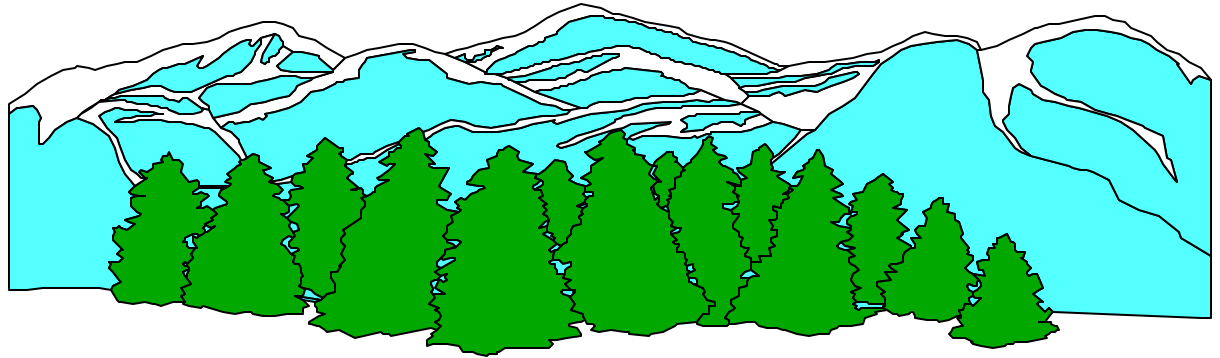


AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT



## NEW RIVER VALLEY CHAPTER

### Board of Directors

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MIKE AAMODT  
Student Chapter Liaison  
831-5513 maamodt@runet.edu

### Greetings From The President

November 1, 2002

Isn't it great that we get to do what we do every day? Sometimes we forget that. Things get busy and we get distracted. Recently I read the quote, "Far and away the best prize that life offers is the chance to work hard at work worth doing" (*Theodore Roosevelt*). It spoke to me because I believe that the Human Resources function is the heart and soul of our organizations. As Human Resources leaders, NRV-SHRM is about helping us to do what we do better. I am so glad that you're a part of it.

A very special thanks to Clint Morse with Flippin, Densmore, Morse, and Jessee who did a great job with his annual "State of the Unions" update. We also had our first ever 50/50 raffle to support the SHRM Foundation. If you missed it, we'll be doing it one more time at the November 21 meeting. Remember, that meeting will be held at the new Hampton Inn, 380 Arbor Drive, Christiansburg. The cost will be \$5 and a continental breakfast will be included. The speaker for that meeting will be Bobby Raynes with Personnel Research Associates who will present the topic, "Resolving Workplace Conflicts."

Be sure and mark your calendar early for the Holiday Social on December 19, 5:00-7:00 p.m. Details will be forthcoming. We want everyone to come and enjoy this time together. In the meantime, celebrate the beauty of this season. I wish everyone a wonderful Thanksgiving! We have so much for which to be thankful. Take the time to remember and appreciate it.

*Karen*

## **IMPORTANT ANNOUNCEMENT!**

ATTENTION ALL MEMBERS: The meeting scheduled for Thursday, November 21, 2002 will be held at the new Hampton Inn in Christiansburg located at 380 Arbor Drive near the Post Office and DMV. Please remember there will be a nominal charge of \$5.00 per meeting to offset the cost of the room. Continental breakfast will be provided including coffee, juices, fruit, danish, bagels and doughnuts. The fee will be collected at the door for each member attending and receipts will be provided.

We will be emailing a reminder for this month's meeting with directions on November 19<sup>th</sup>. Please feel free to contact Melani Bland at (540) 961-1774 or emel130@yahoo.com for more information.

### **Chapter Industrial Meeting**

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, November 13, 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, November 14, 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 Karen Edmonds at 394-2007 or e-mail to [kedmonds@naxs.net](mailto:kedmonds@naxs.net)

### **Membership/Public Relations Committee**

(From Keith Foreman/ [keith.foreman@adeconna.com](mailto:keith.foreman@adeconna.com))

Join me in welcoming our newest member and please introduce yourself at our next meeting to:

Alan Beach, PHD, LCSW, LMFT  
Private Practice, Consulting  
511 Boulevard, #1  
Salem, VA 24153  
Phone: 540-387-3977  
Fax: 540-387-3988  
E-mail: [aebeach2@yahoo.com](mailto:aebeach2@yahoo.com)

Look forward to seeing everyone at our next meeting.

Keith

## **Chapter Financial Activity Report**

(From Keith Foreman/ keith.foreman@adecon.com)

**Balance as of September 30, 2002** **\$5,370.22**

### **Deposits:**

#### **10/10/2002 Deposit**

Business Decision Forum Member Attendance Rebate 110.00

### **Withdrawals:**

#### **Check #407 10/2/02**

New Life Tabernacle – Robert Griffin Memorial 250.00

#### **Check #408 10/2/02**

Lorraine Wachsmann – SHRM Certification Instructor Pen0s 85.06

#### **Check #409 10/2/02**

Applebee's – Board Meeting 50.00

#### **Check #410 10/3/02**

Kathy Janosko - Domain Renewal 69.99

#### **Check #411 10/10/02**

Karen Edmonds – Board Meetings 57.90

#### **Check #412 10/10/02**

Montgomery County – Business Decision Forum Flyer 39.96

#### **Check #413 10/10/02**

SHRM – New River Community College HR Magazine 56.00

**Balance as of October 31, 2002** **\$4,871.31**

### **SHRM Foundation**

(By Melissa Zienius/  
melissa@hoovercolor.com)



### ***SHRM Foundation Raffle***

Congratulations to Anita Lilly with Recognition Research for winning the 50/50 SHRM Foundation Raffle at last month's breakfast meeting. Anita won \$35.00 – not a bad way to start your day for donating a few dollars to a worthy cause!! We had such fun doing that last month, we've decided we'll do it again this month! We'll be selling tickets for \$1.00/ticket or three for \$2.00. We'll put all the tickets in the "hat" and draw out the winning ticket (must be present to win – which of course, also means that you have to spend some denero to win, so bring your dollars and take a chance!!) Anyway, we draw the winning ticket number out and the person with the winning ticket number wins half of all of the money we take in. The rest of the proceeds are donated to the SHRM Foundation. In case of an odd amount in the "hat", the greater portion goes to

the SHRM Foundation. So come on, be a sport, take a walk on the wild side, gamble a little, – bring your money and take a chance on the SHRM Foundation Raffle! Just look for me and/or Davis Walker – we'll hook you up with as many tickets as you want to buy!

The SHRM Foundation funds research, publications, and a wide variety of education initiatives to advance the profession and enhance the effectiveness of HR professionals. The Foundation also supports other SHRM efforts such as HRCI, research in priority issues, such as HR measurement, global HR, the impact of technology, and the changing role of HR professionals.

Here are just a few of the many accomplishments of the SHRM Foundation:

- Supported research that has resulted in 27 major research projects with 78% of those projects resulting in publications and presentations.
- Published two major books thus far in 2002.
- Co-Sponsor of the prestigious \$100,000 Michael R. Losey Research Award.
- \$250,000 grant to the SHRM Information Center for technology and white papers, educational and certification scholarships for working SHRM members, practical books, sponsorship of HR surveys, awards for Professional Excellence, and HR Challenges Ahead video and discussion guide.
- Raised a record \$332,000 in 2001.

So bring your money to the November breakfast meeting and take a chance for a great cause that benefits us all.

*Melissa Zienius*

### **Legislative Update**

(from Jim Cowan/ [cowan@flippindensmore.com](mailto:cowan@flippindensmore.com))

### **Internal Security: Non-compete/Confidentiality Agreements Alone, Won't Do**

*Technolog*, October, 2002

Companies often ask us to draft "non-compete" agreements for their employees. They want these agreements to prevent an employee from taking knowledge and information gained "in-house" and using it for the benefit of someone else. An agreement preventing competition and requiring confidentiality of your trade secrets alone, however, may be insufficient. We recommend that you consider and implement a more comprehensive plan to protect your intellectual assets.

A non-compete agreement with a confidentiality provision is important. You can use this agreement to petition a court to stop a former employee from working for a competitor or disclosing your secrets to third parties. Courts, however, do not like non-compete agreements, considering them to be a restraint on trade. Judges often find reasons to avoid enforcing them. For example, they may find that the restrictions on competition are overly broad. Moreover, when there is evidence that the secrets to be protected are available in the public domain (for example, on your website), courts also have voided confidentiality provisions concluding that the "secret" information was not really "confidential" or proprietary.

The best way to protect your intellectual property is to have a comprehensive IP plan that includes (1) a narrowly drawn non-competition agreement with appropriate confidentiality and non-solicitation language; (2) restrictions on employee access to proprietary information; (3) a written policy requiring trained management to determine what data may be put on the company website or otherwise publicly disclosed; (4) a consistent approach to defining which intellectual property should have access limited and which employees need access; and (5) a priority system to determine which developments and inventions warrant formal protection, such as patent filing. In addition, we recommend that you notify your employees that the Company's computers are subject to monitoring by the company, and then, on a periodic basis, do just that. It is much easier to deal with information stealing soon after the event, and it may reduce your damages in the marketplace. Also, if employees understand that their emails might be monitored, they are not as likely to engage in misconduct at least at work.

If you have any questions about this intellectual property plan or how best to protect your intellectual property, please do not hesitate to call any of the attorneys listed below.

Matt McCloskey-540-510-3056

Tara Branscom-540-510-3046

Doug Densmore-540-510-3024

Todd Leeson-540-510-3014

Clinton Morse-540-510-3023

Jim Cowan-540-961-2600

Jeff Mitchell-540-961-2600

Hugh Wellons-540-510-3057

co-authors: Todd A. Leeson, Hugh B. Wellons

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email: [wellons@flippindensmore.com](mailto:wellons@flippindensmore.com), [leeson@flippindensmore.com](mailto:leeson@flippindensmore.com)

fax: (540) 510-3050

### **Board Meeting Minutes**

Date: October 2, 2002

Location: Applebee's Restaurant

Attendees: Karen Edmonds, Davis Walker, Melissa Zienius, Cindy Hale, David Fry, Keith Foreman, Bridget Porterfield, Lorraine Wachsman and Melani Bland

- Feedback sheets from the September meeting were reviewed and discussed. There were no major issues to report and most members had a positive experience.
- The Board voted to approve the addition of the Web Site Administrator to the Board Members.
- A \$250.00 contribution will be made to the New Life Tabernacle in memory of Bob Griffin on behalf of the chapter.
- A 50/50 raffle will be held at the October and November meetings to raise money for the SHRM Foundation.
- Melissa Zienius will oversee the appointment of a new Industrial Committee Chairperson since the loss of Bob Griffin. She will speak to several candidates and report back to the Board in November.
- The board discussed having some type of special recognition for the HRCI instructors who helped with the recent study group. Lorraine will make the arrangements.
- The chapter will donate a subscription to HR Magazine to New River Community College.
- Planning began for the upcoming Winter Social to be held December 19<sup>th</sup> at the Farmhouse Restaurant.
- The Membership Committee will resume it's meetings in October.

### **Articles for SHRM Newsletter**

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **December** newsletter, the deadline would be **November 26, 2002**. They may be sent to the Chapter's secretary, Melani Bland, at [emel130@yahoo.com](mailto:emel130@yahoo.com) Melani's telephone number is 540-961-1774.

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

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

February 21, 2002 . . . . . NRV-SHRM Breakfast Meeting at EchoStar in Christiansburg, 7:30 a.m.  
Tour of EchoStar Facility in Christiansburg

March 21, 2002 . . . . . NRV-SHRM Breakfast Meeting at Stone’s Cafeteria in Christiansburg, 7:30 a.m.  
Andrew Monsour, The Monsour Group “HR’s Role in Employee Financial Education”

April 18, 2002. . . . . NRV-SHRM Breakfast Meeting at Stone’s Cafeteria in Christiansburg, 7:30 a.m.  
Tom Winn & Allison Skinner, Woods, Rogers & Hazlegrove “Legal & Practical Considerations for Terminations”

April 26, 2002. . . . . NRV-SHRM 8<sup>TH</sup> ANNUAL CAPTAIN’S CHOICE GOLF OUTING at Auburn Hills

May 16, 2002. . . . . NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.  
Mary Beth Nash, Gentry, Locke, Rakes & Moore “Risk Management”

June 20, 2002. . . . . NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.  
Victor Cardwell & Agnis Chakravorty, Woods, Rogers & Hazlegrove “Trial byFire: A “First Class” Look at Workplace Violence”

July 18, 2002. . . . . NRV-SHRM Breakfast Meeting at Famous Anthony’s in Blacksburg, 7:30 a.m.  
Todd Leeson, Flippin, Densmore, Morse & Jessee “Recent Court Cases Update”/ “Certification Update”

August, 2002. . . . . NRV-SHRM Breakfast Meeting at Custom Catering in Blacksburg, 7:30 a.m.  
Marcy Engle, SHRM Foundation

September 19, 2002. . . . . NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m.  
Mike Aamodt, Radford University “Innovations in Employee Selection”  
\*\* “Invite Your Manager” Day

October 17, 2002 . . . . . NRV-SHRM Breakfast Meeting at Montgomery Co. Gov’t Ctr., 7:30 a.m.  
Clinton Morse, Flippin, Densmore, Morse & Jessee “Annual ‘State of the Union’ Legislative Update”

**November 21, 2002 . . . . . NRV-SHRM Breakfast Meeting at Hampton Inn  
Christiansburg, 7:30 a.m.  
Bobby Raynes, Personnel Research Associates “Resolving Workplace Conflicts”**

**\*\*PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (emel130@yahoo.com) BY TUESDAY, NOVEMBER 19<sup>th</sup> IF YOU ARE PLANNING TO ATTEND THE NOVEMBER MEETING. PLEASE INDICATE 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 \*\***

December 19, 2002 . . . . . NRV-SHRM WINTER SOCIAL 5:00-7:00 p.m., Farmhouse Restaurant

January 16, 2003 . . . . . NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m.  
Flippin, Densmore, Morse & Jessee “Legislative Update”/ Installation of Officers

**Legislative Representatives**

**Virginia:**

Delegate James Shuler (12<sup>TH</sup> District)  
Room 818 General Assembly Building  
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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  
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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.)  
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