

AFFILIATE OF



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Connections

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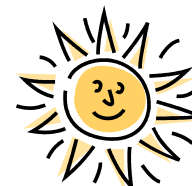


Our mission is to provide a forum for education and networking among area human resources professionals, to advance the HR profession and to help our members grow professionally.

Join us to Celebrate our First Year as a New SHRM Chapter in Livingston County!



1st Annual LAHRA-PALOOZA!



Networking

Let's Celebrate!

Live Band!

Date: Tuesday, August 21st

Time: 5:00 p.m. – 7:00 p.m.

Place: The Patio, JR's Iron Grill, 5311 Brighton Road, Brighton, MI

Cost: \$10 per person, includes appetizers and non-alcoholic beverages

Cash Bar accepts Cash Only

Reservations: Visit www.livingstonhr.org to register

Reservations must be received by Wednesday, August 15th



President's Message—Welcome to LAHRA!

My name is Tim Cornelius and I am honored to serve as your LAHRA President during the 2007-2008 program year. Serving last year as President-Elect, I learned a great deal from Cheryl Rogers and the rest of the Board and had a lot of fun in the process. I am fortunate to serve alongside seven talented and dedicated HR professionals on the LAHRA Board.

I am an HR professional working for Transtar Autobody Technologies located in Brighton, MI. I have a degree in International Affairs from the University of Colorado and a Master's Degree in HR and Org. Development from EMU. I am married to Tamara and have a son Alex and a daughter Abby. Nope, I have not yet taken the SPHR exam. I am planning to do that in December. Wish me luck.

If we have not had the opportunity to meet, I certainly look forward to it. LAHRA is Livingston County's up-and-coming HR organization and we are a chartered National SHRM chapter. With many dedicated members and active volunteers, we feature great speakers that address HR, training, recruiting, employee benefits, legal and legislative issues that impact all our companies.

LAHRA is a great organization-PLEASE... be a part of it! Come to a program meeting at Genoa Woods Conference Center, join a committee or volunteer for a charitable event. Improve your personal and professional network and create future opportunities for your career. Visit our website at www.livingstonhr.org for information about upcoming programs as well as volunteer opportunities for special events.

And you can't miss our first LAHRAPALOOZA! With free soft drinks and appetizers, gifts and a game or two, it promises to be fun. Come on HR Professionals, make time for some fun. It can't be all work, work, work!

Member Spotlight—Emily Sternberg, PHR

LAHRA has a good number of members who come from the automotive manufacturing industry. Working for one of our Livingston County automotive suppliers is Emily Sternberg, PHR. She is HR manager at Carcoustics, a company that makes acoustical materials for automobiles. With 150 employees in Michigan, they have a manufacturing location in Howell and a tech center in Novi, both of which receive her HR support and leadership.

Emily grew up in Redford, and then attended University of Michigan-Dearborn, where she earned a BBA with a concentration in human resources. She originally started out with a focus on marketing, but found her HR coursework more interesting. She completed two years of college internships in the HR department at American International Airways, a large freight airline in Ypsilanti. After graduation, she worked in recruiting for Apple One, and then was an HR assistant at Oiles America, a bearings manufacturer in Novi. Her next position was as an HR generalist with MSX International where she worked for three years before joining her current company.

Emily's favorite part of Human Resources is employee relations. She enjoys "the ins and outs of dealing with the day to day issues in manufacturing." In addition, Emily has some exciting special projects this year. One is the addition of 64 new manufacturing positions by year's end and the other is a 401(k) conversion to a new vendor.

In the 12 years she has worked in the HR field, she has seen it change significantly. "HR is now much more strategic in nature. And, the role of human resources is much more appreciated," she said. Emily's advice for those just starting their HR career is "be persistent. The opportunities are there. Intern if you can. Networking is key."

Emily is the mother of two boys—ages two and three. She lives in Milford, but owns a cottage in Northern Michigan where she and her family spend as much time as possible. When she has a chance, she enjoys reading.

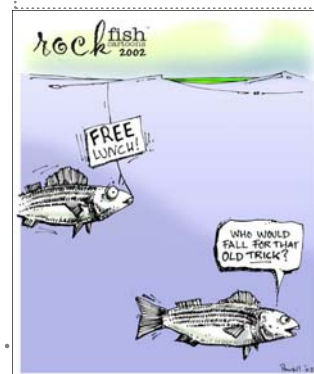
Know a good candidate for next month's Member Spotlight? Interested in getting famous yourself? Contact Helen Bidol at hbidol@gesonline.com — we promise, there's never a dull moment with Helen!

Contribute to the Monthly Newsletter

The Communications Committee is looking for more contributors! Enjoy writing or have a passion for a particular HR Issue? The rumor is that Steve will buy lunch if you join his committee!

Please contact Steve at 810-534-0170 or steve@ectohr.com

Thanks to this month's contributors: **Amy Bayerl, Helen Bidol, Cheryl Rogers, Michelle Vorase-Biskner and Tim Cornelius for their excellent work.**



LAHRA Member says "Viva Las Vegas" after attending SHR Conference

This year's national SHRM conference was held in Las Vegas from June 24 to 27. 22,000 HR professionals attended the conference—the largest in SHRM history! —and we were not disappointed. From the opening session with Lance Armstrong to the closing session with Erin Gruwell (whose life inspired the movie "Freedom Writers"), the conference was packed with information. Nationally recognized speakers spoke on a number of subjects in the areas of Employment, HR and the Law, Skill Development, Strategic Management and Total Rewards.

The exhibition hall featured over 1,000 vendors offering information on everything from recruiting and relocation to education and employee recognition. Everyone tried to track down the booths that had the "coolest" trinkets and giveaways, in addition to researching useful products and services.

Next year's conference will be held in nearby Chicago on June 22-25, 2008. This is a great learning and networking experience and is highly recommended for anyone in the HR profession.

With next year's conference located a bit closer to Livingston County, LAHRA is sure to have a small contingency at the show. Better start planning and networking now!

By Amy Bayerl, PHR



LAHRA Save the Dates and Announcement Board

The LAHRA Programs Committee, lead by Tracie Maisonville, is hard at work planning the 2007—2008 program year. Our programs will continue to be held at Genoa Woods Conference Center in Brighton and will alternate between breakfast and lunch meetings. The Programs committee intends to announce our speakers and topics for the next three months by the end of August. Keep checking www.livingstonhr.org for the latest news!

We also want to keep you posted on local and national SHRM events, seminars, and other opportunities.

- **Tuesday, August 21, 2007—LAHRAPALOOZA**
- Networking and celebration at JR's Iron Grill.
- **Tuesday, September 18, 2007—Breakfast Meeting**
- Topic and Speaker TBA
- **Monday—Wednesday, September 24 – 26, 2007 Michigan State SHRM Conference**
- Kalamazoo, MI www.mishrm.org
- **Saturday, September 29, 2007—Charity Event**
- **Gleaners Community Food Bank**
- **Contact Cheryl Rogers to get involved**
- **Tuesday, October 23, 2007—Lunch Meeting**
- Topic and Speaker TBA
- **Tuesday, November 27, 2007—Breakfast Meeting**

2006/2007 LAHRA Member Survey: We Hear You!

Approximately 30% of LAHRA members completed the 2006/2007 member survey, and our new Board members are already hard at work putting your feedback to action!

Program meetings and other networking activities are clearly the areas most valued by members, including the quality of our program speakers. That almost half prefer alternating breakfast and lunch meetings, with breakfast meetings coming in second, has already helped the Program committee begin planning meetings for the 2007/2008 membership year. For other activities, the majority would be most likely to attend after hours networking events during the work week, which of course helped us plan the upcoming [LAHRAPALOOZA](#) event scheduled for Tuesday, August 21st.

The Connections monthly newsletter is read at least some of the time by 100% of respondents! Readers enjoy information about upcoming meetings, along with legal updates, and would like to see more member information, and also photos of past events. Watch for a recap and photos of [LAHRAPALOOZA](#) in the September edition of Connections, and continued Member Spotlights, Legal Corner updates and program meeting schedules and announcements in future editions.

Overall, responding members were satisfied to very satisfied with their membership; 100% planned to renew in 2007/2008. Of course our LAHRA members are what drive and motivate our success thus far, and as always we appreciate your support and feedback.

For a full overview survey responses, visit the Members area of our website at www.livingstonhr.org. For any additional suggestions, or to become involved in one of our committees, please contact us at volunteer@livingstonhr.org

LAHRA Committees Need Your Help!



The following Committees could really use your involvement! If you are unsure about getting involved in LAHRA, ask any of the board members about their experience.

Communications—Contact Steve @ 810-534-0170 or steve@ectohr.com

Membership—Contact Helen @ 800-368-0337 x3353 or hbidol@gesonline.com

Community Relations—Contact Cheryl Rogers @ 517552-2822 or clrogers@gannett.com