

# HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

July 2006

AFFILIATE OF



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## JULY MEETING SPONSOR:



## Upcoming AASHRM July Meeting "A Seat At The Table – Understanding Financials"

*Two exciting sessions, one great AASHRM Meeting!*

**Keynote/Lunch:** Attendees will learn how understanding financial statements and the impact of financial decisions can help HR professionals gain a seat at the table and become part of the management team. **Jim Rollins** will focus on the critical nature of HR anticipating upcoming generational workforce changes and the shift to becoming a business partner; the ability to quantify and communicate changes and the impact on profitability; how speaking the language of business executives can earn respect and trust; understanding your company's business model and key performance measures; and how HR has a major impact on these performance factors.

**Workshop:** During a 3-hour workshop presented by **Barry Thoman** and **Carlo Berlingieri**, the following financial topics will be covered:

- **The purpose of financial statements**
- **The Fundamentals of Accounting**
- **The Balance Sheet**
- **The Income Statement**
- **Cash Flow Statement**
- **Big Picture Insight**
- **Investment Analysis**
- **Direct vs. Indirect Expenses**

**Speakers:** **Meaden & Moore** is a major Accounting and Assurance Services firm with local offices in Akron, Wooster, Cleveland, and Columbus. The Keynote/Lunch Speaker is **Jim Rollins, Vice President**, who oversees assurance engagements performed from two area offices and specializes in operational, inventory management and costing issues for the firm's manufacturing and distribution clients. Workshop Speakers include **Barry Thoman, Vice President**, with extensive experience in public accounting, especially technical accounting and auditing focusing on developing financial statements and corporate tax returns, and also **Carlo Berlingieri, Manager of Assurance Services**, with experience in the area of manufacturing, assisting with planning audit and review, and providing financial statement and tax compliance preparation at both the individual and corporate level.

**Please join us for this exciting event.**

**See Page 2 for Meeting Details and Registration Information**

## July Meeting Registration Information

### AASHRM JULY 2006 MEETING

*The Luncheon program has been approved for 1 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) The Financial Workshop has been approved for 3 credit hours.*



- When: **Thursday, July 13, 2006**
- Where: **Sheraton Suites – Cuyahoga Falls, OH**
- Time: **Keynote/Lunch: 11:30 am to 1:00 am  
Workshop: 1:30 pm to 4:30 pm**
- Registration: Reservations may be made online at [www.akronshrm.org](http://www.akronshrm.org) Or [pauber@comdocinc.com](mailto:pauber@comdocinc.com).
- Questions? Call Patti Auber at 330.899.8087
- Fees: Luncheon/Keynote: \$20 members / \$25 non-members / \$15 Students  
Financial Workshop: \$69 members / \$89 non-members / \$39 Students

**Registration Deadline is Monday, July 10, 2006**

Cancellations: Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or [pauber@comdocinc.com](mailto:pauber@comdocinc.com).

If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being billed for the event.

**OPEN JULY 2006**

**THE JOB CENTER**

**TheJobCenter.biz**

**THE RESOURCE FOR ALL YOUR WORKFORCE NEEDS!**

**Looking Ahead...****Wednesday, August 9, 2006***"What's so good about being well - a case study"***Breakfast Meeting: 7:30am – 9:30am****Sponsored by**[Employer Health Purchasing Coalition of Ohio](#)**Visit our website for full meeting details*****JOINT CHAPTER MEETING PROVES TO BE A SUCCESS!***

For our inaugural joint meeting with the Canton/Stark Chapter, we needed a special location central to both chapters and a special speaker that would be attractive to all. The solution? “Managing the rapids of change” presented by noted local speaker, author and Edge Ohio principal, Paul Meshanko, at the Raintree Country Club in Uniontown. It was a great opportunity to visit a beautiful location, meet neighboring members and provided great networking for future contacts. During the two-hour extended breakfast meeting, the 111 in attendance (a new record) learned useful concepts and ideas on dealing with change that can be applied both at and outside of work. The following are a few of the take-away items from Paul’s presentation.

- The importance of the term “neurolinguistics programming”
- “Activity doesn't always equal progress”
- Keep a journal to reflect back to and to process information
- The adaptable: 'thrive', not just survive
- Get rid of 'they' and work on 'us' & 'me'
- Life is a 'chose to' event
- KASH in on change by understanding: Knowledge, Attitudes (#1 necessity 4 change-set your attitude and make it happen consciously), Skills, Habits
- Give yourself permission to be successful-talk to yourself about it
- Do a little better and you will end up great!

Following the meeting, Paul offered to send the presentation materials by email to those requesting and stayed to answer questions and offer additional resources and materials. Many thanks to The Human Resources Department and Superior Staffing for sponsoring the event, and to the Raintree Country Club for the food and wonderful setting!

**Visit the Akron SHRM website at  
[www.akronshrm.org](http://www.akronshrm.org). Add it your “favorites” or “bookmarks”!**

To place an article in the  
 AASHRM HR Leader, visit our website at [www.akronshrm.org](http://www.akronshrm.org)

The HR Leader Chairperson or its editor(s) has the right to deny any ad or article from being published for any reason. Articles appearing in this publication do not necessarily reflect the views of the AASHRM Board or its members.

## GOVERNMENTAL AFFAIRS COMMITTEE UPDATE

### SAVE THE DATE

Please note: The date for the October workshop: “Everything you wanted to know about FMLA” has been **CHANGED** to **Friday October 13<sup>th</sup>** and will be held at the Sheraton Suites in Cuyahoga Falls. It will be a morning workshop plus a lunch w/keynote speaker. We’ve got a TERRIFIC line-up of Speakers! The preliminary schedule is as follows:

- 7:30** Continental Breakfast
- 8:00** Vince Tersigni, Atty from Vorys, Sater, Seymour & Pease, LLP
- 8:45** Seth Briskin, Atty from Meyers, Roman, Friedberg & Lewis and Sergio Carano, Atty from Amer Cunningham Co., L.P.A.
- 9:30** **PANEL Q&A SESSION** with all of the above speakers PLUS Scott Warrick of Scott Warrick Consulting
- 11:30** AASHRM Lunch meeting
- 12:00** Keynote Speaker: Scott Warrick of Scott Warrick Consulting

If you have questions you would like to see presented to the panel during the Q&A session, please forward them to Terri Bednar at [tbednar@goodwillakron.org](mailto:tbednar@goodwillakron.org) or 330-724-6995, x114.

### NEXT GOVERNMENTAL AFFAIRS COMMITTEE MEETING

Our next meeting will be at Cracker Barrel near the Strip in North Canton on Wednesday, July 12<sup>th</sup> at 7:30am to discuss the workshop in October and recent employment law legislation. Please RSVP by Tuesday, July 11<sup>th</sup> to [tbednar@goodwillakron.org](mailto:tbednar@goodwillakron.org) or 330-724-6995 x114

### IT'S NOT TOO LATE TO REGISTER TO VOTE

Register to Vote or request an absentee ballot at: <http://www.ohiobusinessvotes.org/employees/default.asp>

- Deadline for Registering to vote for November Election is October 8<sup>th</sup>
- Deadline for requesting an absentee ballot is November 4<sup>th</sup>

General Election is NOVEMBER 7TH! DON'T FORGET TO ENCOURAGE YOUR EMPLOYEES TO VOTE!

### WRITE YOUR ELECTED STATE OF OHIO OFFICIALS

Don't know who your elected officials are? We'll help you find them. Go to [www.legislature.state.oh.us](http://www.legislature.state.oh.us) and go to the bottom right hand corner and check mark both House and Senate. Then check the Zip code box. You will need to enter in your zip +4. Don't know your zip plus 4? You can find it at [www.usps.com](http://www.usps.com) and click on 'Find a zip code'.

Remember, you must decide if you would like to contact legislators for the location for where you work or live because they may be different. (This information can also be found at [www.akronshrm.org](http://www.akronshrm.org) on the home page under Governmental Affairs Bulletin for future reference.)

## CERTIFICATION TESTING DEADLINES

The April 21<sup>st</sup> late registration deadline has passed for the PHR/SPHR certification/testing window of May 1<sup>st</sup> to June 30<sup>th</sup>. However, don't despair. You have more time to study and prepare! The next registration deadline is October 13<sup>th</sup> and the late registration deadline is November 17<sup>th</sup> for the testing window of December 1, 2006 to January 31, 2007. If you need additional information, visit [www.hrci.org](http://www.hrci.org) or contact chapter certification chair, Susan Joseph at [susan.joseph@roadway.com](mailto:susan.joseph@roadway.com) or 330-665-0282. Happy studying!

## A VALUABLE RESOURCE

[WWW.AKRONSHRM.ORG](http://WWW.AKRONSHRM.ORG)

Do you ever wonder what the AASHRM does besides hold monthly meetings? Curious who the officers are that make up the Board of Directors? Or, do you want to learn more about the various committees and what they do?

You can find the answer to these questions by visiting our website at [www.akronshrm.org](http://www.akronshrm.org). Our website is an invaluable resource – brimming with information on a variety of subjects, including:

- Bylaws
- History of the AASHRM organization
- Outstanding Member Awards
- Legislative Updates
- Professional Development
- Upcoming Events
- Much more!

Don't let curiosity get the best of you. Visit your AASHRM website to find the answers to your questions.



*Thanks to Dave McPeck, our Website Administrator, for keeping our website current and functional!*

## REGIONAL SCHOLARSHIP PROGRAM

If you are a national SHRM member (and we all are since we are a 100% chapter) working towards a college degree or pursuing professional certification, you are eligible to apply for a SHRM Foundation Regional Scholarship.

Academic scholarship recipients may use the funds for tuition and related college expenses. Certification scholarships may be used to purchase test preparation materials, attend a review class and/or pay for the certification exam fee.

The SHRM Foundation, in partnership with SHRM Member Relations, will award 60 scholarships totaling \$50,000 this fall.

Ten thousand dollars in scholarships will be awarded in each of the five SHRM geographic regions, so you are competing only with members in your own area: Northeast Region, Southeast Region & Caribbean Atlantic Region, North Central Region, Southwest Central Region and Pacific West Region & Asia Pacific Region.

**The application deadline is July 15, 2006.**

There will be twenty \$1,300 academic scholarships awarded based primarily on merit. Forty \$600 certification scholarships will be awarded based on work experience and a commitment to a career in human resources. Five scholarships of \$1,500 each are available for SHRM members working in the media industry and pursuing a college degree.

For additional information, criteria and a printable application, please visit [www.shrm.org/foundation](http://www.shrm.org/foundation) and choose "Scholarships and Awards".



## Human Resource Career Opportunities

### FIRST ENERGY CORP – AKRON, OH

#### Technical Recruiter

Reporting to the Supervisor of Talent Acquisition, this position will develop and implement innovative approaches to recruiting. Will develop and drive dynamic partnerships with internal customers and impact the hiring process to reflect a diverse workforce. Will assist hiring managers define clear job skills and competencies to ensure identification and selection of quality hires. This position will develop Service Level Agreements with customers and be responsible for hiring process from start to finish. Establish candidate qualifications by developing knowledge, skill, and screening questions for each position; conducting screenings, interviews, and tests; exploring career options with candidates; examining college records; completing reference checks.

The candidate we seek must possess a Bachelor's Degree in Human Resources, Business, or related discipline or a combination of education and experience. Must have a minimum of three years of proven progressive experience in recruitment. We seek a candidate with a passion for recruiting, setting high standards for self and others. Must be comfortable in seeking out passive talent and be able to draw them to FirstEnergy. Must have the proven ability to consult and set high standards for customer service.

Interested candidates may apply online at:  
<http://www.firstenergycorp.com/employment>

### EAST COAST OF ATOMIC BOX LOGISTICS – AURORA, OH

#### Human Resources Manager

Reporting directly to the Director of Human Resources of CaseStack Inc, the Human Resource Manager, East Coast of Atomic Box Logistics will be responsible for all duties as they pertain to employees and employee relations. This position is based out of the corporate headquarters of Atomic Box Logistics in Aurora (Cleveland / Akron) Ohio

You may email your resume in MS Word format to [jobs@casestack.com](mailto:jobs@casestack.com)

#### Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is posted on our website, giving even more individuals the chance to see your ads.

##### HR Leader advertisement rates:

1/8 page - \$50	1/2 page - \$125
1/4 page - \$75	Full page - \$200

Classified ads (help wanted or positions sought) are \$25 for 50 words. Chapter members can list one classified ad for help wanted or positions sought free per issue.

**For more information, please visit our website at [www.akronshrm.org](http://www.akronshrm.org).**

## **“THE END OF A DREAM”**

**EXCERPTS FROM AN ARTICLE  
BY GEOFFREY COLVIN,  
FORTUNE MAGAZINE**

By now most everyone knows that the old-style pension is in a heap of trouble.

Desperate companies like UAL have already dumped plans. Other basket cases such as Delphia and Delta are threatening to do the same.

But the most surprising news – and the most ominous is tomorrow's retirees - is what one healthy company did earlier this year: IBM froze its traditional pension. That plan is fully funded, and IBM is strong. Yet as of Jan. 1, 2008, no one in the plan will accumulate any more benefits. The move was a landmark in the realm of employee benefits, where Big Blue has set standards for decades.

Yes, the decline of traditional pensions has been striking and much discussed, but IBM's action suggests a different perspective. In today's world, why do these things exist at all?

Consider: Today's low long-term interest rates, combined with a stock market that's no higher than it was six years ago, have made traditional defined-benefit plans a crushing financial burden to many firms - just as they're feeling the heat from foreign businesses that don't have plans. In addition, research shows that young employees increasingly don't care about traditional pensions, designed to pay off big after a lifetime of work with one company. And a raft of coming regulatory changes will make those plans even more burdensome to employers.

Result: "There's not an organization I know of that hasn't had discussions about its defined-benefit plan in the past year or won't be having them in the coming year," says Alan Glickstein of the Watson Wyatt consulting firm. At some firms that discussion is epochal. "Some of these plans have not been looked at fundamentally since World War II," he says.

It's all happening so fast that many people, especially today's workers, still haven't caught up to the new reality. (Believe it or not.) Only 21 percent of U.S. workers participate in defined-benefit plans, says the Bureau of Labor Statistics. Yet an incredible 61 percent expect to receive benefits from such a plan in retirement, according to recent research from the Employee Benefit Research Institute.

June 2006

*Submitted by the Compensation and Benefits Committee*

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