



North Country Human Resources Association, Inc.

Society for Human Resource Management (SHRM) Affiliated Professional Chapter #0559

Serving North Country HR Managers since 1998

Website: <http://northcountryhra.org>

Newsletter – May 2010

2009–2010 Board of Directors

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May Member's Meeting

- DATE:** Tuesday, May 18, 2010
- SITE:** Best Western, Watertown
- TIME:** 7:30 AM Social Networking
7:45 AM Breakfast Buffet served
8:00 – 9:00 AM Meeting Topic
- TOPIC:** Employee Assistance Program (EAP)
– Presented by Christopher Paige,
Director of Northern Employee Assistance Program
AND
SHRM Overview
– Presented by Jeanette Hinkal, PHR,
Director of Human Resources at
Transitional Living Services for Northern New York
- MENU:** Breakfast Buffet
- COST:** \$10.00 Paid Members
\$12.00 Potential Members & Guests
\$5.00 Non-Dining Members
- RSVP:** Cherie Moore – Treasurer
cherie.moore@na.manpower.com
by 4 PM Tuesday, May 11, 2010

May's Topic:

EAP – Learn why employers and employees utilize the services of the Employee Assistance Program (EAP) and what are the benefits that they offer.

SHRM- Learn how SHRM serves the professional HR community and what's available to you as a SHRM member, ie. the 24/7 access at shrm.org, the on-line tools such as self service tool kits, webcasts, links to the HR certification institute. Information from "What's new at SHRM" will include the new networking tools.

Cancellations:

We will make every effort to cancel the RSVP if given reasonable notice of cancellation. If NCHRA is charged for the meal, then you are responsible to pay for the meal.

Name tags will be provided at the door to help every one get to know their fellow members. Please remember to return them before leaving.

Remember...

- Bring your business cards with you to the monthly meetings to share and network with other members.
- At each meeting NCHRA Members can enter their business card in the door prize drawing for a free meal at the next meeting.
- The "*Sally Kafka Memorial Membership Drawing*" held in June 2010 awards a one year paid membership to the winner. Those members with perfect attendance at the monthly meetings (Sept-June) will be eligible for the drawing.

Message From The President

Wow, another year has gone by! The May meeting will be the last general meeting of the 2009-2010 year. We've had some great presenters and informative topics over the year...which explains why the average attendance at our monthly meetings has increased. The number of members in the North Country Human Resource Association, Inc. has increased over last year, and the number of members who joined SHRM has increased as well. Kudos to all of you for wanting to be involved, for wanting to learn new things and for growing yourselves as Human Resource professionals. I may sound like a broken record, but this is what it's all about....challenging ourselves enough so that we continually grow in our field and can consistently provide a level of expertise that is valued in our community.

Our May 18th meeting will provide you two 30 minute overviews... one on the Employee Assistance Program (EAP) and one on the Society for Human Resource Management. The purpose of the overview is to give you the fundamentals of how these two services work and what they can do for you in your HR role. Neither topic requires a full hour of your time however the information to be presented is believed to be important enough that we did not want you to miss out on it....hence the idea to combine them into one general meeting.

The June 8th conference will be the last opportunity to network and "grow" until we kick off our 2010-2011 year in the fall. **If you haven't signed up for the conference yet, please take a few minutes to look over the conference material in this newsletter and submit your registration....and be sure to share this info with co-workers and anyone who has an interest in HR.** The Member Benefits Committee will be accepting scholarship applications from NCHRA members to help cover the cost of the conference. The applications will be subject to a pre-defined set of criteria to ensure consistency across the review and approval process. The Member Benefits Committee was created for the purpose of NCHRA giving back to it's members....so please check this out. Don't hesitate to call Jeanette at 782-1777 x18 with any questions you may have.

I want to thank the Board members who have supported me in my first year as President. It's been a learning experience that brought its own unique challenges, but one that I've welcomed because of the great team I get to work with! This group is dedicated to meeting the needs of the membership and providing the value you expect. I look forward to the second year of my term and the opportunity to continue working with the Board as we plan for next year.

Please do not forget to send your RSVP for the May 18th meeting to Cherie Moore no later than Tuesday, May 11, 2010 by 4 PM (cherie.moore@na.manpower.com). I will see you there!



Kathleen Scheible, PHR
President,
North Country Human Resources Association

**** June Conference 2010****

North Country Human Resources Association, Inc. Conference

Society for Human Resource Management (SHRM)
Affiliated Professional Chapter #0559
serving North Country HR Managers
since 1998

Date: June 8, 2010

Time: 8:00 am to 2:30 pm
(7:15-8:00 registration &
continental breakfast)

Location: State Office Building
317 Washington St
Photo ID Required

A continental breakfast, lunch, and assorted beverages will be provided. This is included in your registration fee.

Parking: Access to Free Public Parking is available via Clinton St. or Stone St. Look for the public parking signs about half way down the block.

For out-of-town guests: Limited rooms are available at the Best Western. For more information contact the Best Western @ 315-782-8000. These rooms are only available through May 8, 2010. Please make your reservations early and be sure to notify the Best Western that you are with the North Country Human Resources Association Conference.

Directions from South (Syracuse): Take Route 81 to Exit 44 (Watertown Center). Take a left at the end of the ramp and turn right on Rt. 232. Go 2 miles and turn left on Route 11 North. Follow Route 11 North approximately 4 miles to the State Office Building.

Directions from North and East (St Lawrence County): Take Route 11 South to Watertown. Turn left on to Arsenal Street (Routes 3 & 12) toward downtown. Take first right at Public Square on to Washington Street. The State Office Building is one block (two stop lights) up on the left at the corner of Washington and Clinton Streets.

Please return registration form and check payable to:

NCHRA
C/o Cherie Moore
PO Box 8302
Watertown, NY 13601
Phone: 315-376-6899
Fax: 315-362-9513
E-mail: cherie.moore@na.manpower.com

Tough Times Strong HR Leaders 2010



Drawing Prizes Include:

- Free SHRM Membership
- Free NCHRA Memberships

HRCI Credit for
this conference
is pending
SHRM approval

2010 Agenda

7:15 - 8:00 a.m.	Registration and Continental Breakfast
8:00 - 8:15 a.m.	Welcome, Introductions and Sponsor Recognition
8:15 - 9:45 a.m.	<i>Internal Investigations</i> Michael J. Sciotti, Esq. Partner, Hancock & Estabrook, LLP
9:45 - 10:05 a.m.	Break/Networking
10:05 - 11:35 a.m.	<i>Stop, Drop & Roll "Putting Out the Fire of Conflict"</i> Barbara Walker, MA ; Patricia Kelley Cope Consulting Services
11:35 a.m. - 12:35 p.m.	Lunch (Included)
12:35 - 12:50 p.m.	Sponsor Networking
12:50 - 2:20 p.m.	<i>HR's Leadership Role: Facilitating the Tough Conversations</i> Jim Mahan, Vital Work
2:20 - 2:30 p.m.	Closing Remarks, Door Prizes and Other Awards (Please complete your conference evaluation and drop it off at our registration desk)

Member*—Registration prior to or on May 1, 2010 - \$75

Member*—Registration after May 1, 2010 - \$100

Non-Member—Registration Prior to May 1, 2010 - \$125

Non-Member—Registration After May 1, 2010 - \$150

*Member includes SHRM, NCHRA, GWNCCC, Iroquois Assoc. or affiliated SHRM Chapters

Co-sponsored by:

HANCOCK & ESTABROOK, LLP
COUNSELORS AT LAW

North Country Human Resources Association, Inc.

*2010 HR Conference
Tough Times—Strong HR Leaders*



Please return registration form and check payable to:
North Country Human Resources Association (NCHRA)
Attn: Cherie Moore, PO Box 8302, Watertown, NY 13601

Name

Title

Organization

Address

Email

Make Selection Below:

Phone

Date: June 8, 2010 - Time: 8:00 am to 2:30 pm
(7:15-8:00 registration & continental breakfast)

Location: Dulles State Office Building
317 Washington St 11th Floor
Watertown NY 13601

Co-sponsored
by:

HANCOCK & ESTABROOK, LLP
COUNSELORS AT LAW

Member*—Registration Prior to May 1, 2010 \$75

Member*—Registration After May 1, 2010 \$100

Non-Member—Registration Prior to May 1, 2010 \$125

Non-Member—Registration After May 1, 2010 \$150

* Member includes SHRM, NCHRA, GWNCCC, Iroquois Assoc. or affiliated SHRM Chapters

HR One HR eNews- Hire Act Form W11

HR eNews- your connection to HR solutions!



Did You Know...

The IRS has published a model affidavit that employers can use to comply with the HIRE Act

HR One's last eNews highlighted the recently passed HIRE Act, which provides a temporary tax incentive to qualified employers that hire unemployed workers. For more information on the HIRE Act, click here [Hire Act](#)

<<http://peopletopayroll.com/pdf/404.pdf>> to read the entire eNews article.

To claim the tax incentive, employers must have each qualified employee certify, by signed affidavit, that he or she was either unemployed or worked fewer than 40 hours during the 60-day period prior to beginning work. On April 8, 2010, the IRS published a model affidavit (Form W-11 <<http://peopletopayroll.com/pdf/402.pdf>>) that employers may use to meet this requirement. Employers have the option of developing their own affidavit as long as it contains the same information as the Form W-11. The completed Form W-11 is to be filed with the employer's other payroll and income tax records; it is not submitted to the IRS or any other federal agency.

Employers will then claim the payroll tax benefit on Form 941, Employer's Quarterly Federal Tax Return, starting with the second quarter of 2010. The IRS recently published a draft Form 941 <<http://peopletopayroll.com/pdf/403.pdf>>. The final version of the form is expected to be released in May.

This HR eNews is not intended to render legal advice but is meant for general informational purposes only.

If you have questions, contact HR One's Human Resource Hot Line at 1.800.457.8829.

COBRA Act Extension for 2010

Harbridge Advisor Issue #5, April 19, 2010

Harbridge Consulting Group | One Lincoln Center | 12th Floor | 315-703-8900 | Syracuse | NY | 13202

The Continuing Extension Act of 2010, H.R. 4851, was signed into law April 15, 2010. The Act extends eligibility for the COBRA health insurance 65% subsidy for people who have lost their jobs through May 31, 2010 and provides transition relief for individuals who lost their jobs between April 1, 2010 and April 15, 2010.

The COBRA Subsidy was originally provided for under The American Recovery and Reinvestment Act of 2009 (ARRA). This was later amended by the Department of Defense Appropriations Act (2010 DOD Act) on December 19, 2009 and the Temporary Extension Act of 2010 (TEA) on March 2, 2010.

Highlights are as follows:

Eligibility

To qualify, individuals must involuntarily be terminated from employment during the period September 1, 2008 through May 31, 2010. TEA clarifies that employees may receive the COBRA subsidy if they lost group health coverage due to a reduction in work hours after September 1, 2008 and were later terminated.

The maximum period of continuation coverage is generally measured from the date of the original qualifying event (generally 18 months for Federal COBRA). However, ARRA, as amended by TEA, provides that the 15 month premium reduction period begins on the first day of the first period of coverage for which an individual is "assistance eligible." For individuals who experience an involuntary termination subsequent to a reduction of hours, only those who have additional periods of COBRA coverage remaining after becoming assistance eligible are entitled to the premium reduction.

Subsidy

A Federal subsidy equal to 65% of the COBRA premium that an Assistance Eligible Individual would be required to pay is available for up to 15 months.

Duration

The subsidy is effective the first period of coverage beginning after ARRA becomes law (for most plans, March 1, 2009) or the date of the loss of coverage, if later. For individual participants the subsidy will terminate at the earliest of:

- The exhaustion of the 15 month period
- The date on which their COBRA coverage terminates
- The date the individual becomes eligible for coverage under another group health plan

Transition Period

Certain transition rules, similar to those in TEA, apply to individuals who experience a qualifying event related to a termination of employment between April 1, 2010 and April 15, 2010.

Additional legislation is currently being considered to further extend the COBRA 65% subsidy through the end of 2010.

NCHRA Member Benefits



ADDRESSING THE NEEDS OF OUR MEMBERS TO ASSIST IN FUNDING FOR PROFESSIONAL GROWTH



Serve the Professional Advance the Profession

Do you know of events or training that you would like to attend but your employer is unable to cover the cost? Are you interested in becoming PHR or SPHR certified but can not afford the Certification Prep Course or test? NCHRA is here to help. Request a funding application from the Member Benefit Committee and start advancing today!

Please contact Jeanette Hinkal at 782-1777 Ext 1018 or jhinkal@tsnny.com for more information.

- Training
- State or National Conferences
- Certification Prep Course
- Certification Test Reimbursement "YOU PASS WE PAY!"



Statewide Labor and Employment Law Annual Conference

Workplace 2010

Albany
June 15, 2010

Buffalo
May 25, 2010

Corning
May 12, 2010

Melville
June 22, 2010

New York City
June 23, 2010

Rochester
May 18, 2010

Saratoga Springs
May 27, 2010

Syracuse
June 24, 2010

Attorney Advertising

**Changing Economic
Conditions**

**Changing Political
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Changing World**



**Co-Sponsored by the NYS Society
for Human Resource Management**



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ATTORNEYS AT LAW • NEW YORK FLORIDA KANSAS



Overview

The legal and practical issues that employers face have become increasingly complex. Employers need to know the steps they can take to avoid, or at least minimize, the liability associated with their employment decisions. Mindful of this need, we have developed an agenda covering a range of topics designed to assist employers with their risk management efforts.

HRCI Recertification Credit: This program has been submitted to the HR Certification Institute.

Agenda

7:45 – 8:15

Registration and
Continental Breakfast

8:15 – 8:30

Introduction and
Welcoming Remarks

8:30 – 9:45

Employment Law Update

- **Health reform – what it means to employers**
- Overview of significant court decisions
- State and federal legislative and regulatory developments
- State and federal agency enforcement initiatives

9:45 – 10:00

Break

10:00 – 10:45

Employment Law Update
continued

10:45 – 11:00

Break

11:00 – 12:15

Breakout Session A
(Choose one)

Health Care Reform: What Employers Need to Know

- Changes applicable to existing health plans for the next plan year and beyond
- Individual and employer coverage mandates and subsidies
- National, voluntary long-term care

FMLA Issues

- Medical certification issues
- Intermittent leave issues
- Military family leave issues
- Miscellaneous FMLA issues- identifying potential problems

Social Networking

- How to use social networking to screen applicants and avoid litigation
- Legal pitfalls to be avoided in the monitoring and managing of employee use of social media
- Developing an effective social media policy

12:30 – 1:15

Lunch

1:15 – 1:45

Luncheon Program:
Legal Jeopardy

1:45 – 3:00

Breakout Session B
(Choose one)

Religious Discrimination, Accommodation and Retaliation

- Overview of relevant federal and state laws
- The accommodation requirement
- Preventing unlawful practices

Union Avoidance

- Classic union avoidance
- Unions 2010: union organizing in the “social networking” age
- How EFCA – even a watered-down version – will change your union avoidance strategy

Workplace Investigations

- Identify when an investigation needs to occur
- Develop an effective investigation procedure
- Conduct lawful workplace searches

3:00 – 3:15

Break

3:15 – 4:15

The Return of The Bond Players: Hiring in the Era of Social Media

Directions

The Desmond Hotel & Conference Center, 660 Albany-Shaker Road, Albany, 518-869-8100

From the South or from the West: Take NYS Thruway North to Exit 24. After toll booths, take Adirondack Northway (I-87) North "Montreal and Saratoga" to Exit #4 "Albany Airport" exit. At the end of the ramp, go left onto Wolf Road. At next traffic light, go left on Albany-Shaker Road. You will pass under the highway, proceed straight through the next intersection. The Desmond Hotel is the next building on your left.

From the East: Take Mass Turnpike West to Exit B1, "I-90 Albany West". Remain on I-90 West for 15-20 miles, viewing downtown Albany to your left about mid-way. Stay on I-90 until you see signs for "Montreal, North". Go North on the Adirondack Northway "Montreal" I-87 to Exit #4 "Albany Airport". At bottom of ramp, go left onto Wolf Road. At next traffic light, go left onto Albany-Shaker Road. You will pass under the highway, proceed straight through the next intersection. The Desmond Hotel is the next building on your left.

From the North: Take the Adirondack Northway (I-87) to Exit #4 "Albany Airport/Wolf Road". On ramp, bear to the right. At end of ramp, there is a traffic light. Go left onto Old Wolf Road. At the next traffic light, go right onto Albany-Shaker Road and take an immediate left into the parking lot.

Hyatt Regency, Two Fountain Plaza, Buffalo, 716-856-1234

From the East: I-90 West to Exit #51W (Rt. 33 West). The expressway will end and place you on Goodell St. West. Bear to the left onto Pearl St. (Rt. 5 West). Hyatt is past the 3rd light on the left side.

From the West: I-90 East to I-190 North. Exit at Niagara St. and turn right (heading south). Turn left onto W. Huron St. and follow to Pearl St. Turn right onto Pearl St. Hyatt will be on the immediate left side.

From the North: I-190 South. Exit at Niagara St. and turn right (heading south). Turn left onto W. Huron St. and follow to Pearl St. Turn right onto Pearl St. Hyatt will be on the immediate left side.

From the South: Follow the directions from the West.

The Radisson Hotel Corning, 125 Denison Parkway East, Corning, 607-962-5000

Syracuse & points south of Syracuse: Take I-81 South to Rt. 17 West.

From Route 17: Take Rt. 17 Exit 47, Downtown Corning Exit. Turn right at the top of the ramp, then turn left at the traffic light onto Rt 352 West. As you enter Corning, the Radisson Hotel Corning will be at the third traffic light on the right.

RIT Inn & Conference Center, 5257 W. Henrietta Road, Rochester, 716-359-1800

From NYS Thruway Exit 46 go 390 North, take 1st exit (Lehigh Station Road). Make left onto Lehigh Road, go to first light. Make left at light onto W. Henrietta Road. RIT Inn is ¼ mile on right.

The Saratoga Hilton, 534 Broadway, Saratoga Springs, 518-584-4000

From the South: Take New York State Thruway (I-87 North) to Exit 24. Take Adirondack Northway (I-87 North) to Exit 15. Turn left off exit. At the 5th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

From the East: Take the Massachusetts Turnpike - West to New York Thruway, take Exit B-1 (I-90 Bypass) to I-787 North for approximately 6 miles to Route 7 West for approximately 2 miles to Adirondack Northway (I-87) for approximately 22 miles to Exit 15. Turn left off exit. At 5th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

From the West: Take New York State Thruway (I-90 East) to Exit 24. Take Adirondack Northway (I-87 North) to Exit 15. Turn left off exit. At the 5th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

From the North: Take Adirondack Northway (I-87 South) to Exit 15. Take right at exit. At the 4th traffic light, turn left onto Rock Street. At stop sign, turn right onto Maple Avenue. The Saratoga Hilton parking lot is on your right just after The Olde Bryan Inn.

Holiday Inn Syracuse/Liverpool, 441 Electronics Parkway, Liverpool, 315-457-1122

From the East or West: NYS Thruway (I-90) Exit 37. The hotel is directly across from the toll booth.

From the North or South: Interstate 81, Exit 25. Turn right onto 7th North Street and follow 1 mile to the end.

BS&K Workplace 2010 Registration

Register online at www.bsk.com

or complete and return the registration form below.

Please RSVP 10 days prior to seminar.

Registration Fees (per program)

BS&K Clients / SHRM Members: \$140 (three or more \$120 each)

General Public: \$185 (three or more \$165 each)

Dates and Locations (check one)

Albany

June 15, 2010

The Desmond Hotel &
Conference Center
660 Albany-Shaker Road
518-869-8100

Buffalo

May 25, 2010

Hyatt Regency
Two Fountain Plaza
716-856-1234

Corning

May 12, 2010

The Radisson Hotel Corning
125 Denison Parkway East
607-962-5000

Rochester

May 18, 2010

RIT Inn & Conference Center
5257 W. Henrietta Road
716-359-1800

Saratoga Springs

May 27, 2010

The Saratoga Hilton
534 Broadway
518-584-4000

Syracuse

June 24, 2010

Holiday Inn Syracuse/Liverpool
441 Electronics Parkway
800-395-2105

Name: _____ Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

E-Mail: _____ Telephone: _____ Fax: _____

The following people will also attend:

Name: _____ Title: _____ E-Mail: _____

Name: _____ Title: _____ E-Mail: _____

Name: _____ Title: _____ E-Mail: _____

Refunds will only be made for cancellations received 5 business days before event.

Register online at www.bsk.com or complete and return the registration form to:
Ms. Toko Moyo, Bond, Schoeneck & King, PLLC, One Lincoln Center, Syracuse, NY 13202

Fax: 315-218-8100 Questions: 1-800-339-8897 E-mail: tmoyo@bsk.com

Please make checks payable to Bond, Schoeneck & King, PLLC.

*This seminar is intended for the invited guests of Bond, Schoeneck & King, PLLC,
who reserves the right to deny admission to any applicant.*

2010 NYS SHRM Annual Conference



*Join us on September 12 - 14,
2010 Saratoga Hilton/City Center
Keynote Speaker:*



Renowned entrepreneur, speaker, author and winner of the first season of "The Apprentice". All full conference attendees who register by the early bird deadline (June 30th) receive a free copy of Bill Rancic's book, "You're Hired: How to Succeed in Business and Life".

Sample Concurrent Session titles include: "The End of HR as We Know It" "HR's Leadership Role: Initiating the Tough Conversations" "The Changing Legal Landscape" "Six Strategies for Getting a Seat at the Executive Table"

ALSO -New pre-conference attraction: Golf Outing on Sunday Sept 12th .

Go to www.nysshrm.org. A pre- registration page for attendees is available. Fill it in and we will email you when more information is posted and on- line registration is open. Exhibitor & Sponsorship opportunities can also be found through the link on the website.



2010 SHRM Annual Convention

To register or find out more details, visit <http://annual.shrm.org/>

CONFERENCE BROCHURE



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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The SHRM 2010 Annual Conference & Exposition

**June 27-30, 2010
San Diego
Convention Center**

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www.shrm.org/conferences/annual

Mail form to:
 SHRM
 P.O. Box 79482
 Baltimore, MD 21279-0492
 USA
 Please allow 4-6 weeks for processing.

Fax form to:
 (703) 535-6491
 Please allow 5-7 business days for processing.

For quicker processing, register online at
www.shrm.org/conferences/annual.

62nd Annual Conference & Exposition June 27-30, 2010 | San Diego, Calif.

Print clearly. Use one form for each registrant.

SHRM MEMBER NUMBER: _____

Name _____
LAST FIRST M.I.

Name for Badge _____

Job Title _____

Business/Company _____

Street Address _____

City _____ State/Province _____ ZIP/Postal Code _____

Country _____

Is this your home or business address? The address listed above will be encoded on your smart card and is the address that your conference materials will be mailed to.

Business Number (____) _____ Business Fax (____) _____

E-mail Address (Print clearly): _____

FULL CONFERENCE REGISTRATION PRICES

	1/22/10 – 4/16/10	4/17/10 – 5/28/10	After 5/28/10
Member	\$1,250	\$1,360	\$1,475
Join Now!	\$1,395	\$1,505	\$1,620
Nonmember	\$1,665	\$1,775	\$1,890

REGISTER FOR THE ANNUAL CONFERENCE ONLY

The registration fee includes general sessions and luncheons, admission to the SHRM Exposition, educational concurrent sessions, one ticket to the Tuesday night show, and online access to conference presentations.

TOTAL DUE \$ _____

OR

REGISTER FOR ADDITIONAL CONFERENCE ACTIVITIES

Please note that some conference activities require additional fees. Select your additional activities in the column on the right, calculate your full conference price and indicate the total in the space below.

TOTAL DUE \$ _____

PAYMENT INFORMATION

I authorize SHRM to charge my: AMEX VISA MasterCard

Card # _____ Exp. Date _____

Signature _____

NAME AS IT APPEARS ON CREDIT CARD BILL

Cardholder's Daytime Phone Number _____

*SHRM Education Series, SHRM Certification Preparation Courses and SHRM Executive Education pricing includes full conference registration.

Accounting Use Only	Pers. Chk. # _____
Date _____	Chpt. Chk. # _____
Amnt _____	Mny Order # _____
Co Chk. # _____	Source Code: ANNO3722

ADDITIONAL CONFERENCE ACTIVITIES

Join Now! \$145 with additional conference activities \$ _____

Super Sunday Sessions

Session # _____ (code is required; no fee)

Preconference Workshops

Session # _____ (code is required)

- 1 Workshop 2 Workshops
(Includes two-part workshops)

Member Reg Fee + \$325 Reg Fee + \$505
 Nonmember Reg Fee + \$570 Reg Fee + \$795

SHRM Education Series*

Member \$1,895 Nonmember \$2,140

- HR Generalist
 Strategic HR: Delivering Business Results
 The Diversity Practitioner of the 21st Century
 HR Metrics: Driving HR Success Through Analytics
 Managing Individual and Organizational Change
 Understanding the Basics of Finance
 SHRM Essentials of Human Resource Management
 Member \$1,695 Nonmember \$1,940

SHRM Certification Preparation Courses*

Member \$1,895 Nonmember \$2,140

- PHR/SPHR Certification Preparation Course
 GPHR Certification Preparation Course
 California Certification Preparation Course

SHRM Executive Education*

Member \$2,595 Nonmember \$2,840

- Leadership Succession
 Human Capital Management: An Emerging Decision Science
 Silo-Busting
 Sustaining a Competitive Advantage Through a Culture of Excellence
 Member \$1,995 Nonmember \$2,240

SHRM Exposition Only: Included in full & one-day registrations, certificate programs, and guest program. \$110/day.

Sun, June 27 Mon, June 28 Tues, June 29

First _____ Last _____

Guest Program: All guest registrants must be registered by a full conference attendee. Please indicate guest name below (required for badge):

First _____ Last _____

Number of Guests _____ x \$295 = _____

Tuesday Night Show: One ticket is included in the full conference registration fee. Additional tickets are \$80.

Total number of additional tickets _____ x \$80 = _____

Cancellation Policy: A cancellation must be in writing and faxed to (703) 535-6491 or e-mailed to shrm@shrm.org. Fifty percent (50%) of the registration fee will be refunded for cancellations received from January 1 through May 28, 2010. Cancellations received after May 29, 2010, are nonrefundable. If a SHRM member transfers his or her registration to a nonmember, the nonmember must do one of two things: Pay the difference of the SHRM member and nonmember price at the time of the transfer or become a SHRM member at the time of the transfer.

Please Take a Moment to complete the following.

No, I do not want to receive additional SHRM Annual Conference related mailings from exhibitors and sponsors.

Year Entered Profession: _____

Company Size: How many individuals are employed in your organization worldwide? 1-24 25-49 50-99 100-249 250-499 500-999 1,000-2,499 2,500-4,999 5,000-9,999 10,000-24,999 25,000 +

Job Function: Director Manager

Other: _____