



# CHAPTER NEWS

March / April 2006 Edition

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



## President's Message

To all CIC-SHRM members:

Incredibly, it is already nearing the end of the first quarter of the year. The good news is that soon the greening of the trees and the blooming of the flowers will inspire new life and creativity to

our old, tired ideas. Each quarter, it is a great time to take inventory of progress against personal and professional goals and reinvigorate some of those projects pushed aside in the dead of winter. I admit to having a touch of spring fever (if you can't tell!), but there is truth to the "newness" and inspiration spring brings each year.

For CIC-SHRM, upon review of the status of our goals during the first quarter, we have held two meetings of our first Springfield-wide student chapter, planned and communicated our second annual HR awards, and organized our 7<sup>th</sup> Annual CIC-SHRM Conference. Although these are all important goals to achieve, we still have much to accomplish in the year ahead with help from the Board and from all of you.

If, during a review of your professional goals, you have unfinished plans to reduce turnover and absenteeism or increase employee engagement within your organization, please plan to attend our March session—"Organizational Culture and Person-Organization Fit." I feel with the countless reports of a current skills gap and looming predictions of a multitude of applicants with very few that truly match the needs of our openings, this topic is a timely one. Within our organizations, it is and will become even more imperative that we are able to identify cultural needs of the organization and improve our selection processes so that we do not fall victim to filling vacancies with someone who doesn't "fit" the position or the organization. I believe our speaker's blend of research and practical application will make this a beneficial session.

I also want to remind all of our members that our annual CIC-SHRM Conference is coming up on April 19<sup>th</sup>. Larry Small has been busy planning a great event with relevant and diverse topics. The cost is very affordable—professionally, it is a priceless investment.

I look forward to seeing everyone at the March meeting and hopefully at the April conference as well. Enjoy the upcoming days of spring!

Your CIC-SHRM Chapter President,  
Penny L. McCarty, SPHR

### New Meeting Location for 2006

Remember - Our 2006 meetings will be held at Hoogland Center for the Arts, located at 420 S. Sixth Street, Springfield.

## CIC-SHRM Calendar

### 2006 Luncheon Meetings

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

- March 15
- May 17
- July 19
- September 20
- November 15

### Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held as follows:

- March 8 – Cheddar's
- April 12 – Mariah's
- May 10
- June 14
- July 12
- August 9
- September 13
- October 11
- November 8
- December 13

All members are welcome.

### Special Events

March 29 - New Member Orientation

April 19 - 7<sup>th</sup> Annual HR Conference

June 21 - CIC - SHRM networking social

# CERTIFICATION STUDY GROUP

The opportunity is fast approaching for those who are interested in taking the certification exams to become certified as a PHR, SPHR, or GPHR.

## **SPRING 2006 TESTING WINDOWS**

PHR/SPHR May 1, 2006 to June 30, 2006

GPHR May 1, 2006 to May 31, 2006

(Application deadline for registration to take one of the exams is March 7, 2006. Late registration, for an additional fee, is through April 21, 2006. Refer to [www.SHRM.org](http://www.SHRM.org) for further details.)

CIC-SHRM is planning to host a test preparation study group if there is enough interest from members. Sessions would begin the week of March 20<sup>th</sup> and run for eight weeks with completion in mid-May. Classes would meet one night per week for approximately three hours per session.

Additionally, CIC-SHRM is seeking anyone who is interested in leading one or more of the class sessions. This is an excellent way to gather credits for those preparing for re-certification. Study group leaders must be a PHR/SPHR/GPHR.

Anyone interested in participating in the study group or those interested in leading class sessions should email his/her interest to [VicePresident@cic-shrm.org](mailto:VicePresident@cic-shrm.org) by March 10<sup>th</sup>.

## **Chapter Chatter**

- Lisa Leach received her PHR certification in December
- Heather Dykes, Public Relations Chair, received her PHR certification in February

### **Welcome to Our Newest Members!**

- Rhonda Gatons, Sr. Workforce Engagement, Blue Cross Blue Shield
- Courtney Meinhold, Area Sales Manager, Innovative Staff Solutions
- Anne Schneider, Administrator, Land of Lincoln Workforce Area

## **Member Spotlight**



Heather Dykes is a Sr. Human Resource Consultant for AIG American General. Heather works for the American General Life Division, which provides life insurance to individuals and businesses. Heather holds a

Master's of Science in Human Resource Management from Purdue University's Krannert Graduate School of Management and received her PHR certification in February 2006. Heather has been married for seven years to her husband, Jack, and they are expecting a baby boy (their first) in May. They also became homeowners in 2005.

### **Work/Education background:**

Heather began her career in Social Services after college, working with at risk youth for three years. She had been interested in the blend between Psychology and Business for some time, so when she decided to return to school to pursue a Master's degree and further her career, Human Resources seemed like a good fit. She held positions at R.R. Donnelley and Excel (now Cargill), before finding her dream job with AIG American General in April 2005.

### **Nature of Work in HR:**

In her current position, Heather provides guidance and consultation to management on a variety of issues including employment, employee relations, compensation, performance management, training and development, and organizational change. As the Public Relations Chair for the chapter, she is responsible for the newsletter and website, promoting chapter activities, generating sponsorship for events, and communicating with membership. This year, she also worked with the board and vendors on the design of a new website. The newsletter and website are invaluable tools to the Chapter. The outreach these tools provide to our members can not be overstated.

### **Biggest Challenge:**

Heather finds her biggest challenge to be learning about the company and industry, as well as staying up to date with all the organizational changes that are occurring so she can best advise her business partners.

### **Future Plans:**

One activity Heather has planned for 2006 is participation in the Second Annual Manager's Conference at AIG American General. The first conference was held in November 2005 and was a big hit. Now the pressure is on for this year!

## Organizational Culture and Person Organization Fit.

Have you wondered what organizational culture really is? And even if you can define it...so what? Why is it so important? How does it affect your organization's mission and strategy? How can HR create a strong organizational culture? Is there a *best* culture? How do people (individual employees) interact with the organizational culture? Specifically, how are they affected by it and what do they contribute to it?

In today's global economy and an era of competitive advantage through people, you will not want to miss this information. Organizational culture plays a crucial role that can either propel the organization to financial success or be the culprit when management is scratching its head wondering why the organization's mission and vision are failing.

Additionally, matching individual values to the organization's culture can be an effective way to create a competitive advantage via human capital. Specifically, organizations have to hire beyond intelligence and job specific skills. They need to hire individuals capable of being successful in the next succession of jobs they are promoted to, the several jobs they will be rotated to, or the multiple projects they will be engaged in, and all with a minimum of supervision. Matching individual values to the organizational culture can accomplish this goal.

I would like to extend the invitation to attend the March 15<sup>th</sup> SHRM meeting where I will answer the introductory questions and others as I address the topics of organizational culture and person-organization fit in depth.

I will also be extending the offer to engage in some exciting research in this area. Participation would allow your organization to see where they are compared to other organizations, whether or not a strong culture exists, and how person-organization fit relates to organizational citizenship behavior and counterproductive behavior within the organization. If you are unable to attend the meeting but would like more information on this topic or on the research being conducted, do not hesitate to contact me.

See you at the meeting!

Angela K. Swendsen  
PhD Student in Human Resources  
Institute of Labor & Industrial Relations  
University of Illinois at Urbana-Champaign  
(217) 454-5176

### Can your company support our student chapter?

In order for our student chapter to become an official affiliate of SHRM, we need a minimum of eight national SHRM student members. Student dues run \$35 per year, and students receive many of the same benefits as professional members. In order to support those starting out in the profession, we would like to offer student chapter member "scholarships" for national membership in SHRM. If your company can assist one or more students, or if you have questions about this program, contact [WorkforceReadiness@cic-shrm.org](mailto:WorkforceReadiness@cic-shrm.org).

### Speaker's Bureau

We are always looking for members to participate in the CIC-SHRM Speakers' Bureau. Our chapter receives requests for speakers to discuss resume development and job search skills, and careers both in and outside of HR. In addition, as our student chapter continues to grow, we will need companies to provide speakers and host meetings on various HR topics. Some of the speaking engagements count toward PHR/SPHR recertification credit. If you would like to be contacted for speaking opportunities, e-mail [WorkforceReadiness@cic-shrm.org](mailto:WorkforceReadiness@cic-shrm.org).



**President signs law raising employer pension fees**

President Bush has signed into law a measure that increases the annual fees that employers must pay to the financially strapped Pension Benefit Guaranty Corp. (PBGC) from the current rate of \$19 per plan participant to \$30. The measure was included in a deficit reduction [package](#) that was given final approval by the House of Representatives on Feb. 1. The legislation was sent to the White House on Feb. 6 and signed by the president on Feb. 8. The rate increase is the first since 1991 for the PBGC's single-employer insurance program. The agency guarantees at least partial payments for private-sector pension plans that have been abandoned by employers.

In addition, the legislation includes a provision to raise the premium that managers of multi-employer pension plans pay to the PBGC from the current annual rate of \$2.60 per participant to \$8 per participant. The multi-employer fees have not increased since 1988. The higher fees take effect immediately.

The deficit reduction legislation is unlikely to be the only change to the PBGC funding rules this year. Congress is considering comprehensive pension reform legislation. The House and Senate have passed reform proposals ([H.R. 2830](#) and [S. 1783](#)), and congressional leaders could appoint a conference committee to reconcile the differences between the two bills before legislators' March recess.

The legislation signed by the president includes a provision that any pension reform bill passed by Congress later this year would supersede any changes made by the deficit reduction measure to the PBGC fees. As currently drafted, the House and Senate pension reform bills include provisions to raise the single-employer plan PBGC fee from \$19 to \$30 per plan participant.

*By Bill Leonard*

**New EEO-1 Report Kicks In for 2007 Survey**

The Office of Management and Budget has cleared an overhauled EEO-1 report with no changes from the one that the U.S. Equal Employment Opportunity Commission (EEOC) approved last November, according to an EEOC spokesperson. The new report will take effect for the 2007 survey, due Sept. 30, 2007; the revised report should not be used for the 2006 survey.

Employers with 100 or more workers, or employers with federal government contracts of \$50,000 or more and 50 or more employees must file the report annually. The report provides the federal government with workforce profiles by ethnicity, race and gender, divided into job categories. Updated for the first time since 1966, the report will include new job, race and ethnicity categories.

As part of the overhaul, the EEOC adopted a new policy strongly endorsing employee self-identification of race and ethnicity, rather than visual identification by employers that must submit the EEO-1 Report. And an old exemption for the Aloha State will sunset: the new rules for the first time make Hawaiian employers responsible for collecting race and ethnicity data.

**Changes target glass ceilings**

The new job categories split officials and managers into two levels:

- Executive-/senior-level officials and managers.
- First/mid-level officials and managers.

The revised EEO-1 report's new race and ethnic categories include:

- Two or more races, not Hispanic or Latino.
- Asians, not Hispanic or Latino.
- Native Hawaiian or Other Pacific Islander, not Hispanic or Latino.

*By Allen Smith*

**COURT REPORT**

**Title VII Challenge to English-only Policy Moves Forward**

An Oklahoma city's English-only policy may have created a hostile work environment and discriminated against Hispanic employees in violation of Title VII and other federal civil rights laws, according to the 10th U.S. Circuit Court of Appeals.

In response to a complaint that an employee could not understand what was being said in Spanish over the city radio, the street commissioner of the City of Altus, Okla., instructed employees not to speak Spanish at work. Three employees submitted a written objection. The city then adopted an official English-only policy requiring employees to conduct all work-related and business communications in English except under circumstances where use of another language was essential.

A group of bilingual, Hispanic employees filed suit, alleging national origin discrimination claims, as well as claims under 42 U.S.C. §1983 for deprivation of equal protection and free speech rights. The district court granted summary judgment for the defendants on all claims, and the employees appealed. The appellate court reversed on the national origin claim, finding that the employees presented sufficient evidence of ethnic taunting of Hispanic employees as a result of the English-only policy for a reasonable jury to rule in their favor. In addition, the policy itself reasonably could be construed as an expression of hostility toward Hispanics. Moreover, by prohibiting Hispanic employees from speaking Spanish even when they were on break and or

*(Continued on p.5)*

having private conversations, the policy was enforced more broadly than it was written. The court also rejected the city's business necessity defense, concluding there was no empirical evidence suggesting that communication, morale or safety problems previously had resulted from the use of languages other than English.

The record also contained sufficient evidence of intent to create a hostile work environment, the court held, noting the street commissioner's private expression of concern that non-Hispanic employees would tease Hispanic employees in connection with the policy. Moreover, there was evidence that the mayor called the Spanish language "garbage" during a news interview. The employees likewise presented sufficient evidence to support a jury's finding that the city lacked a substantial work-related reason for the policy. Thus, the 10th Circuit reversed the district court's grant of summary judgment on the Title VII claims.

*By Lawrence Peikes and Meghan D. Burns*

## **HR SOLUTIONS**

### **Handling the High Cost of Commuting**

**Q:** Our employees are struggling with high fuel and parking costs as well as traffic congestion in our area. Are there any pretax benefits we can offer to help with these issues?

**A:** Yes, there are. Under Internal Revenue Service (IRS) Section 132(f), employers may offer qualified transportation fringe benefits on a salary-reduction basis.

An employer may provide this benefit for transit passes, van pools and free or subsidized parking. The employer may deduct any associated costs as ordinary and necessary business expenses. Employees appreciate these plans, as the value of the transportation benefits, up to specified limits, does not count as taxable income for the Federal Insurance Contributions Act, the Federal Unemployment Tax Act or income tax purposes.

The monthly maximums for 2006 are \$105 for mass transit and van pools and \$205 for parking. The plan providing qualified transportation benefits does not have to be in writing, but the employer does need to have business-related criteria for employees to receive the benefit.

*By Diane Lacy*

## **FOCUS IN HR: DIVERSITY**

### **Awareness of Dietary Needs Furthers Diversity Aims**

During a typical workday, many employers provide food and drink to workers. As workplaces grow more diverse, the chance increases that such generosity might have an unintended consequence -- making certain employees may feel excluded if their dietary needs are not considered.

An employee's eating habits may be linked to religious beliefs, such as adherence to kosher or halal dietary restrictions, avoidance of pork or fasting. Or their diet may be influenced by health conditions or choices, such as diabetes, lactose intolerance or vegetarianism. Differences in dietary needs can be closely related to race or ethnicity, often in surprising ways.

For example, according to the National Institutes of Health National Diabetes Information Clearinghouse, non-whites are nearly twice as likely to have diabetes as whites. In the year 2005, the age-adjusted prevalence of diabetes was 17.9 percent among American Indians and Alaska Natives, 14.8 percent among non-Hispanic blacks, 13.7 percent among Hispanic/Latino Americans, and 8 percent among non-Hispanic whites.

Similarly, "as many as 75 percent of all African Americans and American Indians and 90 percent of Asian Americans are lactose intolerant," reports the National Digestive Diseases Information Clearinghouse, a branch of the National Institutes of Health, on its web site.

An employer's plan to treat employees to pepperoni pizza and ice cream to celebrate an accomplishment, therefore, may seem like a great idea to many, but it may also serve as a painful reminder to others of the dietary challenges they face. An inclusive workplace starts with awareness of the unique needs of each employee as well as a desire to find solutions rather than barriers.

Employees with certain religious beliefs report frustration with work-related events, says Michelle Weber, assistant director of the religious diversity in the workplace program of the Tanenbaum Center in New York. "The biggest issue is keeping kosher," she says. "Employees don't have enough options in the cafeteria, at meetings, luncheons and other events that include food," Weber says. Similarly, she says, Muslim employees eat only halal foods, and therefore avoid things like alcohol and pork.

Unfortunately, employers may not always know or understand what a particular employee's diet involves. "There's an education process that is needed," says Gordon Levine, chief operating officer for Coyle & Associates, a Washington, D.C.-area kitchen design firm. "Once I asked for a kosher meal, and the chef brought me fish on a new plate," he says. "Another time I asked for fresh fruit, and it was brought to me cut up." Since keeping kosher requires that food be prepared using utensils and equipment that is uncontaminated by non-kosher items, these offerings did not meet his needs.

*By Rebecca R. Hastings*

## **Your Foundation at Work: Regional Scholarships**

Did you know...The SHRM Foundation provides \$50,000 annually to fund the Regional Scholarship Program? The scholarships support SHRM members working full-time and pursuing HR degrees or professional certification. New for 2006! Four academic scholarships of \$1300 each and eight certification scholarships of \$600 each will be awarded in each region. Each of the five SHRM regions receives \$10,000 to award to applicants in their part of the country. SHRM members, chapters and state councils may submit an application to SHRM by July 15 for consideration. Scholarship applications and complete details are available by going to <http://www.shrm.org/foundation/EducationGrants.asp>.

## **CIC-SHRM PUTS DIVERSITY TO WORK IN CENTRAL ILLINOIS**

Diversity in the workplace remains one of the most misunderstood factors of American economic life. The term means many things to many people. And it is a term that is often acknowledged by business leaders, yet perhaps seldom understood. For that reason, CIC-SHRM has made a major commitment to the promotion of diversity in the workplace,

There is a basic agreement that diversity must be part of the fabric of employment in the United States if we are to live up to our potential as a free society. Diversity is important in both theoretical and pragmatic contexts. On the philosophical level, ensuring that opportunities are available for employment and economic well being seems to be in complete accord with the principles of our democracy.

On the other hand, in a purely pragmatic consideration, the economic welfare of the entire society can be demonstrated to depend upon the ability to benefit from the talents and abilities of all its citizens and residents. The concept of Human Resources management depends in fact on the understanding that human efforts have economic value apart from the personalities that produce such efforts. Accordingly, diversity is a subject of vital concern to the Human Resources profession.

America has always been a diverse nation, from its founding to the present. But never more so than in the Twenty-first Century. It has long been the strength of our economic way of life that we as a society have been able to draw strength from a multiplicity of cultures, life styles, ethnic backgrounds, and races. And, in these latter decades, we are beginning to understand the power of ensuring gender equity and employment opportunity without respect to age or on-job relevant disability status. We have a long way to go to realize these goals.

SHRM and the Central Illinois Chapter have a fundamental commitment to diversity on both pragmatic and moral grounds. For this reason, this year the Chapter is planning initiatives that will focus on diversity as a means of maximizing human resources for the benefit of business and society as a whole. Initiatives are planned in the following areas:

### **PUTTING A FACE ON DIVERSITY:**

Through programs, publications and collaboration with other professional and civic organizations, the Chapter will encourage the recognition of individuals for their unique contributions.

### **DIVERSITY AND THE BOTTOM LINE:**

Through its programs and other means, the Chapter will assist organizations in learning how the use of the diverse talents of its employees can result in economic advantage. CIC-SHRM members are invited to contact the Diversity Chair or any Board members with nominations of outstanding diversity programs. These may be highlighted through Chapter programs and recognition.

### **PUTTING DIVERSITY TO WORK: EXEMPLARY PROGRAMS**

The Chapter plans to showcase programs that produce excellent results through maximizing diversity in the workplace.

The need to use the full potential of a diverse workforce is a reality of American life. As members of CIC-SHRM, we can play a valuable part in addressing this reality. Please consider working toward this goal in a special way as a member of the Diversity Committee.

Robert W. Hotes, Ph.D., SPHR, CEAP  
CIC-SHRM Diversity Chair

## Volunteer Opportunity SHRM State Conference

If you are interested in helping out with this year's state conference, please contact Penny McCarty at [Info@cic-shrm.org](mailto:Info@cic-shrm.org) for more details.

## In need of Library materials?

Please contact Donna Rogers at [drogers@ima-net.org](mailto:drogers@ima-net.org) Note that new materials have been added to the library, including preparation materials for PHR / SPHR exams!

## Dave's Top Resource List

As a member of the Board of Director's I feel somewhat compelled to communicate with the general membership of the chapter, and while I am now meeting and greeting all of you who attend the chapter meetings I am still missing a few of you. So, I pondered what could I share with my fellow chapter members that they would find useful and/or beneficial? The treasurer stuff by and large is pretty much a yawner, so I decided I should venture into an area that's outside of my official CIC-SHRM duties but yet part of my everyday job as HR Czar (that's the title I have given myself) at Mel-O-Cream Donuts. I am a one man shop, so like many of you I do it all. One thing I have come to rely on over the last several years is information that is available on the World Wide Web. I have also become quite proficient with a computer, and get this, I have learned how to book mark sites!

So now let's cut to the chase, I am going to give you the URLs (that's stands for *Uniform Resource Locator*; that is the highlighted, underlined www dot web page address, like <http://www.cic-shrm.org/index.php>) and the site sponsor and a little information on what you might find or look for on some sites that I have come to find most helpful. Surprisingly many of these are government sites.

<http://www.isp.state.il.us/sor/>

This is the **Illinois State Police site** where you can go to check and see if someone is a **registered sex offender**. You will need a little information about the person, but if you were an employer either preparing to hire or were in the hiring phase you would have all of the information you need to search for someone to see if they returned as a sex offender. This site is free to the public, and no registration is required.

<http://www.ssa.gov/employer/ssnv.htm>

This site is not the answer but it is a good place to start. As an employer (you must have an FEIN to register) you can go on line with the social security administration and **verify social security numbers**. You must first register and the SSA will then send you via U.S. Mail, a user name and password. Once registered you can go on-line and verify social security numbers. I used to pay \$10 a person for this service. I now pay nothing!

<http://www.idfpr.com/DOI/HealthInsurance/HealthInsurance.asp>

Do you have to deal with insurance? I do, and you know, try as I may, I can't remember everything I am supposed to. So I have to keep going to some resource and checking. This site listed above is sponsored by the Illinois Department of Insurance, and it has a very comprehensive list of many issues you might need to deal with regarding **health insurance**. In years gone by you would either pay handsomely for this service or spend the better portion of a day on the phone to find out what is available on this site. This site is free and without any registration.

<http://www.shrm.org/>

I'd better list this one or I might be excommunicated from the chapter. But seriously, if you haven't visited the **national SHRM web site**, do so. There is a bunch of research information there that is quite helpful. Some areas require that you be a national member, while other areas are open to the public. There is a wealth of information here!

So that's my four for now. I will do this for a few more issues, or until I run out of secret web sites. If you have a favorite that you would like to share with me, and/or the rest of the chapter send it along to me ([dryan@mel-o-cream.com](mailto:dryan@mel-o-cream.com)) and I will include in an upcoming article.

Dave Ryan

## March / April Sponsor: MEAS

**Memorial Employee Assistance Services (MEAS)** offers high-quality employee assistance programs (EAP) and related workplace assistance services. MEAS provides services to a multitude of organizations such as manufacturing, governmental, health care, educational, social service, retail and financial throughout Central Illinois. MEAS places a strong emphasis on being a local and regional resource for employee assistance programs and related workplace assistance services.

For more information: Call (217) 523-2217 or e-mail [duke.dennis@mhsil.com](mailto:duke.dennis@mhsil.com)

### Leadership Team

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

<b>President</b>	Penny McCarty, SPHR 545-5693 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
<b>President Elect</b>	Nicole Ralph, PHR 786-2342 <a href="mailto:PresidentElect@cic-shrm.org">PresidentElect@cic-shrm.org</a>
<b>Vice President</b>	Vicky Fowler, PHR 636-8440 <a href="mailto:VicePresident@cic-shrm.org">VicePresident@cic-shrm.org</a>
<b>Diversity Committee Chair</b>	Robert Hotes, PhD, SPHR 744-2255 <a href="mailto:Diversity@cic-shrm.org">Diversity@cic-shrm.org</a>
<b>Legislative Affairs Committee Chair</b>	Larry Small, SPHR 787-2080 <a href="mailto:Legislative@cic-shrm.org">Legislative@cic-shrm.org</a>
<b>Membership Committee Chair</b>	Pattie Curry 698-2860 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
<b>Public Relations Committee Chair</b>	Heather Dykes, PHR 747-2875 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
<b>Recognition Committee Chair</b>	Charlotte Montgomery, CPA 782-5969 <a href="mailto:Recognition@cic-shrm.org">Recognition@cic-shrm.org</a>
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<b>Secretary</b>	Mary Minder 789-9340 <a href="mailto:Secretary@cic-shrm.org">Secretary@cic-shrm.org</a>
<b>Treasurer</b>	Dave Ryan 483-7272 <a href="mailto:Treasurer@cic-shrm.org">Treasurer@cic-shrm.org</a>

### HR Awards announced at March meeting!

Make sure to attend the March 15 meeting to learn the winners of the HR Professional of the Year and HR Champion of the Year!

#### LUNCHEON MEETING NOTICE

March 15, 2006

Hoogland Center for the Arts  
420 S. Sixth Street

**Program: Organizational Culture and Person  
Organization Fit.**

**Speaker: Angela K. Swendsen**, PhD Student in Human Resources, Institute of Labor & Industrial Relations, University of Illinois at Urbana-Champaign

**\*Remember to RSVP for the March 15 luncheon by  
Wednesday March 8.**

#### Reservation Reminders

- ◆ Reservations for the bi-monthly luncheons can be made by leaving a message on the chapter's message line at 698-6919 or by email at [Reservation@cic-shrm.org](mailto:Reservation@cic-shrm.org).
- ◆ Cost for the luncheon is \$15/person. All reservations must be paid at the door unless prepaid Advantage Member.
- ◆ 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.
- ◆ Guests of members are welcome to attend; guests will receive one complimentary meal.