



CHAPTER NEWS

May / June 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! This is an exciting time of year for CIC-SHRM as we have a number of outstanding events prepared. I hope everyone will join us on June 6th for a day of networking and development. The day will start with the second in a series of workplace tours at Bunn-O-Matic. This is an opportunity for you to learn more about one of our member

organizations and network with other members of CIC-SHRM. Directly following this event will be CIC-SHRM's 8th Annual Conference in Human Resources. We have a full agenda planned covering such topics as HIPAA, COBRA, Healthcare Benefits Planning, Unemployment and an overview of recent court cases. Our featured speaker is Michael Layman of the Society for Human Resource Management who will provide us with a federal public policy update. Registration information is included in this newsletter. For more information, check out the Upcoming Events section of our website, www.cic-shrm.org.

On June 20th, CIC-SHRM will be hosting a Member Recognition and Networking Dinner at the Hilton. This event will provide us with an opportunity to celebrate our members and their many accomplishments. We will also present the HR Professional of the Year and the HR Champion. The nomination process is currently underway. Please take this opportunity to nominate a colleague in recognition of his/her distinguished service in human resources or your organization's CEO who recognizes HR's role as a strategic partner. Nominations will be accepted through May 4th and may be submitted to Recognition@cic-shrm.org. Please mark your calendars to attend this event. Invitations will be coming soon with more details!

In the meantime, please join us at our next chapter meeting at 11:30 a.m. on May 16th at the Route 66 Hotel and Conference Center. Jeff Mangrum of SST Communications will be presenting "The Hero's Journey: Legendary Leadership and Employee Engagement". This program has been approved for re-certification credit through HRCI. SST Communications is a theatre-based training and development group. They will also be doing an entertaining program at the Member Recognition and Networking Dinner, which has also been approved for re-certification credit!

I hope to see all of you over the next few months. 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:

- May 16
- July 18
- September 19
- November 21

Board Meetings

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

- May 9
- June 13
- July 11
- August 8
- September 12
- October 10
- November 7
- December 12

All members are welcome.

Special Events

Annual Conference & Bunn Plant Tour on June 6.

Recognition Dinner on June 20.

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

New Member Orientation on October 3.

A special breakfast meeting will be held on October 17 from 8:00 – 10:30.

Meet Our Education Partner

CIC-SHRM has been working with the Business Education Partnership of Sangamon County on various workforce readiness programs. One of our newest initiatives is a partnership between our chapter and Feitshans Elementary School. This will offer opportunities to begin teaching our youth about the importance of preparing themselves for the world of work. We are discussing some ideas of how to work with the students when school starts this fall (and that will be here sooner than we think!). We do want to make sure all the children have books to read over the summer, and encourage their parents to read as well. Please consider bringing new or gently used books appropriate for elementary school students or their parents to our May chapter meeting. The school is also accepting gently worn solid color polo shirts, khaki or navy pants, belts and book bags for their students.

Feitshans Academy is a magnet school that specializes in literacy and the arts. It is open to all students in kindergarten through fifth grade who live in the Springfield School District #186 boundaries. The committed and professional staff uses researched-based reading and math curricula to effectively raise achievement for all students. Daily instruction in art, music or physical education is provided to all students, including kindergarten. Students in 4th and 5th grade are also provided the opportunity to become a member of an activity club (art, music, sports), perform with the Honor Choir, or participate in band.

Multiple support systems have been put in place to help provide the best possible education for the school community. A before and after school tutoring and enrichment program that is serviced by 21st Century is hosted within the building. Additional supports include an on-site instructional coaching service for math and reading, specialized reading programs, on-site parent educator and social worker, community mentors and monthly family activities. However, over 90% of the students are living at the poverty level. They are constantly searching for additional ways to provide assistance to the students and families.

Member Spotlight



Tony Comella, SPHR is the HR Director at Hanson Professional Services, Inc. in Springfield. He holds a BA in Commerce from DePaul University and an MBA from Bradley University. Tony and his wife of 23 years reside in Morton, IL. They have two sons ages 18 and 15.

Tony has worked as the HR Director at Hanson since 2006. After a reorganization in August of 2005, Hanson identified the need for a strategic HR direction. Tony is responsible for HR completing its mission...to ensure that human resources are more talented and motivated than those of our competitors. HR's performance at Hanson is measured by comparing the company's sales, profits, and productivity with those of their top five competitors.

Tony views the biggest challenge in the HR profession is ensuring that HR is seen as a strategic partner in running the business and not seen as "just" administrative.

Prior to working at Hanson, he spent 7 years at Bradley University as a Leadership Development and OD consultant/trainer. As the Assistant Director of The Leadership Development Center (LDC) at Bradley, he worked with organizational leaders in dealing with conflict, influence, change, teambuilding, strategic planning, goal setting, performance appraisal, performance management, compensation, and coaching. LDC is a network affiliate of the Center for Creative Leadership, and he facilitated their programs and worked with a large number of 360-degree and psychometric profiles.

Prior to working at LDC, Tony spent 14 years in retail management at RadioShack. In addition to the retail duties of sales, profits, and merchandising, the role that he had for most of his career was deeply involved in recruiting, selection, and performance management of the stores that he worked with.

Tony is looking forward to spending a week this summer riding a bicycle 500 miles across the state of Iowa in RAGBRAI.

Thank you, Job Fair Volunteers!

On April 4, several CIC-SHRM members attended the Greater Springfield Chamber of Commerce Job Fair. No, they weren't looking for a job. They hosted a booth to assist job fair attendees with resume review and preparation. We also partnered with the Illinois Employment and Training Center to present workshops on job search and interview skills. Thank you to Dave Ryan, Penny McCarty, Kim Wonnell and Kevin Epley for assisting with this event.

Book and Clothing Drive

Our chapter is hosting a book and clothing drive for Feitshans Academy. We want to make sure that all the children have a book to read over the summer. In addition, the school has a dress code and is accepting clothing donations. *Please bring donations of books appropriate for elementary students and their parents, solid color polo shirts, khaki or navy pants, belts and book bags to the May meeting.*

Recognition Dinner

Don't miss the Second Annual CIC-SHRM Recognition Event!

This year we are hosting a sit-down dinner at the Hilton on June 20, 2007.

We will be recognizing the HR Professional and HR Champion of the Year. We will also be recognizing the 2006 outgoing Board members and Membership Drive award recipient.

The event will feature a traditional style buffet as well as entertainment from SST Communications. This program has been approved for re-certification credit through HRCI.

We hope to see you there!

SHRM Scholarships - Twenty-four (24) scholarships of \$1,500 each are awarded annually to help finance higher education for the children of SHRM members. Each award is for either the first or second year of study at a four-year college or university. The application deadline is May 15, 2007. More information, including the scholarship application form, is available on the SHRM website at <http://www.shrm.org/sons&daughters/>

Chapter Chatter

New Members – Welcome!

- Andrew Griswold, PHR, Director of Business Development, TruPay Corporation
- Heather Renard, Customer Service Rep, TruPay Corporation
- Chrissy Kramer, Human Resource Assistant Manager, SIU School of Medicine
- Beverly Lenhart, Human Resource Manager, Cingular Wireless
- Kim Lucker, Regional Human Resource Manager, Hardee's Food Service, Inc.
- Robin Foster, HR Assistant, Karmak Inc.
- Michelle Bulinski, Director - Human Resources, Ball-Chatham School District
- Angelina Hickman, HR Assistant, H.D. Smith
- Stephanie Williams, Student Member

Julie Kilgore is now at Memorial Health Systems as an HR Analyst.

Cheryl Davis, PHR is now the Regional Human Resources Manager at Landmark Aviation

Warm thanks to our current sponsor, Community Association for Financial Education (CAFE)

Studies show that employers without financial education programs incur extremely high costs related to the poor personal financial behaviors of employees.

Other studies found that employers providing financial education programs to employees experienced cost reductions. In fact, IBM recently announced that they will invest \$50 million providing financial education to their 127,000 employees.

On May 16, you will learn about a financial education employee benefit program. This program is offered through Community Association for Financial Education (CAFE), a 501(c) 3 not-for-profit organization and the sponsor of the May 16 CIC-SHRM meeting.

Contact Brad Welker:
bwelker@cafehelp.org or (217) 498-8111





Organized Labor -- House Passes “Card Check” Union Organization Bill

The U.S. House of Representatives has passed legislation that would allow unions to use a process known as “card check” to determine whether or not employees want to be represented by a union. The bill, known as the Employee Free Choice Act, would allow union representatives to forego a private vote under the supervision of the National Labor Relations Board. According to the bill’s sponsors, if a majority of employees in a bargaining unit sign an authorization card in favor of a labor organization, the National Labor Relations Board must certify the union as the sole representative for those workers.

SHRM opposes the bill on the grounds that a private ballot best protects the rights of individual workers. SHRM is a leading member of the **Coalition for a Democratic Workplace**, a partnership of employee and employer organizations that supports workers’ existing right to a federally supervised private ballot. While the bill easily passed the House of Representatives, significant opposition is anticipated in the U.S. Senate. The White House also recently announced that President Bush will veto the bill if it passes both chambers of Congress.

Immigration -- SHRM Launches Coalition on Employment Verification

Under the leadership of SHRM, leading human resource (HR) organizations and thousands of U.S. employers from every sector have launched a national advocacy campaign to ensure that any immigration reform legislation includes an effective employment verification system.

The coalition, known as The Human Resource Initiative for a Legal Workforce (“HR Initiative”), is seeking major improvements to the current employee verification system designed to curtail illegal immigration by improving the security and reliability of the verification information available to employers. The existing system is inadequate because it relies on paper documents that can be stolen or falsified.

“Effective, state-of-the-art verification is the most essential part of any immigration reform,” said Susan R. Meisinger, President and CEO of the Society for Human Resource Management. “It is the only way to prevent fraud and ensure a safe, legal and fair workplace.”

Employers face significant challenges under today’s verification system. On the one hand, they are responsible for verifying employees’ identity and work authorization documents. On the other hand, they risk government sanctions for civil rights violations if they are too aggressive in their scrutiny. An accurate and efficient national electronic database for employers to

check potential employee eligibility is non-existent in today’s workplace.

In consultation with an expert group of HR professionals assembled with input from SHRM members, the HR Initiative coalition has developed the following five principles to be included in any employment verification system:

1: Shared Responsibility Among Government, Employers and Employees – Employers, employees and the federal government should share responsibility for a reliable, efficient, accurate system to verify employment eligibility.

2: Fair Enforcement – Employers should be liable for their own hiring decisions, not those made outside their control.

3: Accuracy and Reliability – Employers should not be forced to participate in a program until the government provides assurances that the system is accurate and reliable.

4: Ease of Use – A new verification system should be easy to understand and implement at all worksites.

5: Deployment of Latest Technologies – A new verification system must make false documents and identity theft ineffective. One way to achieve effective and efficient worksite enforcement is to include biometric identifiers or other state-of-the-art technology in the work authorization process that is capable of automatically recognizing an individual’s identity. The HR Initiative coalition founding members are the Society for Human Resource Management, American Council on International Personnel, College and University Professional Association for Human Resources, HR Policy Association, and the International Public Management Association for Human Resources.

Approaching Regulatory Deadlines

To help you prepare for upcoming compliance deadlines. Additional information is available on the SHRM Website,

- [5/23/07](#): Under HIPAA, covered health plan providers must begin to use their National Provider Identifiers when conducting standard electronic transactions.
- [7/1/07](#): HIPAA rules regarding wellness programs apply to plan years beginning on or after this date.
- [12/31/07](#): DOL's Employee Benefits Security Administration has extended the interim final rules and regulations governing the Mental Health Parity Act to this date.
- [1/1/08](#): The Pension Protection Act's (PPA) automatic enrollment provisions for 401(k) plans take effect for plan years beginning after Dec. 31, 2007. New minimum funding standards for defined benefit plans generally take effect as well.

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Legislative Report Continued

□ [1/1/10](#): A qualified long-term-care rider may be added to an annuity or life insurance contract such that the rider is fully funded through a partial cash surrender. Prior to the PPA, this would have been a taxable event. But as of taxable years beginning after Dec. 31, 2009, the act allows for this transaction as long as the investment in the original contract is large enough to support the transaction.

□ [12/31/10](#): The Economic Growth and Tax Relief Reconciliation Act (EGTRRA) amendments to pension provisions of the Internal Revenue Code and the Employee Retirement Income Security Act do not expire because the PPA eliminates EGTRRA's sunset provision.

□ [1/1/15](#): Most U.S. companies will have until at least this date to fully fund their pension plans.

Shootings Underscore Need for 'Aggressive Focus on Prevention' By Kathy Gurchiek

"Can't happen in Central Illinois!" Don't bet your workplace safety on it!

Police say an office worker killed one person and wounded two others at an office building about 15 miles north of Detroit on April 9, 2007, part of the latest rash of violence erupting in the workplace. A week earlier, on April 2, a University of Washington researcher was shot to death in her office by a former boyfriend who then fatally shot himself, and a former boyfriend was the alleged killer of a woman shot while on her job at CNN Center's Omni Hotel the next day. In March, a disgruntled print shop employee in Signal Hill, Calif., shot and seriously wounded three co-workers and then committed suicide.

"What we're seeing in general is an increase in crime around the country, particularly in major urban areas," as well as the younger generation's "much higher propensity to use force to resolve conflicts," said W. Barry Nixon, SPHR, executive director of the National Institute for the Prevention of Workplace Violence Inc..

Historically there is a link between a general increase in crime and crime in the workplace, he said, but "typically there is a longer lag than what's going on right now," he added.

There are steps employers can take to protect workers and make their organization a safe environment:

- Train managers and supervisors on the early warning signs of potential violence, what the policy is, and how to address those warning signs.
- Implement a comprehensive workplace prevention program that includes a policy setting the framework and guidelines for dealing with workplace violence.
- Communicate with employees that the company wants to know when there are threats or incidents and that it is serious about handling those problems.

- Periodic risk assessments should be part of the prevention policy to determine what and where your company's vulnerabilities are. Tie assessments to safety audits to identify problems early.

- Implement access control on a regular basis. It can take various forms, including sign-in sheets and a camera system.

- Make it clear there is a reason for security procedures and that precautions extend to even persons familiar to the employer, such as an employee's family members or friends.

Violence touched the workplace of Kathleen McComber, SPHR, MA, senior director of human resources at the University of Arkansas for Medical Sciences in Little Rock, Ark.

In December 2000, an employee reported to work as usual and then gunned down seven co-workers with an AK-47. He was angry because his employer had received notice that the IRS wanted to garnish his wages to pay back taxes.

It's imperative that employers pay attention to potential warning signs, says McComber.

"If you start looking at warning signs, there may be clues and hints that something might happen," she told *HR News*. "It's not that they walked into [work] that day and decided at the spur of the moment" to be violent. "They've thought about it."

Often, though, employers aren't prepared because they don't expect it to happen at their workplace. "They may have a disaster plan with fire or hurricane" preparedness, "but they never think this is going to happen," she said of workplace violence. "It's somebody else's problem, and not theirs."

Two good resources she recommended are the [Occupational Safety and Health Administration](#) (OSHA) and the [Federal Bureau of Investigation](#) (FBI) web sites.

In addition, she advised developing a threat assessment team made up of representatives from HR, legal, risk management or workers' compensation, and security or operations management.

When an incident is reported, no matter how small, the team meets immediately to assess it and then take action based on its assessment scale.

"This is an immediate thing, and you get together and assess it and make decisions the very day," she said.

"It's a very quick action. It's very similar to any sexual harassment investigation. You do not wait around."

A proactive workplace is essential, noted Nixon of the National Institute for the Prevention of Workplace Violence Inc.

"Organizations clearly need to have a proactive workplace violence prevention initiative.

We still see the last vestiges of zero tolerance, and by definition zero tolerance policies are reactive," he said.

"Firms need to see a much more aggressive focus on prevention. They're paying attention to the warning signs, they are intervening when conflict first emerges and training supervisors on how to address those situations and they can deal with it".

SHRM Foundation

Some of our members have heard of the SHRM Foundation but are unclear of its purpose or the benefits we receive from the organization.

The SHRM Foundation is a 501(c)3 affiliate of SHRM and maximizes the impact of the HR profession on organizational decision-making and performance by promoting innovation, research, and the use of research-based knowledge.

Having a research-based organization affiliated with our chapter provides us with methods that have been effective in other organizations, builds our credibility as HR professionals, adds value to your organization, and helps professionals to speak the language of business. To communicate with HR professionals and disseminate research-based information gained through Foundation initiatives, the Foundation publishes reports on the website and in books and creates presentations, videos and study guides.

Reports and DVDs can be obtained through the SHRMStore or through the CIC-SHRM library. Current titles include:

- “HR Heroes” DVD, providing insights and experiences of CEOs and HR officers
- “HR in Alignment” DVD, a case study of Sysco food services
- “Talent Management” DVD, a profile of talent strategies at Yahoo!
- “Ethics, the Fabric of Business” DVD, a case study of Lockheed Martin
- “Making Mergers Work,” a book providing a practical guide for adding value in M&As

The Foundation also awards research grants and scholarships to advance the profession and support professionals hoping to continue their education and development in Human Resources.

Annually, CIC-SHRM supports the Foundation with silent auction proceeds. However, members may also choose to make a personal donation to this important organization. To learn more about the SHRM Foundation or to make an individual contribution, please visit <http://www.shrm.org/foundation>. Questions may also be directed to Penny McCarty, CIC-SHRM Past-President.

“HR Know How Right Now”

Eighth Annual Conference in Human Resources

Wednesday, June 6, 2007

Route 66 Hotel & Conference Center

To register, go to:

<http://www.cic-shrm.org/event.php?eventid=54>

Topics Include:

Demystifying COBRA and HIPAA Regulations

Presented by: Rhonda Manning, Benefits Adviser, United States Department of Labor

Strategic Planning for Healthcare Benefits

This session will provide a general update on the healthcare industry, how that impacts your organization, and how to begin thinking strategically in planning your organization’s healthcare benefits. Presented by: Kay Titchenal, Executive Director of Human Resources, Southern Illinois School of Medicine, Springfield

Federal Public Policy Update – SHRM

Key issues for HR at the forefront of the 110th Congressional Session, the federal agencies and the outcomes that could affect the workplace. Areas of focus will include FMLA and immigration issues and employer responsibility. Presented by: Michael Layman, SHRM, Manager for Employment and Labor Legislation, Washington D. C.

Illinois Department of Employment Security

Mock interviews of actual unemployment cases will be presented. Participants will go through the details of the cases and decide how the case should be ruled. Participants will then learn the actual outcome of the case and why. Presented by: Todd Lowery, IDES Business Service Coordinator, Springfield.

You Be the Judge

A series of 4 or 5 Human Resources court cases with the pertinent facts will be discussed by participants and “ruled on”. The speaker will discuss each of the cases and explain the court’s decision and the “law” impacted by each decision. Presented by: John A. Kauerauf, *Sorling, Northrup, Hanna, Cullen and Cochran, Ltd.*, Springfield

This program has been approved for credit by HRCI.

Local Recruiting Opportunities

Donna Rogers has compiled a listing of local job fairs with contact information.

To access this information, you can go to the Member Resources section of our website, www.cic-shrm.org.

Thanks Donna!

Upcoming Network Opportunities

HR Networking Forum
Oak Brook Executive Plaza Conference Center-1225 W. 22nd St. , Ste. 140
TUESDAY, April 24 ...AND... TUESDAY, November 13, 2007
9:30-11:30 am

Facilitator: Donna Rogers, SPHR, IMA's HR Consultant.

Back by popular demand for the 2nd year in a row...this no fee HR Networking Forum is designed for building relationships with other HR professionals in the manufacturing field. Manufacturing Members and Associate Members of IMA are invited and encouraged to attend. Discuss similarities and differences on current HR.

To register please contact: Kimberly McNamara, 800-875-4462, ext. 2109, email kmcnamara@ima-net.org

College Relations Update

It's Not Too Late!!

If you have interest in obtaining an intern to assist with HR projects and tasks, the time to act is now. We know of at least three (and probably more) students who are interested in a summer internship opportunity. A couple of great reasons to hire an intern:

- Gain much-needed assistance with projects (anyone else short on resources??)
- Increase your visibility on college campuses through word-of-mouth

If you have an opportunity for a college student this summer, please contact Heather Dykes, College Relations Chair, at CollegeRelations@cic-shrm.org

Member Benefit Orientation



CIC-SHRM hosted a Member Benefit Orientation on February 28, 2007 in the Workforce Development Center at LLCC.

The meeting was open to prospective and current members to learn more about CIC-SHRM and SHRM. There were 9 new members and 7 board members present.

The topics covered included:

- CIC-SHRM membership benefits
 - Networking
 - Study groups
 - Website
 - Library
 - Workforce Readiness Opportunities
 - Committees
 - Leadership Opportunities
 - Recognition Programs
- National SHRM membership benefits
 - HR Voice
 - Conferences
 - Website
 - SHRM Foundation
- PHR/SPHR Certifications
- Student Chapter Information

The program included a free box lunch and drink, membership materials, and an opportunity to talk one-on-one with the several board members in attendance.

The next Member Benefit Orientation will be held on October 3, 2007. Registration for this event will be sent out in September. Please mark your calendars for this event and bring a friend!!

Dress For Success

At the March Luncheon we collected approximately 15 bags of clothing, shoes and accessories for Dress For Success at the YWCA.

This program provides clothing appropriate for interviewing and for the workplace for those who cannot afford them.

Thank you for supporting this cause!

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 757-8660, x1095 WorkforceReadiness@cic-shrm.org
Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan, SPHR 483-7272 Treasurer@cic-shrm.org

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

LUNCHEON MEETING NOTICE

May 16, 2007

**Route 66 Hotel and Conference Center
625 E. St. Joseph St.**

Program: "The Hero's Journey: Legendary Leadership and Employee Engagement"

Speaker: Jeff Mangrum, SST Communications, Inc.

***RSVP for the May 16th luncheon by Wednesday May 9th**

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.