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April 1, 2011

Your Monthly News Update

# Dulles SHRM - Your Chapter of Choice



## 2011 Annual Sponsor



The Insurance Exchange is one of the largest independent insurance agencies in the Mid-Atlantic region. We offer insurance coverage to businesses and individuals throughout the United States and abroad. Founded in 1967, The Insurance Exchange has grown from a small, local agency to a dynamic corporation dedicated to providing the best insurance solutions for our clients. Despite our growth, we retained our small business ideals and work with each client to design an individualized insurance program with an emphasis on value. Our highly trained professionals provide exceptional, personalized service through the use of dedicated account teams. We bring together the pieces of the insurance puzzle to provide our clients with sophisticated insurance solutions utilizing all available options.

## Dulles SHRM's 3rd Annual Spring Seminar

**Dulles SHRM's 3rd Annual Spring Seminar.** Wednesday, May 4th, 2011, located at the Sheraton Reston Hotel, Reston, Virginia.

“Expand Your Universe: Exploring HR Strategies for the Future” Approved for 7.5 Total HRCI Credits! (1.5 GPHR and 6.0 SPHR)

This one-day seminar is designed to give Human Resources professionals the tools and information they need to enhance their roles as strategic partners within their organizations. Get a head start on emerging HR and business management trends that address the

challenges of today's environment while looking ahead to the future. Learn about timely, strategic HR Solutions and best practices that you can immediately implement in your company.

Cost for Dulles SHRM Members is \$150.00 and \$200.00 for Non-members. Registration is open with limited seating available.

For more details, please go to: [www.dullesshrm.org](http://www.dullesshrm.org)

**We hope to see you there!**

### Seminar Topics

- Leveraging Differences
- Strategies for Closing the Human Potential Gap
- Is There a New 'War on Talent?'
- Making Sense of Social Media as a Tool for HR Professionals
- Raising an Army of Innovative Leaders and Building a High-Performance Organization.



Seminar Capacity: 100

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## Dulles SHRM Receives Distinguished Award

The Society for Human Resource Management has awarded the Dulles SHRM the EXCEL Platinum Award for 2010.

“This recognition is a distinct indication of the chapter's successful

partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession” noted Pamela J. Green, SPHR, Chief U.S. Membership Officer for SHRM.



## Dulles SHRM - Member Survey 2011

**2011 Dulles SHRM Membership Survey Opens Monday, April 4th, 2011.** Dulles SHRM is conducting its annual membership survey, beginning April 4, 2011. Your opinions matter to us! We value your input,

and select program offerings for monthly meetings, discussion groups, website content and more based on your feedback. Please take 15 minutes to complete the survey. Your answers are confidential. Thank you in advance for your

participation – and for making Dulles SHRM your Chapter of Choice!

## President's Message

### Top 10 Reasons to Attend the Dulles SHRM Spring Seminar on Wednesday, May 4, 2011



**Keli Winter, PHR**  
**President, Dulles SHRM**

As we enter the Spring season of 2011 and look forward to the warm sunny days ahead, we should first reflect on all that is happening in the world right now. It's important that we, as HR professionals, understand what's going on and how we in HR can lead the charge and expand HR's frontier – we strive to become more than just a seat at the table! HR is continually being asked to position itself as a strategic partner in the ever-increasing globalization of the market. This represents a paradigm shift from HR of yesteryear. So much is happening that is impacting lives and businesses, whether you are starting out in HR or are an experienced executive, there is much to learn and much to absorb. You have so much to offer.

Dulles SHRM is committed to looking ahead, and we proudly offer our Spring Seminar which includes timely, important topics to prepare for an uncertain future.

#### Here are the Top 10 Reasons to attend this year's seminar:

- Prepare for the future. We're looking ahead and giving HR professionals a venue where they can obtain the knowledge to prepare for the challenges ahead.
- Get information and tools to help you have more than just a seat at the table. It will help you drive the discussions.
- Stay ahead of the pack. HR is continually moving in a strategic and global direction. This seminar is designed to enable you know the course and lead the way.
- From the budding HR generalist to the HR executive, this seminar has something for everyone.
- Get lots of HRCI Credits! 7.5 Total HRCI Recertification Credits (1.5 Global and 6.0 Strategic) in 1 day for the low cost of \$150 for Dulles SHRM members and \$200 for Nonmembers.
- Hear outstanding speakers that offer fun and interactive sessions.
- Learn from a variety of program topics.
- Learn how other business domains can influence HR.
- Learn unique solutions to common problems.
- Network with other HR professionals from a variety of different backgrounds and companies.

*There are many reasons to attend this year's Spring Seminar.*

*We look forward to seeing you there!*

## Legislative Affairs

### I-9 Technical Compliance, New ADAAA Ruling

#### How Compliant Are Your I-9 Forms?

As HR professionals, we are usually the ones reviewing IDs, filling out the employment authorization forms, and filing them. But just how careful are you when filling the form out? It is not enough to ensure you have the appropriate ID and that forms are filled out in the right timeline. Technical violations can be costly, ranging from \$100-\$3,000 **PER** form. Hiring unauthorized workers can increase those fines exponentially, up to and including jail time. There was an announcement in September 2010 regarding Abercrombie & Fitch for violations of the Immigration and National Act (the rule governing the I-9). US Immigration and Customs Enforcement (commonly referred to as ICE) investigated Abercrombie & Fitch. They did not find one deliberate violation of hiring an unauthorized person; however, there were multiple problems with the forms and procedures. The settlement made for these violations was just over \$1,000,000! Granted, this is a large employer, but imagine all the work authorization documents you have for current and past staff, there can be a potential for stiff penalties as evidenced here.

Most of us in this area also know there are E-Verify rules for those with government contracts, but did you know some states have also enacted laws governing the use of the E-Verify program and you don't even have to be a government contractor. If you need assistance, check out <http://www.uscis.gov/>. Also, you can call USCIS and ask them for advice. Be prudent in this task, to do otherwise can be very costly.

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*"7.5 Total HRCI  
Recertification Credits  
(1.5 Global and 6.0  
Strategic) in 1 day for the  
low cost of \$150 for  
Dulles SHRM members  
and \$200 for  
Nonmembers!"*

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**C. Denise Henderson,**  
**PHR, GPHR,**

**Dulles SHRM**  
**Legislative Liaison**



## Legislative Affairs Continued...

### New ADA Amendments Act Ruling

On March 24, 2011, EEOC issued its final regulations interpreting the Americans with Disabilities Act Amendments Act (ADAAA). The regulations provide the definition of “disability” and they should be broadly interpreted to the maximum extent allowed by the ADA. There are three parts to the definition of the disability: (1) an ‘actual’ disability – a physical or mental impairment that substantially limits a major life activity, (2) a ‘record’ of a disability like an impairment, or (3) being ‘regarded as’ having an impairment. During the SHRM webcast, The New ADAAA Regs—Get the Facts You Need to Stay in Compliance on March 29, 2011, Robert Duston, a partner at Saul Ewing LLP said the “regarded as” prong is “where most of the decisions are going to come up that involve any adverse employment actions—other than requests for accommodation” (Hastings, 2011). One item worth noting is no more standard disabilities, although certain impairments will typically still be considered disabilities. It appears, at least to this writer, that the intent is to ease some of the burden for all involved – the employee, the employer and the justice system who must occasionally get involved. It seems coverage has been expanded to include more people whose major life activities are affected, employers can better focus on reasonable accommodations for those who have a disability, and legal system would be better able to determine if intentional discrimination has occurred. When a new ruling like this is announced, it is always a good idea to review what plans and policies you have in place, including training for managers.

References: Hastings. (2011). New ADAAA Rules Focus on Rights of Workers with Disabilities. In SHRM Publications HR News. Retrieved 03/31/2011, from <http://www.shrm.org/Publications/HRNews/Pages/NewADAAARules.aspx>.

*This section is for informational purposes only and should not be construed or interpreted as legal advice.*



## Upcoming Meetings

### Chapter Meetings

**April 20, 2011 (Dinner)**

"Leading By Example: Exemplifying the Behavior You Want To See in Others"

Presenter: Alan Malinchak, VP/Chief, Mantech

May 4, 2011 **\*\*Spring Seminar\*\*** - All Day Event

Approved HRCI Credits 7.5

For more details: [www.dullesshrm.org](http://www.dullesshrm.org)

May 18, 2011 (Dinner)

"Changing Career Ladders into Career Roadmaps: Dynamic Approaches to Employee Development"

Presenter: Alice K. Waagen PhD (Workforce Learning) / Paul Siker (Advanced Recruiting Trends, LLC)

June 15, 2011 (Dinner)

"Executive Coaching: What Is It and What's In It For Me?"

Presenter: Melanie Ott, Leap Forward Coaching, LLC

### Discussion Group Meetings - Locations Vary

Dulles SHRM's Discussion Groups are an excellent tool for learning about the latest trends and workplace practices across a variety of hot HR topics. Discussion groups meet monthly and members and colleagues are welcomed to attend.

Discussion groups meet monthly (on the first Thursday, 7:30am to 9:30am)

Members and colleagues are welcome. No fee is charged to attend. Registration is required no later than 24 hours in advance to ensure sufficient seating for all attendees. Although there is no fee to attend the Chapter Discussion Group meetings, registration is required no later than 24 hours in advance to ensure there is sufficient seating for all attendees.

If you are interested in attending a discussion group, please [register online](#).

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*"Hope to see you at  
our next Discussion  
Group and Chapter  
Meeting!"*

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## Upcoming Meetings Continued....

Although there is no fee to attend the Chapter Discussion Group meetings, registration is required no later than 24 hours in advance to ensure there is sufficient seating for all attendees.

If you are interested in attending a discussion group, please [register online](#). Location details will be posted to the website and announced through the email list several weeks before each session, and included in the monthly newsletter.

### Next Discussion Group

#### *Religious Accommodations in the Workplace*

Religion in the American workplace is among the most contentious and difficult areas for employees and employers to navigate. In our increasingly diverse society, conflict is bound to occur, and HR professionals are often faced with new challenges in this complex area. Passover, Easter and the First Day of Rīdvan will all be celebrated in April, so the NOVA SHRM and Dulles SHRM Chapters are partnering to provide a discussion on to address questions such as:

1. What is your current practice for recognizing religious dates on the calendar outside of their company holiday schedule?
2. Do all requests for religious accommodation need to be granted?
3. Are you entitled to be absent from work in order to observe a religious holiday or the Sabbath? Is it paid or unpaid?
4. What would your company constitute as "reasonable accommodation"?
5. How do you manage your company's policy for non-exempt employees?
6. Does your company have religious celebrations for your company enterprise-wide such as recognizing Eid etc?
7. What protection do you have against religious harassment by a work supervisor or fellow employees?
8. How does your company handle personal appearance (tattoos, piercings, dreadlocks, etc)?
9. What is your company doing to educate managers on how to handle these types of situations?

You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site ([www.dullesshrm.org](http://www.dullesshrm.org)) -- Chapter Discussion Groups. If you have questions, contact Courtney Nicholson at 703.864.5925 or [discussion@dullesshrm.org](mailto:discussion@dullesshrm.org). Participation may be limited to the first 25 people who sign up.

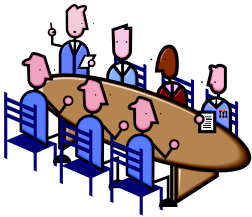
Date: Thursday, April 7, 2011

Time: 7:30 a.m. to 9:30 a.m.

Place:



11325 Random Hills Road  
Suite 800  
Fairfax, VA 22030  
(571) 439-6723



**jackson lewis**  
all we do is work

*"Discussion with special guests from Jackson Lewis LLP, Graduate from Virginia Theological Seminary, Carr Maloney, PC"*

VIRGINIA THEOLOGICAL SEMINARY  
An Episcopal Seminary Forming Men & Women for Lay and Ordained Leadership

**Carr Maloney P.C.**

## Upcoming Meetings Continued....

### Event Details



### The 2011 Helios HR Apollo Awards™

The Helios HR Apollo Awards™ have been inspired by years of witnessing the proactive efforts of employers in the Washington metropolitan area as they create opportunity in their organizations by investing in employee development initiatives. Apollo recognizes those employers that promote employee development.

**Where:** *Hilton McLean - 7920 Jones Branch Drive, McLean, VA 22102*

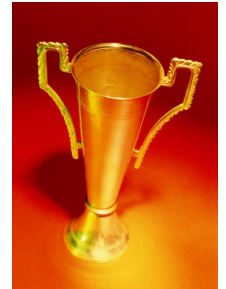
**When:** *June 1st, 2011 - From 7:15 - 9:30 a.m.*

#### **Agenda:**

*7:15 - 8:00 a.m. - Registration and Networking*

*8:00 - 8:30 a.m. - Breakfast*

*8:30 - 9:30 a.m. -Program*



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*“The Apollo Awards are presented in multiple categories based on organization size: emerging, small, mid-size and large. “*

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Nominations will be reviewed by an independent panel of recognized workforce development authorities and business leaders. Finalists for the Apollo Awards are selected based on the following criteria: The employee onboarding process; Opportunities for mentoring; Innovative programs or opportunities to develop leadership skills through charitable community involvement; and The impact of a program(s) on an individual and the organization. Submit a nomination! Nominations are being accepted through February 18th, 2011. Click here - <http://survey.confirmit.com/wix3/p1535774014.aspx> "This is the Apollo Effect, where winning your awards drives even greater effort to do business right. It's not HR; it's now the way of doing business." - Douglas Clark – CEO, Métier, Ltd. "There's a momentum towards investing in your employees." - John Remy – Managing Partner, Jackson Lewis [Register](#) for the Apollo Awards Breakfast Ceremony on June 1, 2011, at the McLean Hilton: Click here - <http://www.eventbrite.com/event/1157035725>





**Scholarships for  
HR Professionals**

**By: Joe Sherrier, SPHR  
SHRM Foundation  
Representative**

## SHRM Foundation News

Are you a SHRM member pursuing a college degree (HR, business, psychology, etc.) or professional certification? With generous underwriting from the J. J. Keller Foundation, Inc., the SHRM Foundation will award \$100,000 in scholarships to SHRM professional members in 2011.

The scholarships are allocated equally among the five SHRM geographic regions, which means you are compet-

ing only with applicants in your own part of the country. Recipients are selected primarily on merit, and a significant portion of the selection criteria includes HR involvement and future career plans, as well as volunteer activities and leadership experience.

Academic scholarships are available to those working toward a graduate or undergraduate college degree in HR or a related field. Certifi-

cation scholarships are available to those working toward certification (SPHR, GPHR, PHR, or California) and to affiliated SHRM chapters and state councils that are organizing local certification preparation programs. The application deadline is July 15, 2011. For more information, choose "[Scholarships and Awards](#)" on the SHRM Foundation website ([www.shrm.org/foundation](http://www.shrm.org/foundation)).

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*"Diversity in the workplace doesn't have to be a large complex program if you don't have the staff or funding for it."*

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**By: Maia Lucier, PHR  
Director of Diversity &  
Workforce Education**



### THINK SMALL

Small? Yes, small! Diversity in the workplace doesn't have to be a large complex program if you don't have the staff or funding for it. If you attended the Dulles SHRM November 2010 chapter meeting, you would have heard speaker Vonya Alleyne discuss small and easy ways to begin promoting diversity in your organization. Some ideas are to arrange potlucks where everyone brings a favorite multicultural dish or promote information about local events that focus on diversity. The goal is to start growing awareness. So if you're looking to increase diversity awareness in your organization, start small. Think about the small, easy things you can do to get the ball rolling. While on the subject of thinking small...also remember that small things might be big things. A great example that Ms. Alleyne referenced was

T-shirt sizes. Does your company provide corporate branded T-shirts? Do you order them in women's sizes as well as men's sizes? Many companies just buy men's size XL and hand them out to everyone...what does that say to the many women who wear a different size than men's XL? This is a small thing but it could be a big thing!

A few other things to think about: Do you schedule team meetings without looking at religious dates for all kinds of religions? You might not want to schedule an important meeting say, during Passover. Or on Good Friday. You get the idea. And for companies that have multinational operations, do you check the time zone differences before scheduling meetings? Are you always asking your employees in Mexico to meet during their lunch break? These are all small things you can do and think about in the goal of promoting a more inclusive and aware workplace. And while on that topic, check

out this month's SHRM magazine for an article on Muslims in the workplace. Also the April discussion group, a partnership between NOVA and Dulles SHRM, is also on a diversity-related topic: religious accommodation in the workplace. There are lots of resources available if you want to learn more!

## In the Community



### Speakers Needed for 2012 State Conference

RFP for speakers for the 2012 State Conference is available now. Please click here to view the RFP - <http://www.shrmva.org/pdfs/REQUEST%20FOR%20PROPOSALS%202012.pdf>

**From:** Monday, April 23, 2012 8:00 AM

**To:** Wednesday, April 25, 2012 5:00 PM

**Location:** The Homestead in Hot Springs, Hot Springs, VA 24445



## Get Involved

### Student Opportunity! Interested in networking and a free meal?

Dulles SHRM is excited to extend an invitation to any student to attend a Dulles SHRM meeting at no cost! We have space for one student per month on a first-come first-served basis.

Come join us and meet new people while getting great information on a variety of HR topics! Dulles SHRM is made up of friendly HR professionals, many of whom are great resources for students transitioning into the workplace.

Future meetings include:  
**April 20 – dinner** (Leading by Example: Exemplifying the Behavior You Want to See in Others)

**May 18 – dinner** (Changing Career Ladders into Career Roadmaps: Dynamic Approaches to Employee Development)

opment)

Interested students should contact Maia Lucier at [maia.lucier@us.didata.com](mailto:maia.lucier@us.didata.com) or 571.203.4043.

Additionally: If the student is a member of SHRM National, he/she may be eligible to become a Dulles SHRM member at no cost while they pursue their degree.

Have you heard about the **Susan R. Meisinger Fellowship for Graduate Study in HR?**

Check out the [Frequently Asked Questions](#) (FAQs) and the [application form](#).

The deadline to apply is April 1, 2011.

### Upcoming College Events!

#### Mark your calendars!



George Mason University  
Topic: Student Chapter Speaker:  
Mary Roome-Godbolt  
April 7th, 2011  
6:00pm - 8:00pm

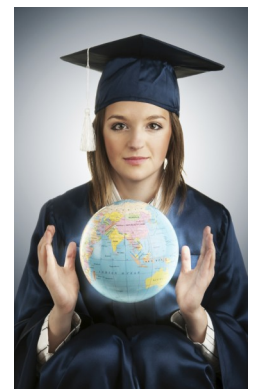


Marymount University  
Topic: Student Chapter Hosted by: Pramila Rao  
May 16th, 2011  
More details to come....

For more information please contact Sarah Bowman: [sarahbowman.974@gmail.com](mailto:sarahbowman.974@gmail.com)

*“Student Opportunities, FREE!!”*

*Upcoming Marymount and GMU events!!”*



**SHRM promotes the workforce development of HR professionals pursuing a master’s degree in Human Resources!**

## Get Involved Continued.....



Welcome New Members!

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*“New members from  
Strayer University,  
Access National Bank,  
PNC, GMU and many  
more.....”*

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Welcome Back to our members  
who have renewed their mem-  
bership!!!

### **Dulles SHRM *New Members***

Safeiah Alwarith, PHR, Keane Federal Systems

Iiona Brooks, NRTC

Nancy Browne, SPHR, Strayer University

Bonita M. Coats, SPHR, Sayres and Associates Corporation

Sharon M. Foster, PHR, Gibbs & Cox, Inc.

Jose Gonzalez, Student

Elizabeth Griffin, NRTC

Doris Hambright, Access National Bank

Tina L. Johnson, Unisys

Julie Kelly, Concerted Solutions, Inc.

Martha Lemondes, SPHR, Covance

Forrest Miles, PNC Investments LLC

Chan Ian Peddie, George Mason University

Karen K. Puleo, Access National Corporation

Colleen M. Shannon, SPHR, Helios HR

Julie Stanley, SPHR, CorTechs, Inc.

Deidre R. Walters, PHR, FedBid, Inc.

### **Dulles SHRM *Membership Renewal***

Ellen Hyslope, Zimmerman Associates, Inc.

Cindy A. Aitken, PHR, SAIC

Erin Beales, Intelligent Decisions

Dawn Block, The College Board

Brenda Brumfield, Griffin-Owens & Associates

Leigh Card, ManTech International Corporation

Yvette M. Castillo, PHR TerpSys

Lyndsay Chamblin, EIT

Jackie Coats, Time Warner Cable

Leah Cohen-McHale, NCTM

Ruth Crout, National Events, LLC

Charnell Davis, PHR, SRA International

Deirdre Dietz, PHR, MEI Technologies, Inc.

Kimberly Dorsett, PHR, FHLB-OF

## Get Involved Continued.....

### Dulles SHRM Membership *Renewal* Continued.....

Maura Fredericks

Deborah Gentry, SPHR

Monique Hurley, PHR, SAIC

Deidre A. Iannelli, SPHR, COX Communications

Giselle Jenkins, SPHR, Prison Fellowship

Ann Jenkins, PHR, ORI

Debra Kabalkin, Interstate Worldwide Relocation Services

Suzanne Lang, SPHR

Lyne Lollichon, Greenblum & Bernstein PLC

Marie Luzette Batu, PHR, Time Warner Cable

Lynn R. McElhaney, SPHR, FGM, Inc.

Jade Merrithew, Greenblum & Bernstein PLC

Kristine K. Miracle, SPHR, Department of Human Services, Fairfax County Government

Courtney W. Nicholson, Independent Benefit Services

Joy Orteza, PHR, Integrated Direct Marketing LLC

Raquel J. Paulo, SPHR, VitalSpring Technologies

Wanda Pease, PHR, Dev Technology Group, Inc.

Laura LeBoeuf Plourde, PHR, Virginia Eyecare Center

June O'Dell Porco, comScore, Inc.

Courtney Reece, Advanced Programs Group

Teresa M. Reese, SPHR, Harris IT Services

Lindsey Reisinger, Knight Point Systems, LLC

Colleen Rogan, PHR, Jack Kent Cooke Foundation

Pal Sandhu, Lockheed Martin

Jennifer Shannon, SPHR, Associated Builders and Contractors, Inc.

Julie Malia Uno, Excel Group

Alice K. Waagen, Workforce Learning, LLC

Jeanne E. Wardlaw, SPHR, Arlington County Government



Don't forget about Dulles SHRM's 3rd Annual Spring Seminar!!!

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*“Thank you to all of our members for your support, we look forward to seeing you at our upcoming meetings!!”*

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Networking  
Networking  
Networking

## Get Involved Continued.....

### Dulles SHRM - Your Membership of Choice

#### Have you renewed your membership for the New Year?



**Ask a co-worker to join!**

Membership in the Dulles Chapter will be accepted upon receipt of your National SHRM membership number. The Dulles Chapter is a 100% Chapter, i.e., all members are required to join National SHRM prior to joining the Dulles Chapter [Click Here](#) to find out how to join. Membership in the national organization must be maintained to continue Dulles SHRM membership.

NOTE: For new members who join during the 4th calendar quarter (October-December), paid dues cover the remainder of the current calendar year as well as the following calendar year.

If mailing \$30.00 membership dues, mail payment to:

Treasurer  
Dulles SHRM  
P.O. Box 1249  
Herndon, VA 20172-1249

Membership Payment Related Questions:

Tim Kelly, CLU, Treasurer

Other Membership Related Questions:

Linda Caporaletti-Hoyt, Vice President, Membership  
<http://www.dullesshrm.org/join.htm>

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*“ Sponsorship opportunities available!!”*

#### Sponsorship Opportunities

We invite you to join us as a Dulles SHRM Sponsor, with additional opportunities to Advertise on our website and/or participate on our annual Holiday Party.

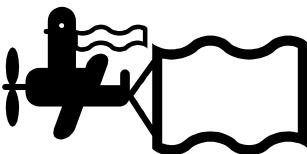
Dulles SHRM offers you and your company many ways to market your products and services to our members.

We have over 300 Human Resource professionals who are interested in hearing about what your organization has to offer.

Please consider one of the following sponsorship opportunities:

#### ***\$300 Gold Program Sponsor***

- Acknowledgement of sponsorship on front page of Dulles SHRM web-site: including company name and level of sponsorship.
  - One Guest attendees at meeting.
  - Display table for literature/handouts in a designated area outside of meeting area.
  - Acknowledgement of sponsorship at Dulles SHRM monthly meeting.
  - 5-minute speaking opportunity during program.
- Receives current Membership Directory (final directory from previous year)



Gold, Platinum and Annual Sponsorship Opportunities.

## Get Involved Continued....

### *\$500 Platinum Program Sponsor*

- Acknowledgement of sponsorship on front page of Dulles SHRM web-site: including company name, level of sponsorship, and link to your company's website for 30 days, beginning on the first day of the month..
  - Article placed on front page of Dulles SHRM web-site promoting services of sponsor.
  - Two Guest attendees at meeting.
  - Display table for literature/handouts in a designated area outside of meeting area.
  - Acknowledgement of sponsorship at Dulles SHRM monthly meeting.
  - 5-minute speaking opportunity during program.
- Receives current Membership Directory (final directory from previous year)

### *\$1500 Annual Sponsor (Limit One Per Year)*

- Acknowledgement of sponsorship on front page of Dulles SHRM web-site: including company name, level of sponsorship, and link to your company's website for 30 days, beginning on the first day of the month..
  - Article placed on front page of Dulles SHRM web-site promoting services of sponsor.
  - Two Guest attendees at all meetings.
  - Display table for literature/handouts in a designated area outside of meeting area.
  - Acknowledgement of sponsorship at each DULLES SHRM monthly meeting.
  - 5-minute speaking opportunity during program at 3 monthly meetings.
  - Receives current Membership Directory (final directory from previous year)
  - Company logo on all DULLES literature (brochures, directory, web-site, meeting receipts)
  - Acknowledgement of sponsorship in Membership directory.
- Banner Ad located on web-site for year of sponsorship.

**Interested? Please contact Teresa Buchholz at [teresa@capitalsearch.com](mailto:teresa@capitalsearch.com)**



Sponsor and get your name on the front page of Dulles SHRM Website.

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*“Advertising Opportunities Available!!”*

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### Advertising Opportunities

\$250 for Dulles SHRM Member:  
Classified Ad on [www.dullesshrm.org](http://www.dullesshrm.org)  
Three (3) months.

\$350 for *Non*-Dulles SHRM Member:  
Classified Ad on [www.dullesshrm.org](http://www.dullesshrm.org)  
Three (3) months.



Caption describing picture or graphic.

Dulles SHRM  
PO Box 1249  
Herndon, Virginia 20172-1249

Keli Winter, PHR - President  
Michelle Temple, PHR - Media Director

*Dulles SHRM's Navigator is the official newsletter of Dulles SHRM; Dulles SHRM's Navigator is published monthly. Deadline for content submission to the May issue is April 22, 2011.*

*Email submission requests to [michelle.temple@cgi.com](mailto:michelle.temple@cgi.com) Dulles SHRM is an affiliate of the Society for Human Resource Management (SHRM).*



*Chapter affiliate of the Society of Human Resource Management  
Proud to serve as your Chapter of Choice Since 1987*

*Thank you to our members...*

*Over 300 Top Human Resource Professionals in the Dulles Corridor*

*Learn more at [www.DullesSHRM.org](http://www.DullesSHRM.org)*

## We welcome our April Gold Sponsor

**AVE**

**DISTINCTIVE  
RENTAL RESIDENCES  
BY KORMAN  
COMMUNITIES**

where life meets style

AVE – apartments and suites by Korman Communities – brand new contemporary apartment communities with resort style offerings that feature both elegantly furnished apartment suites and distinctive unfurnished apartment homes with locations chosen with a balance towards suburban and urban living – are unparalleled in the world of extended stay and rental residences. This unique collection of residential properties represents four generations of experience in design, service, and innovation.