Pena v. Gutmann Leather Co., App. Ct. Ill., No. 1-06-2346 (March 27, 2007).

Point To Remember: The fact that this case was allowed to go forward only means that the plaintiff will be able to go ahead and prove some wrong on the part of the employer, an effort which may or may not be successful. Still, the decision illustrates employers’ exposure to lawsuits outside the comp system, in which the potential damages could be significant.

2006-2007 HR Professional of the Year Ms. Kay Titchenal, SPHR



2006-2007 HR Champion of the Year Mr. Dave Waltrip



PORA Benefits from CIC-SHRM

We extend a special "thank you" to all members who have purchased 50/50 tickets during membership meetings in the first half of 2007. Because of your generosity, CIC-SHRM will be making a \$125 donation to PORA (Positive Options, Referrals, and Alternatives) of Springfield.

Upcoming HR Events

Strategic Leadership

Chicago, IL

July 9 – 10

For more info visit www.cic-shrm.org

Decatur SHRM event

Decatur, IL

July 10

For more info visit www.cic-shrm.org

Accountability Training

St. Louis, MO

July 12

For more info visit www.cic-shrm.org

HR 101

Chicago, IL

July 12 – 13

For more info visit www.cic-shrm.org

IL SHRM Conference

Dekalb, IL

July 31 – August 1

For more info visit www.cic-shrm.org

How to be a REAL Success

Bloomington, IL

October 1

For more info visit www.cic-shrm.org

HR Technology Conference

Chicago, IL

October 10 – 12

For more info visit www.cic-shrm.org

HR Networking Forum

Oak Brook, IL

November 13

Facilitator: Donna Rogers

Contact: Kimberly McNamara, 800-875-4462, ext.

2109, email kmcnamara@ima-net.org

Bunn-O-Matic Tour

It was June 6, 2007, the same morning of the CIC-SHRM legislative conference, when about 20 chapter members and guests gathered at the Bunn-O-Matic Corporation for a tour. First, we would like to thank Mark Sprehe SPHR, with Bunn for being kind enough to take time out of his day, and show our chapter members the operation at Bunn.

The hour-long tour allowed members to see several of the products which are produced here in Springfield. Our host also provided us with a great deal of history on the Company, as well as operational facts and figures. The Bunn plant is a 24 hour a day/seven day a week operation, so that in and of itself represents a number of management challenges. Some of the other challenges that were discussed were recruiting and keeping good talent, and managing workers' compensation claims.

Not only do they make coffee makers here in Springfield, they also produce other warm beverage machines (cappuccino, latte etc.). In addition to the warm drinks Bunn also produces a cold drink machine, similar to the so called "slushy" machines. Bunn also has operations at another site here in Illinois and well as in Iowa.

Thanks again for the tour Mark!

Our next plant tour is at Mel-O-Cream on September 5, 2007 at 8 a.m.

CIC-SHRM's 8th Annual Conference in Human Resources Speaker Michael Layman



Surviving America's "Perfect Storm" The Economic Challenge and Opportunity of Diversity

Plans for the October special program focusing on Diversity are taking shape. At present arrangements for partnerships with the Greater Springfield Chamber of Commerce and the Central Illinois Chapter of the American Society for Training and Development are being formulated. The two-hour event will feature media presentations as well as panel discussions by local leaders in championing diversity. The program will also provide for small group discussion and participation.

Members who are interested in working on this are welcome to contact committee chair Robert (Bob) Hotes at 217-726-6220 or email dbldoc@sbcglobal.net

Leadership Team

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

President	Nicole Ralph, PHR 786-2342 President@cic-shrm.org
Past President	Penny McCarty, SPHR 545-5693 PastPresident@cic-shrm.org
Vice President	Vicky Fowler, PHR 787-5864 VicePresident@cic-shrm.org
Diversity Committee Chair	Robert Hotes, PhD, SPHR 726-6220 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Larry Small, SPHR 787-2080 Legislative@cic-shrm.org
Membership Committee Chair	Pattie Curry, PHR 245-2183 x1224 Membership@cic-shrm.org
Public Relations Committee Chair	Angela Tippey, PHR 632-3583 PublicRelations@cic-shrm.org
College Relations Committee Chair	Heather Dykes, PHR 747-2875 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lindsey Perrine 793-1005 x201 Recognition@cic-shrm.org
School to Work Committee Chair	Kim Wonnell, SPHR 789-0400 WorkforceReadiness@cic-shrm.org
Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan, SPHR 483-7272 Treasurer@cic-shrm.org

SHRM Foundation Drive - July Membership Meeting

CIC-SHRM will be holding its first SHRM Foundation drive at the July membership meeting, offering members an opportunity to make a contribution to the SHRM Foundation, a 501(c)3 not-for-profit affiliate of the Society for Human Resource Management (SHRM).

The SHRM Foundation is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM, and the Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. All contributions to the Foundation are tax-deductible and help to sustain HR scholarships, research, and publications, many of which are offered to our employees as part of our CIC-SHRM library.

Please join the Board in making a contribution of any amount to help fund an organization that is so critical in the advancement of HR professionals throughout the world.

All contributors at July's meeting will have an opportunity to win free consulting services from Donna Rogers' RogersHR Consulting. For more information about the SHRM Foundation, please visit <http://www.shrm.org/foundation>.

LUNCHEON MEETING NOTICE

July 18, 2007
Route 66 Hotel and Conference Center
625 E. St. Joseph St.

Program: "Best Practices in Compensation Design"

Speaker: Amber Duncan, PHR, CBIZ Human Capital Services

***RSVP for the July 18th luncheon by Wednesday July 11th**

Reservation Reminders

- ◆ Registrations can be made via 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.