



CHAPTER NEWS

November / December 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! It's almost difficult for me to write these words, but we are approaching the end of 2007. My, how the time has flown by! It's been a year of learning and growing. We have had many outstanding events, including our most recent special chapter meeting on the Economic Impact of Diversity. CIC-SHRM was pleased to welcome distinguished panelists including Dr. Walter Milton-Superintendent of District 186, Dr.

Allan Woodson of the Business and Education Partnership of Sangamon County, Kim Wonnell, SPHR Goodwill Industries, and Bhikku Mahinda of the Visitor and Convention Bureau Board. It was an excellent discussion that could have spawned much conversation beyond the allotted time for the meeting! I would like to thank Dr. Robert (Bob) Hotes, Diversity Chair, for all of his hard work in bringing this program together. We look forward to expanding on these programs in the future.

Now that I have a year under my belt as Chapter President, I feel like I'm finally hitting my stride. I'm really looking forward to what's in store for us in 2008! In preparation for 2008, several board members including myself will be traveling to the Washington D.C. area in November for the SHRM Leadership Conference. This will give us an opportunity to network with volunteer leaders across the country and discover other chapters' best practices and challenges. It's a great time and a great opportunity to not only hear about the innovative things that other chapters may be doing, but to share the things that we do best! The board will be sharing what we have learned at Leadership Conference with the membership in future newsletters. Upon returning from Leadership Conference, the entire board will convene for a 2008 planning retreat. I hope all of you have taken an opportunity to complete the membership survey. Your input is critical to our planning process! Also, feel free to speak directly to any of the board members if you have any ideas or concerns that you would like us to address in 2008. The current board members and contact information are listed on the last page of this newsletter.

Speaking of board members, I would also like to take this opportunity to congratulate our newly elected 2008 board members. Vicky Fowler-Vice President, Bob Hotes-Diversity Chair and Mary Minder-Secretary have been re-elected for another two-year term. Pattie Curry, who is our current Membership Chair, will be the President-Elect for 2008. Lastly, I would like to congratulate Janine Griffith who will serve as Membership Chair in 2008-2009. I would also like to take this opportunity to bid farewell to Penny McCarty who will finish out her term as Past President at the end of this year. Penny did an outstanding job for CIC-SHRM during her tenure as President. I feel lucky to have followed Penny as she has been a shining example for me to follow, and yet I also felt cursed because those were some big shoes to fill! All kidding aside, Penny's contributions to this chapter have been many, and she will be greatly missed by the board!

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, Preparing for the Exodus of the Baby Boomers, will be on Wednesday, November 14th at the Route 66 Hotel & Conference Center. Come early for the silent auction!!!!

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

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:

- November 14

Remember to bring your checkbooks and come early on 11/14 for the SHRM Foundation silent auction!

Board Meetings

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

- November 7
- December 12

All members are welcome.

Special Events

Richardson Manufacturing tour on December 5.



SHRM 2008 Annual Conference and Exposition

June 22-25, 2008 | Chicago, Illinois

Ok here it is, mark out these dates on your calendar **June 22** through **June 25, 2008**. Why Dave, why? Because, it's the [SHRM 60th Annual Conference & Exposition](#), and in 2008 it is going to be in Chicago. That is of course our home state. Here is the irony in this, I am telling you to go to this conference, and I have never been to an Annual Conference myself. I am, however planning on attending this one, and as would be said in *valley speak* fur sure.

Although I have not attended this specific event, I have attended a couple of SHRM National events and they host pretty awesome events. Additionally, I have had conversations with some people, specifically Penny McCarty (our current past president) who did attend this year's event in Las Vegas and said it was quite inspiring.

I have attended several conferences (for the National Convention of State Legislators - NCSL) with my wife, where there were 15,000 attendees, and I have to say it is very cool to be part of an event on that scale. I understand the SHRM annual conference boasts 20,000+ attendees. There will be a wealth of training sessions and fine entertainment as well, that you can take to the bank!

With the event being in Chicago, travel costs will be less than if you had to fly across the country to attend. *If* we could drum up enough interest our chapter could contemplate chartering a coach for the trip there and back. I would be happy to coordinate this effort, if the interest is there. The conference will no doubt be pricy, but if you plan ahead, you might be able to split a hotel room, and/or get your employer to pay for a portion of the event.

If the coach trip has any appeal to you, let me know dryan@mel-o-cream.com 483-7272 work or 971-1144 cell phone.

Member Spotlight



Andrew Griswold has lived in Springfield for 26 years (with the exception of two years in Peoria after college) and is a graduate of Western Illinois University, with an MA in Speech Communications plus one year of Graduate work. Andrew received his PHR in 2003. Over the past four years, Andrew is fortunate to have

been involved in establishing and growing a start up payroll service bureau, TruPay Corporation. He is currently a member of the Springfield Chapter of ABC, and serves on the Springfield Parks Foundation Board.

Currently Andrew serves as the Director of Development for TruPay Corporation, responsible for growing market share through sales activities, as well as establishing strategic and vendor relationships in the Illinois marketplace from which TruPay will soon establish an operations center to service clients south of I-80.

As it relates to the day-to-day activities in the human resources profession, Andrew would consider his scope of experience wide but lacking depth. He has been fortunate to experience many of the HR-related challenges in being a part of taking a business from concept development to one of the fastest-growing payroll service companies in the nation. Each step of the way, he and his colleagues have had to identify new processes for hiring, training, and supporting new employees, new processes, and new roles within the organization. For Andrew, it has been a very educational and fun experience.

As far as HR trends, Andrew sees that businesses will always want to do more with less. Successful businesses are the ones who have realized profitability is directly tied to developing and retaining well-trained and well-informed employees. With businesses looking to continue to find ways to engage HR professionals as part of their profit model, there will be significant investment in opportunities, which foster employee and management empowerment.

The Road Show Goes to the Donut Factory



On Wednesday September 5, about 20 chapter members along with a handful of guests, toured Mel-O-Cream's manufacturing facility on Springfield's far west side. This tour was the third out of four, making up what the chapter has called "The Road Show."

We have one more facility to tour this year. On Wednesday December 5, Richardson Manufacturing, and JoAnn Abrams have been gracious enough to let chapter members tour their facility and observe their processes. The tour will begin at 8 a.m. All members will receive an

electronic invitation in November. If you have questions you can take a look at the chapter's web site for the flyer on the event.

For next year the chapter is planning on hosting something similar, only with a healthcare theme. This would take us to a hospital or two, perhaps a medical school and/or any other facility which might welcome us. So, if you could help arrange a visit to any of those facilities, please let Dave Ryan or Nicole Ralph know, so they can help put this together next year.



Chapter Chatter

New Members – Welcome!

- Kathryn Best, Student Member
- Gloria Guy, Vice President Business Services - Illinois Chamber of Commerce
- Jamie Osborne, Regional Operating Officer - Girl Scouts of Central Illinois
- Paula Poole, Director of Human Resources - Superior Walls

Congratulations to Donna Rogers and Vicky Fowler on being selected to receive a SHRM Foundation Certification Scholarship!

Donations for Silent Auction

Our annual Silent Auction will be held at the November membership meeting, benefiting the SHRM Foundation.

Donations of all types and sizes are currently being accepted for auction and can be submitted to Penny McCarty at any time in advance of the meeting.

All donations are tax-deductible!



News release From SHRM (this information builds on information provided last month in this column).....

On August 13, 2007, Illinois Governor Rod Blagojevich signed into law an amendment to the state Right to Privacy in the Workplace Act that prohibits Illinois employers from enrolling in an employment eligibility verification system (EEVS) until the Social Security Administration (SSA) and the Department of Homeland Security (DHS) are able to make timely determinations on most "tentative non-confirmation notices" issued to employers. The law also prohibits employers who enroll in an EEVS from using the system to verify work authorization unless it meets certain training and posting requirements. **The law becomes effective January 1, 2008.**

Basic Pilot, the national EEVS, has been available to employers since 1997, and some employers are required by federal law to use the program. Basic Pilot compares new hires' 1-9 information against SSA and DHS databases. Employers submitting information usually receive confirmation of work authorization (or confirmation the person cannot legally work) within 24 hours for about 90% of the names they submit. For those that cannot be confirmed within 24 hours, the employer receives a "tentative non-confirmation notice." The employer notifies the new hire of the non-confirmation, and he or she may contest the finding. If it is not contested or resolved within ten days, Basic Pilot issues a final non-confirmation notice. It may take up to 30 days to issue this notice. The employer must employ the person until it receives the notice.

Once it receives a final non-confirmation notice, the employer must terminate the employee or notify DHS it intends to continue to employ the person. Illinois' new statute has the following provisions:

Illinois employers may not enroll in any EEVS until SSA and DHS can make a final determination within three days on 99% of the tentative non-confirmation notices it issues.... If the employer is enrolled in an EEVS, the employer may not use the system to verify employment authorization unless:

- The employer has received Basic Pilot training materials and the personnel who administer the program have completed the basic training for the program;
- The employer posts notices where applicants can see them;
- that it uses Basic Pilot; and
- that it will not discriminate against applicants;
- The employer ensures all those submitting queries to Basic Pilot are trained and submits verification of the training to the Department of Labor
- The employer complies with the Basic Pilot Manual; and
- Notifies all prospective employees at the time of application that it uses Basic Pilot;
- The employer provides all employees subject to tentative non-confirmation notices with a referral letter and

contact information for the agency the person must contact to attempt to resolve the discrepancy; and • The employer complies with all applicable discrimination laws.

The employer may only use the information it receives through Basic Pilot to confirm work authorization and must take precautions to preserve the confidentiality of the information.

The Illinois statute preempts all local laws requiring employers to use an EEVS.

The Illinois statute goes against the general trend. The federal immigration legislation defeated earlier this summer would have required all employers to use Basic Pilot to verify work authorization for all new hires. Thirteen states currently require some employers, such as public employers and employers contracting with the state, to use Basic Pilot, and similar legislation is pending in several other states. In addition, the Illinois statute bars participation in an EEVS because of concerns about timeliness of the information an employer receives. This is puzzling, since an employer may not hire someone who is subject to a tentative non-confirmation notice until a final determination has been made that the person is not eligible to work in the US. Of concern to most employers and commentators is Basic Pilot's error rate.

The SSA estimates that 20-30% of its database is wrong because of misspellings, transposed numbers or letters, similar or identical names, or the like. The statute appears to allow employers already enrolled in the program (whether voluntarily or involuntarily because of past immigration violations) to continue using Basic Pilot for work authorization as long as they meet the training and posting requirements. Because the law goes into effect January 1, 2008, it also appears to provide a window for employers to register for Basic Pilot if they wish.

Additional News From SHRM

Weapons in the Workplace ■ Federal Judge Sides with SHRM in OK Gun Case

SHRM's Weapons in the Workplace position has received a big boost from the courts. In a long-awaited decision, a federal judge of the U.S. District Court in Oklahoma sided with SHRM in finding that a workplace weapons bill passed by the Oklahoma legislature in 2004 (and amended in 2005), which prohibits employers from establishing policies banning employees from bringing weapons onto company property, is pre-empted by the federal Occupational Safety and Health Act's (OSHA) 'general duty' clause.

(con't p.5)

More on Employment Verification ■ 'HR Initiative' Coalition Urges Congress to Keep Basic Pilot Voluntary for Federal Contractors Federal contractors, beware! Buried within four House-passed 2008 funding bills for numerous federal agencies are provisions that would mandate federal contractors to participate in the government's electronic employment verification system known as 'Basic Pilot'. The four bills cover programs in the following areas: Agriculture, Rural Development, Food and Drug Administration (H.R. 3161); Commerce, Justice, Science (H.R. 3093); Labor, Health and Human Services, Education (H.R. 3043); and Transportation, Housing and Urban Development (H.R.3074).

Election 2008 ■ CNN Poll Ranks HR-Related Issues At Top of Voters' Concerns HR-related issues are likely to influence voters in November 2008. This week, CNN released an extensive poll about the upcoming 2008 presidential election, including a list of the top issues that registered voters consider most important.

Exempt Employees—Extra Hours, Extra Pay? By Lisa Orndorff

Q: Can we pay an exempt employee extra for working more than 40 hours in a week?

A: The nature of the duties of positions classified as exempt under the Fair Labor Standards Act (FLSA) often requires employees in those positions to work more than the regular 40 hours in a week. It's not unusual for an exempt employee to work extra hours during a week as part of a special project, to meet an important deadline or due to an unexpected change in operational needs. The FLSA doesn't require employers to provide extra compensation or compensatory time to the exempt employee for extra hours, and up until the changes to the FLSA regulations in 2004, it was in the employer's best interest not to provide any type of extra compensation for fear that it would jeopardize the exempt status.

The 2004 change gave employers more room to provide exempt employees extra compensation for extra time worked. The relevant **regulation** states that "additional compensation may be paid on any basis (e.g., flat sum, bonus payment, straight-time hourly amount, time and one-half or any other basis), and may include paid time off." However, employers should remain cautious because a worker's exempt status might be harder to prove if the employee is paid time-and-a-half, like a nonexempt employee. It may be safer to pay exempt employees extra compensation for extra hours worked in the form of a flat sum or straight time.

Employers also may provide extra compensation in the form of time off, or compensatory time. Employers are free to structure compensatory time policies as they wish. For example, an employer may choose to provide compensatory time to an exempt employee for time worked more than 40 hours or any work more than 45 hours in a workweek if that better fits the

company's operating needs. A [sample policy](#) and [sample form](#) for administering compensatory time off can be found on the SHRM web site. It's important to remember that exempt employees are not **required** to receive extra compensation or time off for extra hours worked, but the FLSA **allows** employers to provide extra pay or time off and still be compliant with the exempt status.

Illinois: Changes to Human Rights Act Provide Access to Jury Trial By Jackson Lewis

Employees making claims of discrimination or harassment under state law in Illinois have been limited to litigating their claims in an administrative forum—the Illinois Human Rights Commission. However, that limitation will soon end, due to important amendments recently made to the Illinois Human Rights Act. Beginning next year, for the first time, employees will be able to sue employers for discrimination or harassment in Illinois state courts. Illinois employers now face the prospect of defending their actions before juries.

By way of background, under federal and state fair-employment practice laws, employees alleging discrimination or harassment based on race, sex, age, disability, or other protected categories are first required to file a "charge of discrimination" with either of two administrative agencies, the federal Equal Employment Opportunity Commission (EEOC) or the Illinois Department of Human Rights (IDHR). These agencies' processes for investigating and mediating such charges are complicated and sometimes lengthy. However, the vast majority of agency proceedings eventually result in employees receiving a "right to sue letter," which gives them a 90-day window to file a lawsuit against the employer. Employees who follow the federal option file suit in federal court, where they may obtain a jury trial. Employees who file an action under state law proceed before the Illinois Human Rights Commission.

Recently, however, Gov. Rod Blagojevich signed into law House Bill 1509, which amends the Illinois Human Rights Act. The major thrust of the amendments is that employees filing charges with the IDHR will now have the added option, at several points in the IDHR process, to file suit against the employer in Illinois circuit court. The amendments are effective Jan. 1, 2008, meaning that they apply to IDHR charges filed on or after that date.

This change may bring additional uncertainty to employers. Corporate defendants and their counsel generally prefer to litigate in federal court, as there is a widespread perception that federal judges are, **(con't p.6)**

on average, more experienced in employment litigation and more predictable than their state counterparts. In particular, federal judges are seen as far more willing to grant dismissal or summary judgment to defendants in meritless cases, whereas state-court proceedings are more likely to reach a jury trial.

It also bears noting that, fairly or not, several Illinois courts have earned a particularly anti-business reputation. For example, the American Tort Reform Association (ATRA) publishes an annual list of "[Judicial Hellholes](#)," which it describes as "America's most unfair jurisdictions in which to be sued." According to ATRA, these "are places where judges systematically apply laws and court procedures in an unfair and unbalanced manner, generally against defendants in civil lawsuits." On ATRA's 2006 nationwide list, three of the worst six forums were Illinois circuit courts—Cook County (#4), Madison County (#5), and St. Clair County (#6). It is in these forums, nevertheless, that Illinois employers will soon find themselves fending off discrimination and harassment suits.

**At the November 14th Luncheon Meeting
CIC-SHRM is proud to present:**

**Preparing for the Exodus of
the Baby Boomers:**

A Panel Discussion with HR and Operations

The first wave of "baby boomers" will soon begin retiring and thus begin a shift in the workplace that will continue for more than 20 years. A panel discussion, representing both HR and Operations Management will discuss plans being made to prepare for the pending exodus of employees in the "baby boom" generation from the workforce. Topics of discussion will include an increase in training and succession planning, a change in recruitment strategy, documentation of policies and processes, impact this will have on benefits and retirement plans, and other HR activities to help in preparing for this unprecedented change in the workforce.

Speakers:

Melina Tomaras, Associate Director of HR, AIG American General

Mike Sepanski, Vice-President of Disbursements & Titles, AIG American General

Mark Sprehe, HR Manager, Bunn-O-Matic Corp.

"Best Places to Work in Illinois"

A state wide program has been launched to recognize and honor companies in Illinois that show a dedication to their employees' growth and quality of life. This will be the 3rd year that the program has been hosted in Illinois.

The statewide competition is being co-hosted by The Business Ledger in partnership with the Illinois Chapter of the Society of Human Resource Management and The Illinois State Chamber of Commerce.

To enter the competition, visit:

www.bestplacestoworkil.com

or, for more information, call 1-877-455-2159.

Entry deadline is January 25, 2008.

The Best Places to Work in Illinois awards program is open to all for-profit and non-profit companies in the state. A final ranking will honor companies in two categories:

- Medium-sized companies with 25-199 employees; and
- Large-sized companies with over 200 employees.

Research will be conducted through a two-part process designed to gather detailed data about each participating company. This includes an organizational inventory from corporate management as well as an individualized survey for company employees.

The information will be compiled and analyzed by The Best Companies Group, of Harrisburg, Pennsylvania, an independent organization that has developed a formula for determining which companies make the list. A participation fee funds the analysis by Best Companies Group.

All participating companies, whether or not among those top-ranked, will receive detailed data identifying the strengths and weaknesses of their workplace according to a survey of their employees.

Announcement of the top-rated firms will come in the spring of 2008 at an awards banquet and through a special supplement to The Business Ledger that will feature statewide distribution.

HR Urged To Sell Workforce Development to C-Suite

By Theresa Minton-Eversole

LAS VEGAS —The need for corporate involvement in workforce readiness initiatives wasn't even debated in the June 25 SHRM Annual Conference session "Where Will They Come From?," conducted by consultant Phyllis G. Hartman, SPHR. It was assumed.

Nor was there much debate over how big a role corporations should take in these initiatives. In fact, there was consensus that corporations should be taking a leadership role.

But there was much discussion over how to present that viewpoint to senior management and convey the benefits of involvement in terms they would understand. Hartman, who runs the Pittsburgh, Pa., firm PGHR Consulting, outlined eight steps that HR pros can take to more effectively communicate the need for companies to see workforce development initiatives as a critical business strategy.

Writing on the Wall

Hartman began by citing numerous facts that illustrate why companies are having a difficult time finding workers with the skills they need them to have. Among the most striking:

- One out of three adults in their mid-20s started college and didn't finish.
- Only 26 percent of U.S. adults have a college degree, despite the fact that all but two of the 50 highest-paying occupations in the country require one.
- The fastest-growing demographic groups have the worst histories of attaining high school and post-secondary education.

A 2005 study of workforce readiness conducted by SHRM and several other trade organizations identified five key competencies that are missing in many sectors of the workforce, including oral and written communication skills, business knowledge, analytical skills and overall professionalism.

"Workforce readiness is everyone's issue," she said, adding that, for corporations, "it is as simple as realizing the value of a prepared workforce."

To sell that argument to the C-suite, however, Hartman said, HR professionals must first conduct a workplace audit to assess what skills their companies' workforce possesses and what necessary skills are in short supply.

Next, HR pros need to educate themselves about the challenges their companies will face in the future. "What does the strategic plan say about where you are going, what's the marketing and business strategy?"

And don't forget to conduct an external environmental scan of census data, local and regional education programming and of what other employers are doing to keep the talent pipeline full, she said.

Building Credibility and a Case

HR must also develop an understanding of management's

perspective to be able to speak their language when presenting the problems and justifications for addressing workforce preparedness. "The C-suite's job is to make money and save money. There's nothing wrong with that. But when approaching them about workforce development initiatives, you have to show them how they will either make or save money."

Using HR metrics such as cost-per-hire and time-to-fill, labor costs as a percentage of revenue, turnover, and training cost-per-hire are some key metrics that can help show this, she said. But the numbers alone won't completely state the case. They must be tied to specifically identified benefits that the company will reap if it undertakes such initiatives.

"Putting the right people in the right jobs at the right time pays off in profits," Hartman said, citing Watson Wyatt research that shows that companies that fill positions within two weeks yield total returns to shareholders at 59 percent compared to 11 percent for companies that take seven weeks or longer to fill positions.

Enlisting Support

When getting ready to present the business case to senior management, Hartman advised, HR professionals need a powerful ally to back them up. "Though it seems easier to provide the answer," she says, "getting them to own the problem too has a major impact."

When the senior team comes back with questions, be prepared with ideas. For example, she said:

- Know about successful programs already in place.
- Gather measures and numbers to prove the return on investment from these programs.
- Know whom to partner with—and how—inside and outside the organization to get programs off the ground.
- Tie program suggestions to specific company goals and objectives to allow you to determine measures of success.

Keep Evolving

Hartman closed by saying that this is not a problem that began overnight, and she reminded the audience that it will not go away overnight.

"Since change is eminent, keep changing programs as the company's needs change," she said. "Encourage all employees to get involved, and provide flexible alternatives to meet the needs of all employees, so everyone can stay involved. Finally, stay accountable. Programs that are neglected die. Be the glue that holds workforce development initiatives and the parties that implement them together."

Theresa Minton-Eversole is manager of SHRM online's Staffing Management Focus Area.

Upcoming HR Events

For more information about these and other events, 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

SHRM 60th Annual Conference & Exposition

Chicago, IL

June 22 – 25, 2008

Economic Impact of Diversity

More than 40 participants attended the presentation on the Economic Impact of Diversity on Wednesday, October 17th.

Lead speakers for the event, moderated by the CIC-SHRM Diversity Chair, were:

District 186 School Superintendent Walter Milton, Ed.D.

Business and Education Partnership of Sangamon County Executive Director Allan Woodson, Ed.D.

Visitor and Convention Bureau Board Member Bhikku Mahinda

Goodwill Industries HR Director, Kim Wonnell, SPHR.

Follow up plans are in progress. Interested members are invited to contact Robert Hotes, Ph.D, SPHR of the Diversity Committee at 217-786-3010 X249 or 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
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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

LUNCHEON MEETING NOTICE

November 14, 2007

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

Program: Preparing for the Exodus of the Baby Boomers:
A Panel Discussion with HR and Operations

***RSVP for the November 14th luncheon by Wednesday November 7th**

Reservation Reminders

- ◆ Registrations can be made via rsyphq.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.