CENTRAL ARKANSAS HUMAN RESOURCES ASSOCIATION

The Official Monthly Publication of CAHRA

INSIDE THIS ISSUE:

Executive Board ........................................ 2
Calendar of Events .................................... 2
Program & Speakers ................................... 3 & 4
Message from the President .......................... 4
Nominating Committee ............................... 5
Welcome New Members ............................... 6
Membership/Certification Event ................. 6
Track Your Points ..................................... 6
Legally Speaking ...................................... 7
Honors Awards ....................................... 8 - 11
CAHRA Certification Class ......................... 12
ARSHRM Certification Class ....................... 13 & 14
Reduce Employee Turnover ....................... 15
Federal Min Wage Increase ....................... 16
Member on the Move ............................... 16
Health Coalition Seminar ......................... 17
ARSHRM Logo Design Contest .................. 18

AGENDA

10:30 Registration
11:00 - 12:00 Lunch and Networking
12:00 - 12:45 10 Challenges
   Eric Peterson
12:45 - 1:45 Leading Your Hispanic Workforce
   (Maura Lozano-Yancy)
1:45 - 2:00 BREAK
2:00 - 3:00 What drives Gen-X and Gen-Y?
   (Marcia Cook)

LOCATION: Union Station’s Next Level Events
            Genesis III Room
            1400 West Markham - Little Rock, AR 72201

FEES

Registration for Lunch & 1st Speaker only:
Members w/Reservations - $15
Members w/o Reservations or Guests - $17

Registration for entire afternoon:
Members & Guests w/O reservations - $30
Members & Guests w/O Reservations - $45

VISA and MasterCard Welcome

To Make a Reservation:
   Email info@cahra.info or call (501) 244-2472
   By 5 pm August 12
2008 Executive Board

**PRESIDENT**
Andrea Woods, PHR  
Ph: (501) 505-5800

**PRESIDENT-ELECT**
Alida Kelleybrew, SPHR  
Ph: (501) 517-7017

**VICE PRESIDENT-PROGRAMS**
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Ph: (501) 378-2169

**VICE PRESIDENT-MEMBERSHIP**
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Ph: (501) 227-1171

**VICE PRESIDENT-FINANCE**
Danna Young  
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**VICE PRESIDENT-COMMUNICATIONS**
Michele Short  
Ph: (501) 954-8484

**BOARD CHAIR**
Lin Blair, SPHR  
Ph: (501) 378-2319  
Term Expires 2009

**Kim Bullington**  
Ph: (501) 821-8173  
Term Expires 2008

**Lisa Douglas, PHR**  
Ph: (501) 450-6015  
Term Expires 2008

**Melanie Kennon, Ed.D**  
Ph: (501) 975-0213  
Term Expires 2009

**Tim McKenna, SPHR**  
Ph: (501) 342-1522  
Term Expires 2010

**Gary Troutman**  
Ph: (501) 378-3825  
Term Expires 2010

**IMMEDIATE PAST-PRESIDENT**
Kelly DeStefano, SPHR  
Ph: (501) 821-5500

**CHAPTER MANAGER**
Nancy Martinsen, PHR  
Ph: (501) 244-2332

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**SHRM Southwest Central Regional Team**

**Regional Director:**
Larry Burk, SPHR  
lburk@shrm.org  
(877) 571-3658

**Regional Manager:**
Ann Byrnes, SPHR  
abyrnes@shrm.org  
(877) 252-9945

**SW Central Regional Administrator:**
Nancy Wallmuller  
wwallmuller@shrm.org  
(800) 283-7476

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**2008 Calendar of Events**

- **August 20:** Membership / Certification Event  
  Loca Luna, 5:30 p.m.

- **Sept. 11:** How to Be an Effective Witness  
  Dan Herrington, J.D.

- **Oct. 8-9:** ARSHRM - Employment Law & Legislative Affairs Conference  
  Peabody, Little Rock

- **Oct. 16:** Legislative Update

- **Oct 21:** Fall Job Fair  
  Statehouse

- **Nov. 14:** Honors Luncheon  
  24 Carat Character  
  Tjuana Byrd, J.D.  
  Crowne Plaza

- **Dec 4-5:** ARSHRM Leadership Conference  
  Mt. Petit Jean

- **Dec. 11:** Holiday Luncheon  
  Networking Event  
  Train Station

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**CAHRA OFFICE**

**CONTACT INFORMATION**

- **P. O. Box 251824**  
  Little Rock, AR 72225
- **Phone:** (501) 244-2472  
  Fax: (501) 244-2333
- **Email:** info@cahra.info  
  Website: www.cahra.info

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The **INTERVIEW** is published by the Central Arkansas Human Resources Association, a Chapter of the Society for Human Resources Management, for its members. Any information or correspondence for this publication should be directed to:

CAHRA  
info@cahra.info
12:00 - 12:45  10 CHALLENGES THAT SHOULD KEEP HR AND DIVERSITY PROFESSIONALS UP AT NIGHT

Participants will leave this session with new strategies and new ideas for engaging senior leadership and building a strategic business case for diversity and inclusion. Other areas include establishing a pipeline of leadership capability, linking HR/Diversity and globalization strategies to business objectives, and addressing emerging issues such as healthcare, immigration, and religion/spirituality.

**Eric Peterson**, SHRM Manager of Diversity and Inclusion works directly with the Director of Diversity and Inclusion Initiatives to position SHRM as a leader in the diversity management and inclusion field. He acts as a thought leader, champion, and project lead in the design and implementation of innovative diversity strategies. Additionally, Eric will work with SHRM Staff to effectively respond to member inquiries regarding the SHRM Diversity Initiative; manage selected partnerships and alliances established by SHRM; and represent SHRM in interactions with external diversity-related organizations.

Eric has 10 years of experience in Diversity Climate & Culture Programming, Diversity Education, Learning Strategies, and Organization Development. He has worked extensively as a Diversity Educator and Practitioner. He holds a Bachelor’s Degree in Theatre Arts from Gonzaga University and a Master’s Degree in Organization Development from American University.

Eric comes to SHRM from a 15-year career at Booz Allen Hamilton, where he held such positions as Diversity Learning Manager, Diversity Climate & Culture Manager, and Training & Development Specialist.

Eric is the recipient of Booz Allen’s prestigious Diversity Award, the Brotherhood/Sisterhood Award from the National Conference for Community & Justice, and the Volunteer of the Year Award from the Metro DC chapter of Parents, Family, and Friends of Lesbians & Gays (PFLAG).

12:24 - 1:45  LEADING YOUR HISPANIC WORKFORCE

The workforce demographics are changing rapidly. During this session, you will receive latest statistics on the Hispanic workforce in Arkansas and be given some practical tips to assist you with tapping into the full value of your Hispanic workforce.

**Maura Lozano-Yancy** is the founder of ¡Hola! Arkansas, the state’s first and premier bilingual Spanish-English newspaper, established in October 2000. ¡Hola! Arkansas the initial publishing property of ¡Hola! Arkansas Hispanic Media & Publishing Co., LLC continues to be the market leader in Hispanic publishing in the state. She is nationally recognized for her partnership-building abilities, entrepreneurship skills and community advocacy initiatives. She is an accomplished bi-cultural professional specializing in cross-cultural development, international relations and business communication.

Maura holds a Degree in Business Administration with a Major in Economics and an Emphasis in International Business from the University of Southern Mississippi. She is affiliated with and has served on the Board for numerous community groups including: Dress for Success, Riverfest, LULAC (League of the United Latin American Citizens, North Little Rock), Arkansas Minority Business Development Roundtable-AMBD and Governor Mike Huckabee’s State Advisory Board on Hispanic Affairs Member.
Let's Talk Diversity!

WHAT DRIVES OUR GEN-X and GEN-Y WORKFORCE?

During this dynamic session, you will learn about some of the pervasive myths about these generations and how these employees can offer value to your organizations - just because their value is different from ours.

Marcia Cook is owner of Pinnacle Performance Solutions, a business-improvement consulting firm. She is a former Quality/Compliance Manager for Aventis Pharmaceuticals. She is an expert in facilitating communications, interpersonal skills, and negotiating for all levels of management and leadership.

She graduated from the University of Arkansas at Little Rock with a B.A. in Psychology and studied in the Health Services Administration Graduate Program.

Marcia is a member of the North Little Rock Chamber of Commerce, and is a board member on the Sherwood Chamber, Keep Sherwood Beautiful Committee, Sherwood Rotary Club, and the Arkansas Chapter of Sales and Marketing Executives International. She is Area Director of Business Network International/Arkansas and is a member of the Little Rock Air Force Base Community Council. She is a Certified Quality /Organizational Excellence Manager, Certified Professional Behavioral Analyst and Certified Business Coach.

Message From the President

Why diversity? Let me count the ways....

- It's the right thing to do.
- We need a more diverse workforce.
- We are in a war for talent.
- We need to move above and beyond EEO and Affirmative Action.
- We want to be the employer of choice in our market.
- Diversity improves customer satisfaction, investor satisfaction, internal relationships and external community relationships.
- A wide range of perspectives increases creativity and adds to the bottom line...and more!

I cannot begin to scratch the surface of why diversity training and strategic initiatives can add value to your company. Human Resources is only one of many facets of a company that can be positively affected by a diversity initiative. I encourage all of you to attend all three diversity sessions on August 14th to learn about the challenges and opportunities we face when addressing diversity. Please remember our regular meeting lunch will begin a tad early, 11:30 a.m., so we can assure a prompt start time for our first speaker.

Also, a friendly reminder to submit your nominations for CAHRA 2008 Awards, as well as your nominations for 2009 Officers and Board Members. Please visit www.cahra.info for more information.

I look forward to seeing all of you on August 14th at 11:30 a.m.!

- Andrea

Andrea Woods, J.D., PHR
President, CAHRA

Thank you to our meeting sponsor:
The Nominating Committee has been selected to choose candidates for the 2009 CAHRA Board:

- Kelly DeStefano, SPHR, Past-President and Nominating Committee Chair
- Tim McKenna, SPHR, Board Member
- Judy Hornibrook, SPHR, Member At-Large
- Kathleen McComber, SPHR, Member At-Large
- Cindy Wright, Member At-Large

Openings include:

**OFFICERS:**

- President-Elect
- V.P. Finance
- V. P. Communications

**Two Board Members** (Elected positions for three (3) year term.)

Self-nomination is encouraged and members in current positions may be suggested for other positions.

E-mail your response to:
info@CAHRA.info
OR
Fax to 244-2333
OR
Mail to:
CAHRA
Attn: Nominating Committee
P. O. Box 251824
Little Rock, AR  72225

By
August 15, 2008
Welcome New Members

The following members were approved at the July Board meeting.

Stephanie Amerson  
HR Administrator  
PO Box 2220  
Little Rock, AR  72201  
Ph: 501-379-7285  
Fax: 501-379-7262  
samerson@arvest.com  
SHRM Professional

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Little Rock, AR  72211  
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SHRM Professional

Kimberly Deviney  
Personnel Manager  
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Fax: 870-382-6384  
kimberly@arkat.com  
CAHRA Professional

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Finance Administrative Coordinator  
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Ph: (501) 371-4806  
Fax: (501) 244-3446  
sphillips@littlerock.org  
SHRM Professional

Jane Rockwell  
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1400 Braden Street  
Jacksonville, AR  72078  
Ph: 501-985-7046  
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jrockwell@northmetromed.com  
SHRM Professional

Carol Waddle  
Human Resources Officer  
7723 Colonel Glenn Road  
Little Rock, AR  72204  
Ph: (501) 570-8021  
Fax: (501) 565-3081  
cdwaddle@cji.edu  
SHRM Professional

CAHRA to Host Certification/Membership Networking Event

Have you been thinking about obtaining your HR certification? CAHRA is hosting an informational meeting for CAHRA and local SHRM members to answer your questions about the certification process on Wednesday, August 20, 2008 at 5:30 p.m.

Choosing to obtain your HR credentials is a career-long commitment that demonstrates to your organization and to your peers that you are driven to be successful in HR management. Earning your HR credentials can:

- Increase your professional confidence because you have validated that you know and can apply the core HR practices.
- Set you apart from your peers when applying for new professional opportunities.
- Result in greater respect from the organization in which you work.

More than 100,000 HR professionals worldwide have received and maintained their HR credentials from the HR Certification Institute. The HR Certification Institute is the leading independent, internationally recognized certifying body for the HR profession.

CAHRA will be offering certification study classes for the PHR/SPHR certification beginning Saturday October 4, 2008 through Saturday, November 15 from 8:00 a.m. to 12:00 p.m. The next testing window for the exam is December 1, 2008 through January 31, 2009. Class location will be determined by class size. The total cost for the class is $475, ($425 for the study guide books and $50 for class costs). NOTE: This cost does not include the application or registration fees for the exam itself. If you aren’t able to attend a class in person, the Arkansas State Council is offering the same class option for the same cost as a webinar for HR professionals throughout the state – all you need to participate in the web-based version is a computer with Internet access (More information about this option on page 10).

Please join us on Wednesday, August 20 at 5:30 p.m. at Local Luna restaurant (meeting room), 3519 Old Cantrell Road, Little Rock, AR 72202 for an informational meeting as we discuss the process, timeframes, study materials and costs for certification. There is no cost to attend the meeting and we will have free appetizers and a cash bar available. Reservations are required for the meeting due to space constraints. If you have any questions, would like to reserve a spot at the informational meeting or would like an enrollment form for the study classes beginning October 4th, contact Kelly Carney, the Certification Chair for CAHRA at (501) 227-1171 or ktcarney@aegonusa.com. Please RSVP by Wednesday, August 13.
The "ADA Amendments of 2008" is a compromise bill being supported by disability and civil rights groups as well as business groups such as the U.S. Chamber of Commerce, National Association of Manufacturers and SHRM. The bill is aimed at reversing a number of Supreme Court cases regarding the definition of a disability. The bill has passed the U.S. House of Representatives overwhelmingly and it is anticipated that it will pass the U.S. Senate by a large margin as well. While President Bush has issued statements of concern, it is doubtful that in an election year when reform legislation is being supported by business and employee advocates alike that Bush would do anything but sign the bill. The proposed effective date in the legislation is January 1, 2009.

The major change is to the core definition of a disability: “A physical or mental impairment that substantially limits one or more major life activities”. The term “substantially limits” is specifically defined as “materially restricting” (less than severe, but more than moderate) a major life activity without regard to:

1. The impact of the impairment on other major life activities as long as there is a substantial limitation on at least one major life activity;
2. The ameliorative effects of mitigating measures such as medication, hearing aids, mobility devices, prosthetics, etc.;
   a. Except that an employer may consider the mitigating effects of ordinary prescription glasses and contacts that are intended to fully correct visual acuity or eliminate refractive error.
      i. However, an employer cannot test uncorrected vision unless uncorrected vision is shown to be job-related and consistent with business necessity.
3. The fact that an impairment is episodic or in remission, if the condition would substantially limit a major life activity when active.

The second major change in the bill is to the anti-discrimination protections afforded to persons that are "regarded" as having a disability.

1. The bill makes clear that the anti-discrimination provisions of the ADA protect:
   a. Those persons who are regarded as having a disability, but who do not; and
   b. Those persons who have an actual impairment which does not substantially limit a major life activity, but who are perceived to be substantially limited
   c. Those persons who have an actual impairment which does not substantially limit a major life activity.
2. This section is not applicable to transitory and minor impairments that last less than 6 months.
3. An employer is not required to make an accommodation to persons fitting in the “regarded as” definition of disability.

Other provisions of the bill make it clear that these changes in no way impact the standards for state workers’ compensation statutes, and that nothing in the ADA gives rise to a claim by a person who does not have a disability that they are being discriminated against because they do not have a disability.
AWARDS LUNCHEON TO BE NOVEMBER 14

The 2008 CAHRA Honors Luncheon will be at the Crowne Plaza on November 14. In preparation for this event, the Board is asking for nominations for several awards:

Member of the Year, Rising Star, Friend of CAHRA, and Legislative Advocacy. Please look over the requirements for each and if you know someone you believe is deserving of one or all of these awards, please send in your nominations. All nominations are due by October 1, and should be sent to Andrea Woods, PHR at Andrea_Woods@NABHOLZ.COM or Fax: (501) 450-7343.

You may also find these forms on our website: www.cahra.info

OUTSTANDING MEMBER OF THE YEAR AWARD

I. Purpose

The purpose is to recognize service to the Central Arkansas Human Resources Association and in the field of Human Resources Management.

II. Requirements

Must be a voting member of the Association. Must have been engaged in the field of human resources management for at least three years. Must have made significant contributions to the CAHRA. Must have demonstrated a high degree of competency and professionalism to his/her employer.

III. Selection

The President shall appoint a committee to nominate a minimum of three candidates to be presented to the Board of Directors for the selection of one (1) to receive the Outstanding Member of the Year Award.

IV. Recognition

The recipient shall receive a suitable award and recognition from the media and the CAHRA. The award is normally presented at the annual Honors Event meeting.

*Asterisk denotes items requiring completion to be considered.

*Person being nominated: ____________________________________________

1. *Chapter Involvement (Describe how member has been involved with our Chapter) __________________________

2. Leadership (List ways member has served as leader in CAHRA, i.e. Offices, Committee Chairs, Committees, etc.) ________________________________________________________________

3. *Contributions to CAHRA (Describe the contributions member has made to CAHRA and the Human Resource profession) ________________________________________________________________

4. Community Involvement (Explain how this member has been involved with community activities) _________

5. Additional comments and reasons below for nominating this member: ________________________________

*YOUR NAME: ____________________________________ * PHONE: _______________________

*COMPANY: ____________________________________
LEGISLATIVE ADVOCACY AWARD

I. Purpose
The purpose is to recognize service to the Central Arkansas Human Resources Association with outstanding contributions of time and effort in local, state, or federal legislative advocacy on behalf of the Human Resources profession.

II. Requirements
Must be a voting member of the Association. Must have been engaged in the field of human resources management for at least three years. Must have made significant contributions in local, state, or federal legislative advocacy on behalf of the Human Resources profession. Must have participated in committees, task forces, or work groups involving legislation, inspiring members who are learning how to increase their legislative advocacy skills, and promote improved understanding of the importance of legislative advocacy and activities on behalf of the Human Resources profession.

III. Selection
The President shall appoint a committee to present a candidate to the Board of Directors for approval to receive the Human Resources Legislative Advocacy Award.

IV. Recognition
The recipient shall receive a suitable award and recognition from CAHRA at the annual Honors Event and recognition from the media.

*Asterisk denotes items requiring completion to be considered.

*Person being nominated: ________________________________

1. *Legislative committees, promotions, inspiration (Describe how member has been involved with Human Resources legislation efforts) ________________________________

2. Leadership within Legislation areas (List ways member has served as leader in CAHRA, i.e. Offices, Committee Chairs, Committees, etc.) ________________________________

3. *Contributions to CAHRA (Describe the contributions member has made to CAHRA and the legislation efforts of the Human Resource profession) ________________________________

4. *Community Involvement (Explain how this member has been involved with community legislative activities) ________________________________

5. Additional comments and reasons below for nominating this member: ________________________________

*YOUR NAME: ________________________________  *PHONE: ________________________________
*COMPANY: __________________________________
FRIEND OF CAHRA AWARD

I. Purpose
The purpose is to recognize member companies that have shown an interest in promoting the association and in helping CAHRA advance the profession.

II. Requirements
The company must have a representative member in CAHRA.
The company must show the extent of their support to maintain and encourage participation in human resources management.
The company must show the extent of their support for CAHRA (Ex: chapter officers, committee members, facilities, conferences, sponsorship etc.)

III. Selection
The President shall appoint a committee to present a candidate to the Board of Directors for approval to receive the Friend of CAHRA Award.

IV. Recognition
The recipient's Chief Executive Officer or designee shall receive a suitable award and recognition from CAHRA at the annual Honors Event and recognition from the media.

*Asterisk denotes items requiring completion to be considered.

*Person being nominated: ___________________________________________________________

1. *Chapter Involvement (Describe how company has supported and been involved with CAHRA) ________________
   ________________

2. Leadership (List employees that are members of nominated company and how they have served as leader in CAHRA, i.e. Offices, Committee Chairs, Committees, etc.) ________________
   ________________

3. Contributions to CAHRA (Describe the contributions company has made to CAHRA and the Human Resource profession, i.e. facilities, conferences, sponsorship, donations, etc.) ________________
   ________________

4. Additional comments and reasons below for nominating this company: ________________
   ________________
   ________________

Use back or attach additional sheets if needed.

*YOUR NAME: _______________________________  *PHONE: _______________________________

*COMPANY: ___________________________________________________________
RISING STAR AWARD

I. Purpose
The purpose is to give special recognition to a new member who has actively demonstrated their support of the Association and our profession.

II. Requirements
Must have been a member of CAHRA for no more than eighteen (18) months and have demonstrated dedication to the association.

III. Selection
The President shall appoint a committee to nominate candidates to be presented to the Board of Directors for the selection of one (1) to receive the award.

IV. Recognition
The recipient will receive a suitable award and recognition from the media and CAHRA. The award is normally presented at the Honors event.

*Asterisk denotes items requiring completion to be considered.

*Person being nominated: ______________________________________________________

1. *Chapter Involvement (Describe how member has been involved with our Chapter) ________________

2. Leadership (List ways member has served as leader in CAHRA, i.e. Offices, Committee Chairs, Committees, etc.)
   ____________________________________________________________________________

3. *Contributions to CAHRA (Describe the contributions member has made to CAHRA and the Human Resource profession) ________________
   ____________________________________________________________________________

4. Community Involvement (Explain how this member has been involved with community activities)
   ____________________________________________________________________________

5. Additional comments and reasons below for nominating this member: ________________
   ____________________________________________________________________________

*YOUR NAME: ____________________________  *PHONE: ____________________________

*COMPANY: ____________________________
CAHRA Certification Study Group
Registration Form

Session Dates: October 4, 2008 through November 15, 2008

Name:                                        Company Name:
Address:                                     Company Address:
City, State, Zip                             City, State, Zip
Home Phone:                                  Work Phone:
Cell Phone:                                  Email:
CAHRA Member? (Circle one)                  YES    NO

Class Schedule (8:00 a.m. until 12:00 p.m.)
Location: To Be Determined upon size of class

Saturday, Oct  4  Course Introduction/Strategic Management
Saturday, Oct 11  Workforce Planning
Saturday, Oct 18  Human Resource Development
Saturday, Oct 25  Total Rewards
Saturday, Nov  1  Employee/Labor Relations
Saturday, Nov  8  Risk Management
Saturday, Nov 15  Review and Final Exam

Fee Information:

CAHRA members - $50.00 + $425 for study guides + exam fees
SHRM at-large members - $85.00 + $425 for study guides + exam fee
Non-members - $125.00 (includes the cost of membership upon board approval) + $425 for study
guides + exam fees

Unless other arrangements are made, all fees must be paid prior to the first study session. Please
make check payable to CAHRA and mail payment along with registration form to the following address:

CAHRA - Certification Class
P.O. Box 251824
Little Rock, AR  72225
The Arkansas SHRM State Council is pleased to announce our fall web-based preparation program for Arkansas HR professionals seeking certification during the December 08/January 09 Testing window

Participate in training sessions from any computer with Internet access, engage the presenter with questions and follow up.

Sessions are scheduled from 8 am to 12 noon. Online review of previous sessions may be possible on a limited basis.

<table>
<thead>
<tr>
<th>Module</th>
<th>Date</th>
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<tbody>
<tr>
<td>Strategic Management</td>
<td>10/04/2008</td>
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<tr>
<td>Workforce Planning</td>
<td>10/11/2008</td>
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<tr>
<td>Human Resource Development</td>
<td>10/18/2008</td>
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<tr>
<td>Total Rewards</td>
<td>10/25/2008</td>
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<tr>
<td>Employment/Labor Relations</td>
<td>11/01/2008</td>
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<tr>
<td>Risk Management</td>
<td>11/08/2008</td>
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<tr>
<td>Review</td>
<td>11/15/2008</td>
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</tbody>
</table>

NOTE: $493 fee covers cost of study guide documents ($425) plus shipment ($18) plus study group costs ($50). Space is limited (22 spaces for participants), so register early! Participants who provide proof of purchase for a SHRM Learning System may have their fee reduced to $50. Proof of purchase must be faxed to Beverly D. Petty, SPHR, at (866) 215-5622 – see below. If you have any questions about this study group, please contact:

Beverly Petty at (870) 926-3038
or
beverlyp@corter.consulting.com

PAYMENT AND REGISTRATION MUST BE RECEIVED NO LATER THAN FRIDAY, SEPTEMBER 12 TO ENSURE YOUR PLACE IN THIS FALL'S STUDY GROUP!
REGISTRATION FORM - ARSHRM ON-LINE STUDY GROUP

Name: ____________________________________________________________

Street Address: _______________________________________________________________________________________________

City: State: Zip Code: __________________________________________________________________________________________

E-mail address: _________________________________________________________________________________________________

Phone: _______________________________________________________________________________________________________

List the name of your ARSHRM Chapter: ___________________________________________________________________________

_______ I already purchased my SHRM Learning System (fax proof of purchase to Beverly D. Petty, SPHR, at (866) 215-5622).

**Participant Agreement:**
I understand that this study group is being provided within the guidelines of SHRM and within the purchase agreement for the SHRM Learning System. I understand that the study group material is copyrighted and that I am prohibited from sharing my SHRM Learning System materials with anyone else at any time. Materials covered by this agreement include the modules, study guides, cd and its contents, slides, tests, and test answers provided to me as a participant in this study group. I also agree that I am prohibited from sharing any webcast invitations and access codes to the online study group sessions. I agree to participate in the ARSHRM on-line study group within the guidelines referenced by this agreement and understand that these guidelines continue to apply to me after the study group sessions’ conclusion.

__________________________________________
Signature                                        Date

FAX your completed form to ATTN: Beverly D Petty, SPHR, (866) 215-5622.

*Mail original form and check made out to:

    “ARSHRM”
    ATTN: Kelly DeStefano, SPHR
    c/o Youth Home, Inc
    20400 Colonel Glenn Road
    Little Rock, AR 72210

*You will receive an email confirmation that you are registered. You will receive a second confirmation when your payment is received. If you do not receive these confirmations, please check on their status.
Management Matters: How to Reduce Employee Turnover

By: Mike Myatt, Chief Strategy Officer, N2growth

Few things in business are as costly and disruptive as unknowingly having the proverbial revolving door for employees from which to exit. While there are many secondary and tertiary items that can influence an employee's decision to leave, there is one single factor which constitutes the overarching reason that drives a person's decision to leave their employer.

No company in the world has a 100 percent retention factor if measured over any meaningful length of time. It is also particularly true that today's global business climate creates a “grass is greener” mindset for many individuals given the plethora of opportunities in the marketplace at any given point in time.

The two aforementioned disclaimers aside, there are definitely companies that have created excellent work environments leading to superior employee satisfaction and retention. Organizations that display the healthy, dynamic, and positive culture that fosters a motivated and engaged workforce all have one thing in common...great leadership.

There is an old saying that goes; “Employees don’t quit working for companies, they quit working for their bosses.” Regardless of tenure, position, title, etc., employees who voluntarily leave generally do so out of some type of perceived disconnect with leadership. Furthermore, while the accuracy of exit interviews are somewhat debatable, they nonetheless support the conclusion drawn in the previous sentence. The following list contains just five representative samples of the differences between solid company leadership and poor leadership as it relates to employee turnover.

**Hiring Methodology:** Great leadership teams use a values based hiring methodology. They hire slowly, carefully, and only to fill a defined need with a specific skill set. Companies with challenged leadership hire quickly, often based solely on how affordably they can fill a position, and many times in absence of a defined need.

**Leadership Continuity:** Great companies have a clear vision, mission, and strategy, which are evangelized by a cohesive leadership team. A crisply articulated vision, and continuity of leadership creates an engaged workforce that understands the business model and key objectives of the enterprise. Companies that have a fractured leadership team lose the confidence of line and staff. Employees that don’t understand what they’re playing for are very difficult to motivate and as a result are often disengaged and non-productive.

**A Planned Transition:** Outstanding leadership teams set employees up for success and not for failure. They have an established on-boarding process which puts forth an initial roadmap for a successful transition by clearly defining key performance indicators, business objectives, and other key metrics. Well honed leadership teams immediately assign an in house mentor to new hires to help insure a successful acclimation. Unsophisticated leadership teams usually have a sink or swim mentality with regard to new hires and have substantial voids in training and management processes in the early days of a new hire. Poor leadership teams have a lack of continuity in their training and development which breeds discontentment and dissatisfaction.

**Compensation:** Great leadership teams understand the value of tier-one talent, and are not afraid to pay-up in order to attract it and retain it. They create a multi-tiered compensation plan that rewards employees at the top of industry scale when performance objectives are met or exceeded. Moreover they understand the value of non-compensatory recognition and apply it generously and judiciously. Companies with poor leadership often trip over dollars to pick-up pennies when it comes to compensation. Their compensation plans lack sophistication, creativity, and are engineered by default and not be design. People will often cite non-competitive compensation as an issue for leaving a company, but what they are really stating is that the company has an unsophisticated leadership team which is out of touch with both the market, and the needs of its employees.

**Professional Development:** Solid leadership teams challenge their employees by offering them a clear path toward personal and professional growth. Great companies create a career path that offers the successful employee the option of matriculating throughout the company based upon achievements, needs, and qualifications. Great leadership teams understand that in order to create a thriving and sustainable enterprise that a key priority is to develop talent to their greatest potential, and ultimately to create other leaders. Poor leadership teams don’t see the value in training, mentoring, coaching, and other forms of professional development. Their workforces are stagnant and not competitive, which places them a not only a competitive disadvantage, but also at risk for long-term sustainability.
The federal minimum wage will become $6.55 per hour on July 24, 2008. The 70-cent raise from 5.85 per hour is the second stage of a two-year, three-phased increase of the wage, which began in July 2007.

To comply with the U.S. Department of Labor (DOL) regulations governing the wage increase, all employers that hire workers subject to minimum wage provisions of the Fair Labor Standards Act must display posters explaining the wage increase. The posters must be hung in a conspicuous place, and businesses should allow their employees to read the notice.

The DOL’s Wage and Hour Division has placed approved copies of the posters online. Employers can download and print the posters for free. Businesses, even organizations located in states where the minimum wage is higher than the federal hourly rate, should display the DOL-approved notices before the wage increase takes effect, officials say. Congress approved the first increase to the federal minimum wage in 10 years in May 2007, as part of a supplemental spending package for the conflict in Iraq.

The minimum wage increase had been included in the funding bill as a compromise proposal. President Bush signed the legislation (PL 110-28) into law on May 24, 2007.

Under the law, the federal minimum wage was set to be increased $2.10 per hour in three 70-cent increments. The third and final phase will increase the wage to $7.25 per hour and will take effect on July 24, 2009.

**Track Your Points**

As in the past, CAHRA members will receive top-quality programs in 2008, as recognized by the Human Resource Certification Institute (HRCI).

Be sure that you receive the program numbers needed for your recertification account. If you are certified and attend the programs below be sure to obtain the HRCI number. This number will now be included on your receipt that you should pick up as you leave the program.

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 10</td>
<td>The HR Director's Role - Be Savvy, Be Strategic, Be Smart</td>
<td>1</td>
</tr>
<tr>
<td>January 10</td>
<td>Post Session: Staff Engagement - Dream Big</td>
<td>2</td>
</tr>
<tr>
<td>February 14</td>
<td>Speak Up...And Actually Be Heard!</td>
<td>1</td>
</tr>
<tr>
<td>March 13</td>
<td>Advocacy Required</td>
<td>1.5</td>
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<tr>
<td>April 10</td>
<td>A View From the Top, A CEO's Perspective</td>
<td>1</td>
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<tr>
<td>May 8</td>
<td>How to Give and Receive Feedback with Skill</td>
<td>1</td>
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<tr>
<td>May 22</td>
<td>Supervisor's Conference</td>
<td>6.25</td>
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<tr>
<td>July 10</td>
<td>Conflictology 101</td>
<td>1</td>
</tr>
<tr>
<td>August 14</td>
<td>Let’s Talk Diversity!</td>
<td>3.25</td>
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</tbody>
</table>

**TOTAL POINTS:** 17.50
SAVE THE DATE!!!

Employers’ Health Coalition’s Inaugural Conference Value Based Healthcare

Speakers to be confirmed:
A. Mark Fendrick, MD—Researcher, Industry leader on value-based healthcare and plan design
David White—Senior Vice President Value Based Purchasing National Business Coalition on Health
Joe Thompson—Surgeon General of Arkansas
Francois de Brantes—Chief Executive Officer of Bridges to Excellence

September 25th and 26th (Cocktail Reception Sept 24th 6pm)
Hot Springs Convention Center

For Additional Conference Information or to request registration information please contact:

Employers’ Health Coalition
Email: Debra Hogrefe—DHogrefe@ehcark.org
Tel 479.201.8510
Fax 479.201.8503

For Additional Local Information about things to do or places to stay in Hot Springs, Arkansas visit: www.hotsprings.org

To be removed from this mailing list, reply to this message with “Remove” in the subject line or send an email to ccreekmore@ehcark.org

Questions or comments? E-mail us at ccreekmore@ehcark.org or call 479.201.8510
Arkansas SHRM State Council
Logo Design Contest

Details & Submission Form

Draw. Design. Bring out your creative side!
The Arkansas SHRM State Council is holding a Logo Design Contest in an effort to update and revitalize the current ARSHRM logo.

You can draw your design submission on the back of this form, attach your design submission to this form, or submit an electronic copy with the signed acknowledgment scanned as well. Submissions will not be accepted without the signed rules acknowledgment affixed or attached.

Completed submissions will be accepted by faxed (all pages)

   to (479) 271-5913 or email to: E Wheeler@bentonvillear.com.  

The deadline for submission is October 31, 2008. The design contest winner will receive a FREE full conference registration to either the 2009 Arkansas State HR Conference in Hot Springs or the 2009 ELLA Conference in Little Rock.

Below are listed all the competition rules and requirements. Please review these rules and requirements and sign below.

1. All design submission are strictly voluntary and, other than the prize described above awarded pursuant to these rules, there will be NO other prizes or compensations paid.
2. The Arkansas SHRM State Council, Inc is not obligated to select or use any design, or any part of any design submitted.
3. All design submission, including any and all parts of any design submitted are considered non-proprietary, and become the sole property of the Arkansas SHRM State Council, Inc to use as they see fit.
4. Designs, once submitted, may not be given, sold, leased, loaned, otherwise encumbered or contracted in any way to any other person, organization, or business.
5. Designs submitted may be used in part or in whole, at the sole discretion of the Arkansas SHRM State Council, Inc.
6. The contest is not limited to ARSHRM, SHRM and HR Chapter memberships.
7. Designs should be limited to include no more than four (4) colors and two (2) fonts.
8. Should the Arkansas SHRM State Council, Inc use multiple parts of multiple designs submitted, a “prorated” of the award determined solely by the Arkansas SHRM State Council, Inc. may be awarded to multiple persons.
9. By submitting any design, the submitter warrants and represents that the design submitted does not contain, in whole or in part, and may not use or contain any patented, service-marked, or copyrighted designs, photos, drawings, logos, text, or other materials from any other source.
10. Submitters agree to indemnify and hold-harmless the Arkansas SHRM State Council, Inc., its members, officers, and directors of and from any and all claims against or loss sustained by the Arkansas SHRM State Council, Inc. resulting from any breach of any of the rules set out above.

Signature of Person Submitting Design Date Design Submitted

Printed Name of Person Submitting Design Phone Number & Email Address