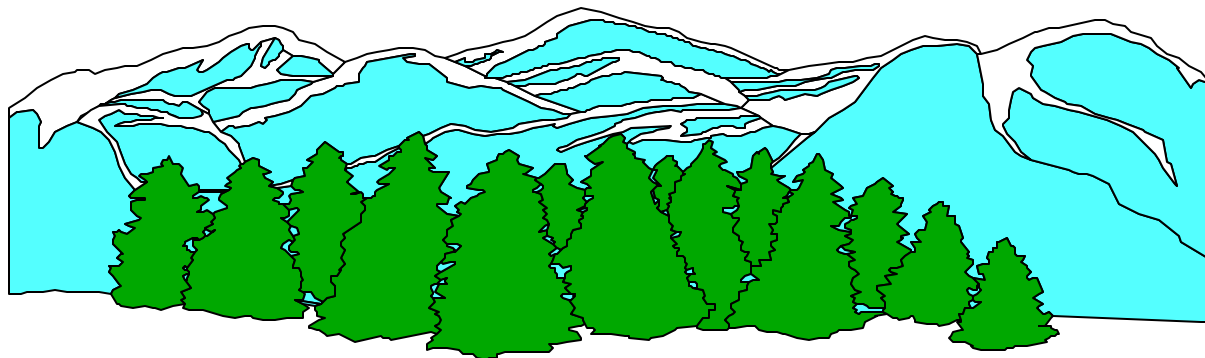


AFFILIATE OF



SOCIETY FOR  
HUMAN  
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MANAGEMENT



## NEW RIVER VALLEY CHAPTER

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### Greetings From The President

February 1, 2002

I want to thank Jim Cowan who runs the Blacksburg office for Flippin, Densmore, Morse and Jessee for his interesting and informative presentation on compensation discrimination. Jim, as always, you make the time spent a wise investment for HR Professionals. Thanks to all of the members who turned out for the meeting. The first of the year can be difficult, but attendance was great and we had several new faces there as well!

Our February meeting will be held at Echostar Communications Corporation in Christiansburg. We will be doing a tour and sharing best practices from one of the NRV's largest employers. Read on for information on when and where to meet for this exciting opportunity.

By our next meeting I will have attended the first quarterly meeting of the Virginia State SHRM in Alexandria and will give you my report from the State next month.

This year I want to see the NRV SHRM move toward three major objectives:

1. Increasing the value of our members to their respective organizations and communities.
  - (i.e. training, education, networking, and sharing best practices)
2. Increasing employers' awareness of the value that our profession adds to their organizations.
  - (i.e. educating professionals on demonstrating their value and events with senior level employers)
3. Increasing public awareness of the value that our profession adds to their communities.
  - (i.e. greater visibility in the press of items we already do, as well as the creation of new initiatives)

In this vein, I am forming a committee to assist in the creation and selection of a "New River Valley Human Resources Professional of the Year" Award that would come from within the ranks of our organization. If you would be interested in working with this committee please let me know by our next membership meeting, February 21<sup>st</sup>.

Finally as the calendar for 2002 is being drafted please give your feedback regarding programs to Karen Edmonds or myself.

*Chuck Swain, PHR*

## **Chapter Financial Activity Report**

<b>Balance as of November 30, 2001</b>	<b><u>\$5,088.65</u></b>
<b>Deposits:</b>	<b>0</b>
<b>Withdrawals:</b>	
Check #366 12/05/01 Unrecorded	56.00
Check #368 12/16/01 Professional Services – Membership Brochure	263.86
Check #369 12/17/01 <u>Outback Steakhouse – Board Member Gift Certificate</u>	550.00
<u>Check #370 12/20/01</u> Bridgett Porterfield – Tickets for raffle	<u>4.96</u>
Check #371 12/20/01 Keith Foreman – Name Tags	26.12
Check #372 12/20/01 Chuck Swain – December Board Meeting Refreshments	19.00
Check #373 12/20/01 The Farmhouse – Winter Social	1,400.00
Check #374 12/31/01 New River Engraving – President Plaque	7.32
Check #375 12/31/01 Radford University Chapter – Student Member Contribution	500.00
Bank Account Reconciliation: 12/28/00 Check Order Charge	23.25
8/16/01 Deposit Correction	190.00
Balance as of December 31, 2001	\$2,048.14

## **Chapter Industrial Meeting**

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, February 12, 2002, at Stone's Cafeteria in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m.

## **Board of Directors Meeting**

The monthly Board meeting will be held on Wednesday, February 13, 2002, at Applebee's Restaurant. This meeting is usually held on the second Wednesday of every month at 5:00 p.m. Any Board member who cannot attend should contact Chuck Swain at 557-5384 or e-mail to [cswain@kaydon.com](mailto:cswain@kaydon.com).

## **Wage & Benefit Survey**

The Wage & Benefit Survey Committee (Mike Aamodt, Bob Griffin, Melissa Zienius) met on Monday, January 28th to discuss the upcoming survey. Davis Walker was continuing his new career on the PGA tour in Florida and was unable to make the meeting. The committee made several changes to the survey as a result of suggestions made by SHRM members. The survey will be sent out in February and be due on March 1<sup>st</sup>. This year, the survey will be sent by email.

## **Membership/ Treasurer Update**

The Public Relations/ Membership Committee is currently working on updating member information and adding new member information to the 2002 Membership Directory. We want to take every step possible to include all members in the 2002 directory and send the directory to members timely. If you have not returned your invoices for 2002 please do so as soon as possible. Look forward to seeing everyone at the next meeting.

*Keith*

## **PHR/ SPHR CERTIFICATION**

If you have recently become PHR or SPHR certified, CONGRATULATIONS! Also, if you would please notify Keith Foreman at [keith.foreman@adecco.na.com](mailto:keith.foreman@adecco.na.com) so that the Chapter can recognize all that have achieved this huge accomplishment.

## **Diversity Update**

By Bridgett Porterfield ([bporterfield@goodwill-the-valleys.com](mailto:bporterfield@goodwill-the-valleys.com))

I am currently in the process of nominating disability friendly businesses as part of the Disability Friendly Business Program sponsored by Virginia Department of Rehabilitative Services. Please contact me if your business would like to be nominated, or if you know of a business that is disability friendly. The criteria is listed below:

- Meets needs of employees and customers with disabilities in terms of accommodation and accessibility in and around the place of business.
- Makes a commitment to promote awareness among its employees of the needs of customers with disabilities.
- Makes a commitment to hire persons with disabilities or aid employees with disabilities to further their careers.

## **Board Meeting Minutes**

Date: January 9, 2002

Location: Virginia Tech, Corporate Research Center

Attendees: Chuck Swain, Karen Edmonds, Cindy Hale, Bob Griffin, Keith Foreman, Mike Aamodt and Melani Bland

- Discussed further the calendar of events and meeting schedule for 2002. Finalized plans for February's meeting as a tour of the EchoStar facility in Christiansburg.
- It was proposed that part of a meeting be given for a presentation on Human Resource Certification. And a possible meeting with a CEO panel to help increase awareness and communication between executives and HR.
- A suggestion was made for the quarterly legislative updates to be conducted by both Flippin, Densmore, Morse & Jessee and Woods, Rogers & Hazelgrove. Each firm will be asked to conduct two legislative updates for the calendar year of 2002. Also, members will be asked at the next meeting for suggestions for future topics for the breakfast meetings.
- Davis Walker and Bob Griffin will again make arrangements for the Golf Outing scheduled for May.
- The Board began deciding on goals for 2002, and goals will be developed for inclusion in the Membership Roster for 2002.

**Membership/Public Relations Committee Minutes**

Date: January 2, 2002

Location: Blacksburg Chamber of Commerce

Attendees: Chuck Swain, Cindy Hale, Keith Foreman, David Fry, Melani Bland and Davis Walker

- ◆ Announcement to be included in next newsletter and at next meeting regarding Membership dues. Asking all dues to be returned by January 31, 2002.
- ◆ Discussed the format of the Membership Roster and plans to have printed copies by the February meeting.
- ◆ Committee members will begin calling those who have not returned dues in early February.

**Articles for SHRM Newsletter**

Articles for each month’s newsletter are due on the last Tuesday of the previous month. For **March’s** newsletter, the deadline would be **February 26, 2002**. They may be sent to the Chapter’s secretary, Melani Bland, at [melani.bland@na.manpower.com](mailto:melani.bland@na.manpower.com) Melani’s telephone number is 540-381-2386 and fax 381-2388.

**2002 Calendar of Events & Annual Meeting Schedule**

**January 17, 2002 . . . . . NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 am.**  
**Flippin, Densmore, Morse & Jessee “Legislative Update” James Cowan “Compensation Discrimination”**

**February 21, 2002. . . . . NRV-SHRM Breakfast Meeting at EchoStar in Christiansburg, 7:30 am.**  
**Tour of EchoStar Facility in Christiansburg (Directions Attached\*)**

**\*\*PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND ([melani.bland@na.manpower.com](mailto:melani.bland@na.manpower.com)) BY TUESDAY, FEBRUARY 19<sup>TH</sup> IF YOU ARE PLANNING TO ATTEND JANUARY’S MEETING. PLEASE INDICATE IF YOU WILL BE HAVING BREAKFAST OR “COFFEE ONLY” AND LET US KNOW IF YOU WILL BE BRINGING ANY GUESTS. IT IS IMPORTANT THAT WE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD AND HANDOUTS CAN BE PREPARED ACCORDINGLY. THANK YOU \*\***

**March 21, 2002. . . . . NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 am.**  
**Andrew Monsieur, The Monsieur Group “HR’s Role in Employee Financial Education”**

## Legislative Representatives

### Virginia:

Delegate James Shuler (12<sup>TH</sup> District)  
Room 818 General Assembly Building  
P.O. Box 406  
Richmond, VA 23218  
Ph. (804) 698-1012  
Fax (804) 786-6310  
Email: [del\\_Shuler@house.state.va.us](mailto:del_Shuler@house.state.va.us)

Senator Madison Marye (39<sup>TH</sup> District)  
910 Capitol St., Room 426  
Richmond, VA 23219  
Ph. (804) 698-7539  
Fax (804) 698-7960  
Email: [district39@sov.state.va.us](mailto:district39@sov.state.va.us)

Delegate W. B. (Benny) Keister (6<sup>TH</sup> Dis.)  
Room 819 General Assembly Building  
P.O. Box 406  
Richmond, VA 23218  
Ph. (804) 698-1006  
Fax (804) 786-6310  
Email: [del\\_Keister@house.state.va.us](mailto:del_Keister@house.state.va.us)

Senator Malfourd W. (Bo) Trumbo (22<sup>ND</sup> District)  
910 Capitol St., Room 312  
Richmond, VA 23219  
Ph. (804) 698-7522  
Fax (804) 698-7651  
Email: [district22@sov.state.va.us](mailto:district22@sov.state.va.us)

Delegate Dave Nutter (7<sup>TH</sup> District)  
Room 806 General Assembly Building  
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Ph. (804) 698-1007  
Fax (804) 786-6310  
Email: [del\\_Nutter@house.state.va.us](mailto:del_Nutter@house.state.va.us)

### U.S.:

Senator John Warner  
225 Russell Senate Office Building  
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Fax (202) 224-6295  
Email: [senator@warner.senate.gov](mailto:senator@warner.senate.gov)

Senator George Allen  
204 Russell Senate Office Building  
Washington, D.C. 20510  
Ph. (202) 224-4024  
Fax (202) 224-5432

Representative Frederick Boucher  
2187 Rayburn House Office Building  
Washington, D.C. 20515  
Ph. (202) 225-3861  
Fax (202) 225-0442  
Email: [Ninthnet@mail.house.gov](mailto:Ninthnet@mail.house.gov)

## **DIRECTIONS TO ECHOSTAR**

The EchoStar facility is located in the Falling Branch Industrial Park in Christiansburg at 400 Technology Drive.

### **From Blacksburg/ Christiansburg:**

- Take either Main St. (Blacksburg) or Franklin St. (Christiansburg) to the US 460 By-pass
- Continue on By-pass as if going to I-81- Stay straight **DO NOT EXIT** off the by-pass
- You will pass under a bridge & speed limit reduces to 35 mph
- Continue straight, road narrows to 2 lanes and you will pass Falling Branch Elem. School on right
- You will see a sign reading “WELCOME TO FALLING BRANCH INDUSTRIAL PARK”- Continue straight
- Road will wind around and come to an end- Take a RIGHT on TECHNOLOGY DRIVE
- Follow this road to the end and you will see ECHOSTAR

### **From Downtown Christiansburg:**

- Take Roanoke St. East towards I-81
- Take right exit for Falling Branch Rd. (1<sup>st</sup> exit for I-81 before the bridge)
- Bear LEFT at fork, follow sign for “FALLING BRANCH ELEM SCHOOL / PARK & RIDE”
- You will pass under a bridge & speed limit reduces to 35 mph
- Continue straight, road narrows to 2 lanes and you will pass Falling Branch Elem. School on right
- You will see a sign reading “WELCOME TO FALLING BRANCH INDUSTRIAL PARK”- Continue straight
- Road will wind around and come to an end- Take a RIGHT on TECHNOLOGY DRIVE
- Follow this road to the end and you will see ECHOSTAR

### **From I-81:**

- Take **EXIT 118-A** off Interstate 81 (Follow signs for “PARKWAY DR”)
- Turn RIGHT at bottom of exit ramp if on I-81 North/ Turn LEFT at bottom of ramp if on I-81 South
- Continue straight, road narrows to 2 lanes and you will pass Falling Branch Elem. School on right
- You will see a sign reading “WELCOME TO FALLING BRANCH INDUSTRIAL PARK”- Continue straight
- Road will wind around and come to an end- Take a RIGHT on TECHNOLOGY DRIVE
- Follow this road to the end and you will see ECHOSTAR

\*VISITORS ENTRANCE IS WHERE THE FLAG POLE IS