

BOARD OF DIRECTORS

CHRISTY PORTERFIELD, PHR
President 231-9936

christyp@vt.edu
KEITH LASHOMB
President Elect 808-5191
klashomb@i-plus.net

VALERIE CRABTREE
Chapter Membership 381-2386
Valerie.crabtree@na.manpower.com

SUSAN GRAVES
Secretary 381-3200
sgraves@duncanauto.net

KAREN EDMONDS, SPHR
Treasurer 394-2007
kedmonds@naxs.net

CHRISTINA BROGDON, PHR
Diversity Coord. 231-7500
cbrogdon@vt.edu

JAMES COWAN
Legislative Coord. 961-2600
cowan@flippindensmore.com

BRUCE JENNINGS
Industrial Liaison 674-7461
bruce.jennings@volvo.com

CHUCK SWAIN
SHRM Foundation Rep 818-3083
Chuck.swain@jameshardie.com

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

LORRAINE WACHSMAN, PHR
Workforce Readiness Coord.
443-3444

lwachsman@warmhearth.org
BECKIE COX, PHR

HRCI Coord. 552-3515 ext. 310
bacox@hhhunt.com

CINDY HALE, SPHR
Member at Large 552-3515 ext. 307
chale@hhhunt.com

President's Letter

Hello Everyone!

October started with higher than normal temperatures breaking records in several towns, but now it is time for a cool down. This dynamic change reflects the business cycle with sudden highs and lows. Looking for the positive among the change can be most rewarding. Just look at those beautiful leaves and spectacular autumn sunsets!

Speaking of change – it is that time of year to be thinking about nominations for next year's New River Valley SHRM Board. At the time of this writing, we still need a candidate for President-Elect. This position will assume the President position after serving as Vice President for one year. We also have an open position for the Social Activities Chair which helps to coordinate social activities for the chapter. This position serves as the sunshine committee and also helps with hosting meetings. Please contact me if you have any questions about either of these positions.

We also have **one** SHRM Learning kit left! Hurry and contact Becky Cox to get the last updated kit for sale at the **reduced rate of \$425. That is \$170 off the regular price!** Plus, you do not have to pay and wait for shipping. Let us know if you need help with the testing and we can find mentors that have successfully passed. Sign up now for the Winter testing and Best of Luck!

We have quite a chapter meeting schedule ahead! **For October, we have our legal update with attorneys Tom Winn and Victor Caldwell.** Also, November 15th is our extended forum on Financial Planning. Financial Portfolio: What's In Your Wallet?" is for all HR folks and other professionals that want to get information on financial wellness and planning for the future. Multiple speakers will address topics such as **Financial Wellness** including budgeting and savings, identity theft, tax laws and capital gains, and real estate. The **Retirement Planning** portion will help with investing for retirement, Social Security, Pensions and other forms of income beyond Social Security, healthcare and insurance in retirement, long-term care and assisted living, aging and disabilities. The **Final Planning & Expenses** section will provide information on wills, living wills, estate planning and funeral planning. We will host a variety of speakers with multitudes of resources to take home. This is intended to be an overload of information to get you planning for your future and to provide a wealth of knowledge and resources to help your employees. This is also open to other SHRM chapters. We may also open this to the public provided space is available. The forum is at The Inn at Virginia Tech on November 15th from 8:30 a.m. to 3:00 p.m. The cost for this event will be \$30 and includes lunch, light break refreshments, and tons of resources to take home. Pre-registration is crucial to save your seat. Look for the brochure with registration at the next meeting!

Our next meeting will be held on **Thursday, October 18th from 7:30 a.m. to 9:00 a.m. at the Red Robin Gourmet Burgers on 105 Pepper's Ferry Road near the New River Valley Mall.** A Chuck's breakfast (eggs, bacon, French toast, fruit, juice, tea, and coffee) will be served for \$5. See you there!

Best Regards,
Christy Porterfield

Meeting Notices

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, November 13th at IHOP in Christiansburg. IHOP is located between Ryan's and Red Lobster in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m. Contact Bruce Jennings at (540) 674-7461 or bruce.jennings@volvo.com for more information on the Industrial Meeting.

BOARD OF DIRECTORS MEETING

The monthly Board meeting will be held on Tuesday, November 6th. Any Board members that cannot attend should contact Susan Graves at sgraves@duncanauto.net.

Chapter Financial Report

Beginning Balance as of August 31, 2007	\$1,754.79
Ending Balance as of September 30, 2007	\$2,730.00
Scholarship Balance	\$2,074.00
Certificate of Deposit	\$2,500.00
TOTAL ASSETS	\$7,304.00

Board Meeting Minutes

Meeting Held: October 2, 2007

Present: Christy Porterfield, Keith LaShomb, Mike Driscoll, Susan Graves, Karen Edmonds, Jim Cowan, Lorraine Wachsman, Valerie Crabtree, Mike Aamodt, Bruce Jennings, Cindy Hale

- The chapter's monthly meeting will be held on October 18th at the Red Robin at 7:30 a.m. Woods Rogers will be giving a legal update. The cost of breakfast is \$5.00.
- The monthly meeting for November (What's in Your Wallet) will be held at the Inn at Va. Tech from 9:00 a.m.—3:00 p.m. Registration will begin at 8:30 a.m. We currently have 17 vendors lined up. The approximate cost will be \$30 per person. Seating will be on a first come first serve basis. The chapter will assume responsibility for any additional cost. Additional information will be available October 18th. We will need name tags, bags, and folders. Christy suggested handing something out with our logo. Karen recommended putting our logo on the bags. Christy suggested having someone speak about the housing slump. Bruce suggested having a lunch panel discussion. Please contact Christy with any other suggestions. Christy will put together a committee to discuss the details and help organize. Please contact Christy if you are interested in volunteering.
- Karen handed out the treasurer's report. The board discussed sending another \$250 to the SHRM foundation.
- Becky Cox has one more PHR/SPHR learning system.
- We had two new members join in September from Johnson City, TN
- Bruce reported that the labor market is good. The next industrial meeting is on Tuesday, October 9th.
- Mike Aamodt reported that the Radford and Tech student chapters are up and going. They will be having a social on Friday, October 12th from 5:00 p.m.—7:00 p.m. at Buffalo Wild Wings.
- Christy has collected everything we have for the archives and be handing out a disk at the October or November meeting.
- Christy and Karen will meet to discuss the chapter financial worksheet and annual budget.
- We still have logo shirts and padfolios for sale.
- Silent auction items and board gifts for the December social will be discussed in November.
- The board discussed nominations for future board members. Karen & Bruce will prepare nomination ballots.



NEW RIVER VALLEY SHRM

MEMBERSHIP MEETING October 18, 2007

- Topics:** **Legal Update**
- Speaker:** **Tom Winn & Victor Cardwell with Woods
Rogers PLC**
- Location:** **Red Robin Gourmet Hamburgers
Christiansburg, VA**
- Time:** **7:30 a.m. until 9:00 a.m.**

A country breakfast will be served at a charge of \$5.00 per person.

Please contact Keith LaShomb to RSVP by
Tuesday, October 16th
at klashomb@i-plus.net or call (540) 808-5191.

2007 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC	LOCATION
January 18, 2007	James Cowan with LeClair Ryan Flippin Densmore	Legal Update	Hampton Inn—7:30 a.m. to 9:00 a.m.
February 15, 2007	SHRM Roundtable: Current HR Issues of the NRV*	Keith LaShomb—Facilitator	Microtel Inns & Suites— 7:30 a.m.—9:00 a.m.
March 15, 2007	Legal Update	Todd A. Leeson, Partner with Gentry, Locke, Rakes & Moore	Hampton Inn—7:30 a.m.— 9:00 a.m.
April 19, 2007	Mental Health Issues*	Amy Forsyth-Stephens, Mental Health Association of the NRV	Farmhouse—Noon—2:00 p.m.
May 17, 2007	Employee Engagement & Commitment	Dr. Paula Wilder	Warm Hearth—7:30 a.m.— 9:00 a.m.
June 21, 2007	The Toxic Employee and How to Deal with Them	Mauricio Velasques, President and CEO of The Diversity Training Group	Farmhouse—11:30 a.m.— 2:00 p.m.
July 19, 2007	1. Legal Update 2. Workforce Investment	1. Mark Caldwell, Sands Anderson, Marks & Mills 2. Marty Holliday	Red Robin Restaurant— 7:30 a.m.—9:00 a.m.
August 16, 2007	Equal Employment Opportu- nity	Marilyn Bookner, U.S. Equal Employment Opportunity Comm.	Microtel Inns & Suites— 7:30 a.m.—9:00 a.m.
September 20, 2007	Department of Labor: Regula- tory Guidance	Tracy Teiger, Employee Bene- fits Security Administration	Farmhouse—Noon—2:00 p.m.
October 18, 2007	Legal Update	Tom Winn & Victor Cardwell, Woods, Rogers PLC	Red Robin—7:30 a.m.— 9 :00 a.m.
November 15, 2007	Retirement/Estate/Financial Planning	Multiple Speakers	Inn at Va. Tech—8:30 a.m.—3 p.m.
December 5, 2007	Holiday Social		Farmhouse—5:30 p.m.— 7:30 p.m.
January 2008	Organizational Justice	Dr. Mike Aamodt, Radford University	