

2009 Annual Sponsor



www.rocsjobs.com




Join Us On Wednesday, December 2nd For Our Dulles SHRM Holiday Party!
 5-6pm Registration and Happy Hour
 6-9pm Dinner Party

- * Our Holiday Party will be held at the Dulles Hotel.
- * Please be sure to register online in advance!
- * We will be celebrating our 2009 accomplishments and electing in the 2010 Board.
- * Cash bar will be available until 8pm.
- * We will be collecting items for the Embury Rucker Shelter again this year! (please see the attached list for needed items.)
- * We still have some Fantastic Raffle and Sponsor gift giveaways!

Come join us for a Great Holiday celebration!

GAMES HAPPY HOUR FOOD GIFTS

GREAT FUN

Wisdom from the Goddess...
EAP's are a girl's (or a goddess's) best friend

I just know you thought I was going to say that diamonds are a goddess's best friend. And generally you would be correct. (So feel free to send any old and unused diamonds to me – I promise you they will find a good home.) However as much as I enjoy diamonds (and assorted colored gem stones – you can send those as well) they really don't do you a lot of good when faced with a major employee issue at work (unless you are really into retail therapy after the fact.)

Now we in HR all know the value of offering an Employee Assistance Plan (or EAP as we call it – HR just loves those acronyms – PPO, HMO, CDH, etc. – I think we do it to keep everyone guessing about what we're up to – plus it makes us sound knowledgeable since we know what all of those initials really mean). What a great thing to offer employees who may be experiencing some sort of problem – someone to call to anonymously to talk about healthcare issues, financial difficulties, legal concerns (with the obligatory clause that employees can't use this service to sue the company – we aren't stupid.)

Continued on Page 4

January Chapter Meeting

January 20, 2010 – *New Hotel Location: Reston Hyatt, Reston Town Center*

Dinner Meeting, 5:15 – 6pm Networking & Registration, 6:00-8:00pm Dinner and Presentation

Leveraging the Power of Purpose and Passion in the Workplace

As the economic environment becomes increasingly challenging, leaders everywhere are searching for new ways to keep their people engaged and productive. Now, more than ever, companies are depending on employees to operate at full potential and deliver outstanding results. Identifying employee passions and aligning them with work roles is a key factor in generating top performance, stimulating discretionary effort and assuring that your employees are as productive as possible.

This event will offer HR professionals actionable strategies for leveraging the passions of their workforce to enhance the engagement and productivity of employees. Purpose Linked Consulting President, Alaina Love will share research and field work that describes:

- How harnessing employee passions provides a new competitive edge
- The 10 passion archetypes you should know about that are operating in your workforce and how they contribute to achieving strategic goals
- The vital link between employee passions and their affiliation to your organization
- Strategies for using passion to create a high performing culture
- How to improve the investment that you are already making in employee development

This is a high level presentation that demonstrates the strategic link between employee skills, passions and values, and critical organizational roles. The strategic application of specific passion archetypes in times of great transformational change (economic and organizational) will be discussed. The presentation will also allow members to be introduced to breakthrough concepts in the areas of strategic staffing, employee engagement and employee development.

Participants will develop an understanding of:

- The impact of purpose and passion (combined with skills) in achieving individual and strategic organizational goals, especially in challenging times
- How to strategically align passions with work roles
- How to incorporate passion into employee development processes and training
- How different passion archetypes operate on a team and contribute to the flow of organizational knowledge
- Strategies for building effective teams using passion as a platform

Speaker Bio:

Alaina Love is the President of **Purpose Linked Consulting** a leadership and organizational development consulting firm located in the US and Thailand. With twenty-six years of experience, Alaina consults to large, multinational Fortune 500 firms as well as small, independent companies and hospitals. Since the inception of PLC in 1994, she has provided a broad range of human resource and organization development services to clients, including:

- Purpose-Linked Leadership *Training & Coaching*
- *Vision, Mission and Values Creation*
- *Strategic Staffing and Selection (defining skills, competencies and passion requirements for key positions)*
- *Passion Profile Analysis of high potential talent*
- *Cultural and Organizational Fitness Assessments*
- *Cultural Integration (following mergers, acquisitions or reorganizations)*
- *Leading and Managing Large Scale Organizational Change Projects*
- *Teambuilding Interventions (for both new and existing groups)*
- *Leadership Training & Executive Coaching*

Prior to founding PLC, Alaina spent over twelve years with Merck & Co., Inc., a multinational pharmaceutical firm. There, as Executive Director of Human Resources, she was responsible for HR services for the sales and marketing division, both domestically and internationally. Her client group included over 15,000 employees worldwide, generating US\$12.3 billion in sales. Earlier in her career, Alaina was a research scientist for Merck in the field of immunology, where she worked to develop products for the treatment of diseases such as Rheumatoid Arthritis and Lupus. She later worked in clinical research, with responsibility for monitoring international clinical trials for the anti-ulcer treatment known as Pepcid®.

Alaina is the co-author of the new McGraw-Hill book, **THE PURPOSE-LINKED ORGANIZATION: HOW PASSIONATE LEADERS INSPIRE WINNING TEAMS AND GREAT RESULTS**. The book focuses on PLC's groundbreaking research on the importance of purpose and passion in creating a fulfilled and motivated workforce, and sustained competitive edge in business. She is also the author of executive workshops on purpose and passion including, *Leading with Purpose™* and *Renaissance Reconnections™*, which are conducted at the firm's retreat center in Virginia. Alaina is a columnist for *BusinessWeek*, writing a monthly column entitled, "Leading With Purpose". She also writes a blog for PINK magazine. Alaina is a graduate of the University of Michigan Business School's Change Leadership Program. She studied human resources at Rutgers University and medicine at Tufts University School of Medicine and holds a baccalaureate degree in medical technology from Monmouth University. Alaina has been awarded the distinction of Senior Professional in Human Resources by the Society of Human Resource Management. In addition to the US, she has worked with business leaders in Asia, Europe and Latin America, and has lived in Singapore and Thailand.

Donation:

Dulles SHRM continues to support the needs of the Embry Rucker Shelter for the homeless in our community.

Embry Rucker Community Shelter (Reston)

11975 Bowman Towne Drive,
Reston, VA 20190

703-437-1975;
Fax 703-481-1406

- A shelter for families with children and adults without children.
- 42 beds (10 rooms) for families.
- 28 beds for unaccompanied adults (20 men and 8 women).
- 10 beds for cold weather overflow (November 1 through March 31).
- Full service program: case management, health care with on-site mental health substance abuse counseling.
- Opened in 1987. Operated by Reston Interfaith, Inc.

Coming in January: The 5th Annual Greater Washington Employer Benefit and Work/Life Survey

The Greater Washington Employer Benefit and Work/Life Survey, now in its fifth year, is the most comprehensive benefits questionnaire in the local marketplace. The survey has become an essential tool for over 450 local employers to benchmark their benefit programs against competitors, gaining valuable information to attract and retain top talent.

The survey covers a full range of employee benefits topics, including: Plan Design, Rates and Contributions, Medical Trends, Paid and Unpaid Leave, Retirement, and much more. Participants receive the survey report CD in early April - in time for 2011 renewal planning. The report features year-over-year analysis, as well as a series of data tables which aggregate responses by industry and employer size.

Mark Your Calendar

Survey Opens | Mid-January
Survey Closes | Late-February
Results Released | Early April
Benchmarking Session | Late April

Please visit dcbenefitssurvey.com for more information, and watch your email for updates.

More about Embry Rucker Community Shelter

Drop-in services (hot meals, laundry, and shower facilities) are available for unsheltered homeless people – those who, whether by choice or by lack of shelter space, live outdoors, in cars, or in other places unsuitable for human habitation.

While at the shelter, every resident receives nutritious meals and case management services that help to address the root causes of their homelessness and to plan for the future. The shelter provides life skills classes such as job readiness and tax preparation for adults and educational and recreational programs for children. Residents at the shelter benefit from referrals for substance abuse and mental health treatment, and for such Reston Interfaith programs as developmental childcare and transitional housing. When residents are ready to graduate from the shelter, case managers work with them to identify housing options and secure basic household goods.

In 2005, Fairfax County partnered with Embry Rucker Community Shelter to pilot a program for medically fragile homeless people. Through this program, additional medical services are now available at the shelter, making it possible for homeless people with mild to moderate medical concerns to reside there safely.

Operating the shelter 24 hours a day, 7 days a week, 365 days a year, requires 20 full-time staff members, several part-time staff members, and more than 400 volunteers.

December Chapter Discussion Group

2010 Discussion Group Schedule

- January 7. Topic: Social Media: A New Resource for Human Resources
- February 4. Innovation and Creativity.

For more information, please visit:
<http://www.dullesshrm.org/discuss.htm>

Recognizing Achievements

Thursday, December 3, 2009

Even with the gloomy employment statistics, there is little debate about the pending talent shortage facing companies across the country. A cursory look at generational data reveals that over 70% of the current workforce is past, at, or nearing "retirement." Gen X can't pick up the slack.....they simply don't have the numbers, and Gen Y, the largest consumer group in the history of the United States, might not be ready to do so. According to U.S. Census Bureau reports, the American workforce will begin to experience a negative growth rate beginning in 2015.

So while the pool of qualified workers becomes more shallow and the demand for experience grows, is it any wonder that more and more people are becoming less and less fearful of changing employers regularly....trying to find the boss and the company who is doing it right. "Life's too short....." is an ever-growing, popular mantra among those who believe they have marketable talent but are disenchanting with their current employer.

What does 'doing it right' mean? What should companies be doing now to assure themselves that they will have the talent they need to survive and compete effectively in the months and years ahead?

Paul Denfeld, Vice President of the Performance Link, will facilitate our discussion around this challenging issue. Please come prepared to discuss some of the following questions:

- What are you doing now to keep the talent you already have?
- What recognition programs have worked for you in the past?
- What recognition programs have been unsuccessful and why?
- How do you encourage management to fund employee recognition programs?

In this discussion, we'll take a look at one of the most overlooked (and generally under-funded), yet essential components of a total rewards strategy: Employee Recognition. We'll discuss the seven recognition best practice standards, management's role in recognition, and why - - in the words of noted retention expert, Greg Smith - - "employees don't quit their jobs, they quit their bosses."

Join us to share your experiences and challenges in this area. This will be a great opportunity to learn from other professionals. 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): Career Growth/Chapter Discussion Groups. If you have questions, contact Janet Geib at 703-303-4427 or discussion@dullesshrm.org. Participation is limited to the first 25 people who sign up.

Date: Thursday December 3, 2009
Time: 7:30 am – 9:30 am
Location: Fairfax Co. Government Center
 Building Management Office
 12000 Government Center Parkway
 Fairfax, VA 22035-0011
Phone: 703.324.2055

Out of Work? Don't Give Up Attending Meetings!

By Amy Lourenco, SPHR
Secretary

Did you know that Dulles SHRM has a special reduced rate for transitioning members? If you are a Dulles member and are currently in transition (AKA out of work), you pay only \$20 for each regular Dulles SHRM meeting. This is a reduction of \$15 from the already affordable \$35 per meeting! We've done this to assist you – our transitioning members – and to keep you involved and active in the Chapter.

HR practitioners seeking a new position must keep current with the field – and what better place to do it than the monthly meetings sponsored by “Your Chapter of Choice”? It also helps to let colleagues know about your availability and skill set. We encourage attendees to discuss HR openings, so you may even hear about your next opportunity at a meeting!

In order to take advantage of the reduced “Transitioning Member” rate, you must be a paid member of the Dulles Chapter. You'll then need to fill out and submit a very brief Transitioning Member Registration Form that can be found at http://www.dullesshrm.org/transition_reg.asp. Then when you login to the Dulles site to register for a meeting, check the box that says “you are an approved Transitioning Member still in transition”. You will need to register and pay on line to take advantage of the \$20 rate.

Gain a Career Advantage

Apply now for the NOVA/DULLES SHRM Mentoring Program!

Whether you're still in the formative years of your career or fairly accomplished, the NOVA/Dulles SHRM Mentoring Program has something to offer you. We are excited to announce our 2010 recruitment drive. Please visit www.dullesshrm.org for more information and to download an application.

Our award-winning mentoring program can help you to:

- Build your professional network,
- Overcome career obstacles,
- Identify or clarify professional goals,
- Learn group mentoring and career coaching skills,
- Gain access to the alumni network and a career coach, and
- Earn credits towards PHR/SPHR/GPHR recertification!

We will sponsor 14 NOVA and Dulles chapter members to participate in the program, which integrates aspects of several mentoring techniques, including: group mentoring, peer mentoring, and virtual mentoring. NOVA SHRM, the founder of the program, received a Pinnacle Award for Excellence by the Society for Human Resource Management in 2003 for this innovative mentoring model. Participation in our program has resulted in enhanced peer networking for 100 percent of our alumni and promotions, lateral career moves, and new job opportunities for over 70 percent of alumni.

Group mentoring meetings are held the second Wednesday of each month from 6:00 p.m. to 8:30 p.m. in the Tyson's area. Although Corner there is no cost for participation in the program, you must be a member in good standing with either the NOVA chapter or the Dulles chapter.

Please contact Mary Kitson at mkitson@mitre.org or Chas Sumser at chas@fgm.com with any questions. **Note: Applications must be received on or before January 31, 2010!**

Marymount's Reston Center to Hold Business Programs Information Session *Thursday, December 10*

Marymount University's Reston Center will host a Graduate Business Programs Information Session on Thursday, December 10, at 6:30 p.m. MU's Reston Center offers career-advancing programs for working professionals.

Graduate Business Programs include the M.A. in Human Resource Management, delivered in a cohort format which can be completed in 24 months. Attend the session to learn more! RSVP to (703) 284-5902 or visit www.marymount.edu/infoession

Marymount's Reston Center is conveniently located at 1861 Wiehle Ave., Reston, just off the Dulles Toll Road at Exit 13. More information: Denise (703) 526-6847; denise.alexander@marymount.edu

Wisdom from the Goddess. (Continued from Page 1)

And what child ever got sick during regular doctor's hours? An EAP 24-hour nurse line is a huge benefit when a child is sick at 2 am and the parent isn't sure what to do. All in all, EAP's are a great resource to help employees when they need some advice or guidance beyond the bounds of what a manager or HR professional can or should offer (no matter how much you would like to tell the employee what you really think!)

And what a huge plus when you or a manager are having a challenging conversation with an employee who may have an alcohol or drug problem – you have a resource to refer them to that can provide confidential assistance. It's such a relief that when you get into TMI (too much information) territory and you don't want to turn into social services. There is someone else you can pawn the employee off on – err, someone qualified to help the employee. We even tell employees that if you are having a problem at work or with your manager this is a resource you can use to confidentially talk about the situation. It doesn't get much more caring than that, people.

And how about your managers? They can not only refer employees when they are out of their league, but many EAP's have an option for them to call if they need someone (other than HR, of course) to talk to about their problem children. What a wonderful invention EAP's are! And if your organization doesn't have the best invention since sliced bread, check with your benefits broker – there are some providers out there who throw in an EAP at no extra charge if you have their Life, LTD and STD insurance(my, my – more of those acronyms). What a deal!

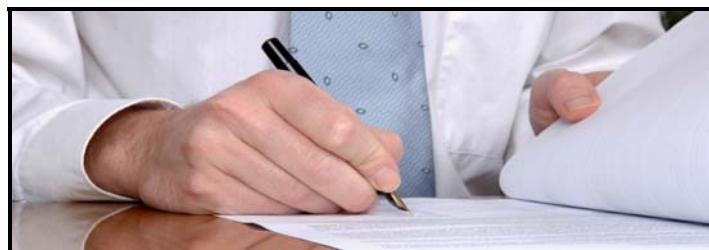
I never thought much about using the EAP to help me in my work beyond referring employees until the day I got the phone call from one of my VP's that went something like this: "Lynn, you know Sally our department admin? (And yes, thank goodness, I did know Sally.) Well she's been having some problems lately and has been talking about committing suicide. We think you need to do something. " (You think?)

OK, so you know me well enough by now to know my first reaction was "Oh #%!&." I had no idea what to do or say – I have always said HR is a business function, not a social service agency, and here I was being asked to intervene in a situation that was not exactly business related and where doing or saying something wrong could have a horrible consequence. I had absolutely no clue how to approach the employee, but I figured this was not one of those situations that was going to get any better on its own so I needed to do something now (my perception of the obvious is brilliant).

Then it dawned on me (I do have my moments). I wondered if I called the EAP if there was someone there who could give me some guidance. Was there ever! Whew! I got a great counselor on the line who suggested I try to get the employee to come to my office and get on the phone with her – so I basically just had to facilitate getting them together, and I didn't have to worry too much about putting my foot in my mouth in the process. Luckily the employee was willing to talk to the counselor who in turn was able to provide her with the support and guidance she needed.

And yes, we have a very happy ending. The employee had huge issues – she was trying to leave her husband who was both beating her and running around on her (boy – would I have liked to help solve that problem – I could have thought of some suitable torture – I mean, solutions), afford housing for her and her kids, balance work and daycare – she generally had the weight of the world on her shoulders. She had tried to work through the county mental health agencies but they had no immediate openings, a long wait list, and she was left trying to deal with everything on her own. This was truly a cry for help. The folks at the EAP were able to get her in to see a mental health professional that very day and things started looking up from there.

I ran into her at the store a few months ago and she and her kids are still doing just fine. I smiled a happy smile, glad our employer had an EAP that could help both of us, as I wandered off in the direction of the jewelry counter. ..



Lynn M. Lorenz, SPHR, President, HR Goddess, Inc.



Nominations now open for 2010 Human Resource Leadership Awards (HRLA) of Greater Washington

The Human Resource Leadership Awards of Greater Washington recognizes individuals who have demonstrated exemplary leadership and strategic vision in the field of Human Resources Management. It also rewards professionals seeking to advance their careers through continued education.

HRLA Award Categories

In 2010, the HR leaders of Greater Washington will be eligible for the following 6 awards:

- *Leadership*
- *Strategic Alignment*
- *Innovation*
- *Mentoring*
- *The Sister Eymard Gallagher Award for Corporate Social Responsibility*
- *The Dr. J.P. London Award for Promoting Ethical Behavior*

Emerging Leaders

HRLA also offers a recognition program for Emerging Leaders. We want to recognize HR professionals who have demonstrated leadership abilities and made significant contributions to their HR roles.

2009 Award Recipients:

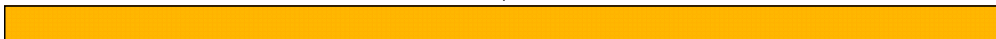
- *Leadership – Larry Clifton, Senior VP of Recruiting & Workforce Planning, CACI*
- *Strategic Alignment – Anne Monahan, Director of Succession & Talent Management, BAE Systems*
- *Innovation – Robbins-Gioia HR Team*
- *Mentoring – Bob Waters, VP of HR Strategy & Talent Acquisition, Northrop Grumman*
- *The Sister Eymard Gallagher Award for Corporate Social Responsibility – The DLT Foundation*
- *The Dr. J.P. London Award for Promoting Ethical Behavior – Gus Siekierka, VP of HR, CSC*

2009 Emerging Leader Award Recipients:

- *Donna Diederich, Director of HR and New Business Pursuits, Northrop Grumman*
- *Harriet Dunlap, Director of HR, TechTeam Government Solutions*
- *Kate Nekic, Senior Associate, Booz Allen Hamilton*

If you have any questions, please contact Zuzana.Steen@marymount.edu.

Submitted by Roxanne Ward, Director of Administrative & Human Resource Services, HireStrategy



Dear Dulles SHRM Member:

We appreciate your membership with our chapter and as you know, we aim to be a valued resource in the local HR community! In an effort to be a **new** resource for professionals that do not participate in a professional HR organization, we ask that you reach out to those in your network who are not members of Dulles SHRM and share some of the benefits of membership with our chapter. It's tough in today's fast-paced work environment to maintain top performance as a human resource management professional – sometimes you need all the help you can get! **PLEASE ENCOURAGE OTHERS IN YOUR NETWORK TO JOIN THE DULLES SHRM CHAPTER TODAY! If they join our chapter before December 31, 2009, their paid membership will be good through December 31, 2010!**

Here are some of the benefits they can receive through our chapter:

- **Exposure to other HR professionals and companies** revealing how other organizations handle various human resource situations, procedures, policies, etc
- **Targeted resource** for HR professionals that are in career transition as well as employers that seek HR talent
- **Monthly chapter meetings & discussion groups** that are pertinent and of concern to HR professionals
- **PHR/SPHR Certification classes** to help prepare you for the certification exams
- **Access to a network of professionals and specialists** providing HR information that might otherwise be difficult and/or expensive to obtain
- **Opportunity to develop relationships and contacts** in other companies to share information on HR concerns
- **Availability of local professional development opportunities** to improve your competence
- **Access to current best practices** to make your organization more efficient, increase employee commitment, and help line managers carry out business strategy
- **Availability of up-to-date information** on pending legislation that may impact your company's operations
- **Opportunity to develop leadership skills** by taking on a volunteer leadership role in a local chapter
- **Development of a reputation and credentials** in the HR field
- **Reduced rates** to attend our monthly chapter meetings (Members pay \$35; non-members pay \$45)

Joining our chapter is very easy and here are some tips:

1. To join the Dulles SHRM chapter, please click on this link: [New Member](#)
2. Since we are a 100% Chapter, all applicants must be a current member of National SHRM. To join National SHRM, please click on this link: [National SHRM Application](#)
3. **Remember, if they join our chapter before December 31, 2009, their paid membership will be good through December 31, 2010!**

Another successful year of Dulles SHRM is almost complete and with your help we look forward to fruitful 2010!

If you have any questions, please contact our Membership Team:

Roxanne Ward, VP of Membership: 703-547-6759 or rward@dullesshrm.org

Michelle Milam, Assistant VP of Membership: 703-385-7200 x121 or michelle@bbgbroker.com

Add Life to Employee Publications with Great Photos

I love photography. Images of other places, other cultures, and other people are an endless source of fascination to me. With the advent of digital point-and-shoot photography and photo sharing vehicles like Facebook and Flickr, I have the option of seeing the world from my computer monitor. Of course there's a downside: not everyone knows how to take a good photo.

Don't believe me? Look through the latest issue of your college alumni magazine, or the newsletter from the charity you support. What do you see? Admit it; it's the same photos, over and over. And in many cases, the lighting is bad, the images are blurred, and without reading the caption, you have no idea what is taking place in the photo.

Now look at the photos on the front page of any national newspaper. Those images tell a story, they draw you in and compel you to read the caption and accompanying article.

Most organizations can't afford to have a crew of professional photographers on the payroll. They rely on their internal staff or staff at remote locations to provide photographs for their publications. As a result, the images in their employee publications or on intranet home pages are flat and lifeless. These images add no value to the publication.

1. Limit group photos to five people. Most intranet standards have limits on image sizes, generally about 3" square. Twenty people in a photo reduced to that size are impossible to identify. You have a bit more flexibility when dealing with a printed publication, but you have to ask if the visual information contained in the photo will make up for the loss of text space.

2. Take multiple shots. You can't always tell whether the shot is in focus or if the lighting is correct by looking in your camera's little LCD display. So improve your odds by taking lots of photos. If you are photographing people, let your subjects know that you will be taking five to 10 photos so they don't disperse after the first flash.

3. Try to shoot from different angles and points of view. For example, instead of shooting the stage head on, shoot from the stage, slightly behind and to one side of the presenter. That way, you get the speaker and the audience in the image.

4. Crop, crop, crop. The difference between a good photo and a great one is determined by the decisions the photographer makes, what he or she decides to leave in. Try a few different options, trimming unnecessary backgrounds, to get your best image.

Susan C. Rink is principal of Rink Strategic Communications, which helps clients take their employee communications to the next level.

Email her at rinkcomms@verizon.net

President's Message

Our Chapter year end is approaching and we continue to grow as an organization. It has been a difficult year to be in the HR profession. Some of us have been directly affected by the economy and lost jobs or benefits. Some of us were the ones telling others they no longer had a job. Most of us were counseling employees who were affected in multiple ways, all the while carrying that overwhelming burden on our shoulders. There are legislative changes around every corner and we have to be on top of our game, learning and adapting. I offer you congratulations, you survived. You are a Human Resources Professional and you find solutions to make things work.

Even though it's been a challenging year, our members and our 2009 Board of Directors continue to show their dedication to their profession. For that, I want to say thank you. Thank you to everyone who was a member. Thank you to those that participated and came to our meetings, discussion groups, spring seminar, our certification group, participated in the mentor program, served on the board or a committee, volunteered at an HR event, or sponsored an HR program. Thank you to our sister chapters who shared their ideas and members for the advancement of all of us, the collaboration has been inspiring. Thank you to the Dulles HYATT staff for such great service this year. And, thank you to all who made a difference in the life of another person. You are the reason Dulles SHRM is the chapter of choice for so many.

Membership for Dulles SHRM has flourished, being the only chapter in Virginia to increase membership in each quarter of 2009. This tells me that we are reaching new members and holding onto current members. We have had some terrific programs this year and look forward to many more in 2010. Our member survey helps us plan all we do and we always welcome your comments and suggestions. I hope all of our current members will renew their memberships.

It has been wonderful working with such a dynamic Board and all of our committee members. These leaders are to be congratulated on their accomplishments and contributions over the year, and some of them over many years. We are about to hand off the baton to the 2010 Board of Directors; this is a very talented group and will be led by Linda Caporaletti-Hoyt. I look forward to serving with Linda and the chapter in the coming year.

I don't think it's possible to say this enough times, but thank you again. Serving as your 2009 President of the Dulles SHRM Chapter has given me the opportunity to work with volunteers and for members who are professional, hardworking, fun and great at what they do. I have learned a lot. It has been an honor to serve you.

Denise Henderson, PHR
President, 2009, Dulles SHRM Chapter

Dulles SHRM 2009 Sponsors

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- Liberty Mutual Group
- Integrated Global Business Solutions

BRONZE

- AVE Living
- Training Solutions, Inc.

Thank you!

Dulles SHRM
PO Box 1249
Herndon, VA
20172-1249

Your Chapter of Choice

We're on the Web!

See us at:

www.dullesshrm.org



Please be our guest at our SHRM Foundation Benefit. This complimentary seminar is presented to benefit the SHRM Foundation. While there is no cost to attend, we kindly ask that you consider a monetary contribution to The Foundation, and we will collect donations at the meeting. Please support your Foundation.

When an Independent Contractor Looks Like an Employee

Desperate for revenue, state and federal officials are increasingly looking at the potential misclassification of employees as independent contractors. At the same time, employers may be revisiting the issue in their workforce to reduce costs. Learn to avoid costly mistakes with this common practice and review recent regulatory trends in enforcement.

Wednesday, December 2, 2009

Community Residence, 14160 Newbrook Dr, 1st Floor, Chantilly, VA 20151

Networking 7:30 AM

Briefing 8:00 AM - 9:00 AM

R.S.V.P. by Nov 30th to Jaclyn Hamilton by phone 703-361-2220 x237 or by at jhamilton@eeihr.com

This presentation has been submitted to HRCI for 1.0 Recertification Credits.

Our speaker is **Joe Sherrier**, an HR practitioner with broad-based experience and leadership with diverse industries such as information technology and consulting, financial services, retail sales, non-profit organizations and U.S. subsidiaries of foreign based companies.

About Our Organization

The Dulles Chapter of The Society for Human Resource Management first met on January 21, 1987 and was chartered on June 24, 1987 with 61 charter members. It has grown to more than 250 members.

The Dulles Chapter is a 100 Percent Chapter where all members are required to maintain membership in the national organization. In addition to programs providing information to human resource professionals, the Dulles

Chapter is a Pinnacle Award winner and continues to be a Superior Merit Award Chapter. The Chapter also holds seminars and workshops dealing with a wide variety of current topics and issues including [certification](#).

This is *Dulles SHRM's Navigator*, the official newsletter of Dulles SHRM, the Dulles corridor's human resources professional organization. *Dulles SHRM's Navigator* is published monthly.

Tobin Seven — Media Director
Denise Henderson, PHR — President

Deadline for the January 2010 issue is December 23, 2009.
Email submissions to Seven.T@tie-inc.com.