

Join us for the September LAHRA Program Meeting!

Benefit Cost Reduction Strategies

Presented by **Robert Crisan**

Most of us would agree that one of the biggest challenges we face in HR is the rising cost of health care and other employee benefits. As we all know, it is a difficult balance trying to cover increased expenses while keeping costs as low as possible for employees.

Please join us for our October program meeting and a timely presentation on controlling the cost of company benefits. We are honored to have Robert Crisan, Vice President of Employee Benefits for the Hylant Group as our speaker. Bob will share practical tips on how to link employee behavior with cost, identify the drivers of cost increases and discuss how HR professionals can use future benefit trends to make effective decisions.

We hope to see you there!

Date: Wednesday, October 18, 2006

Time: 11:30 a.m. – 1:00 p.m.

Place: Genoa Woods Conference Center, Brighton

Cost: \$25 Members/ \$35 Non-Members/ \$20 Student Members

Reservations: Complete the registration form on page 4 of this newsletter and either fax it to (810) 494-3004 or email it to marynye@lcsunitedway.org

You may also register at www.paypal.com.

Reservations must be received by Monday, October 16th



About Our Speaker

Robert Crisan, Vice President – Employee Benefits, Hylant Group

Bob Crisan has over twenty years experience in employee benefits, including various roles with large national brokerage firms. Bob has a long history of helping employers strategically address the complex issues of plan design, budgeting, employee communications and motivation, legislative compliance and wellness. Bob also serves on numerous advisory boards for insurance companies and is also a sought-after speaker on industry topics such as consumerism, wellness, employee education and benefit legislation.

Thanks!

A hearty note of thanks to **Scott and Tom Wolfe of CSTintech.com** for designing our new logo, and donating the beautiful banners displayed during October's program meeting.

Thanks to a supportive community, LAHRA is off to a great start!



Save the Dates

November 15th

LAHRA's November program meeting will be held from 7:30 a.m. to 9:00 a.m. at the Genoa Woods Conference Center:

- Ladies, please bring in your **un-wanted/un-needed professional clothing for donation to the WRC**. The Women's Resource Center is collecting traditional interview-appropriate clothing, i.e., suits or suiting separates. Don't miss this opportunity to clean out your closet! No need to have them cleaned, either; WRC has teamed with Snedcor's to have all donated items cleaned.

- We will also hold a **silent auction before the speaker begins** to support the SHRM Foundation. More information to come!

Michigan Fast Facts From the Department of Labor & Economic Growth

Michigan Unemployment Rate

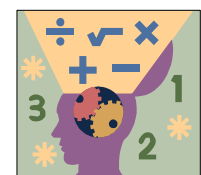
August 2006	7.1%
Change Over Month	+0.1
Change Over Year	+0.4

Michigan Payroll Jobs

August 2006	4,362,000
Change Over Month	+18,000
Change Over Year	-17,000

United States (in thousands)

Civilian Labor Force	151,698
Total Employment	144,579
Change Over Month	+0.2%
Change Over Year	+1.3%
Unemployment	7,119
Change Over Month	-1.2%
Change Over Year	-3.4%
Unemployment Rate	4.7%



By the Numbers



President's Message

Annual MISHRM Conference "Too Good to Miss"



Cheryl Tompson, SPHR

LAHRA planners were initially concerned, but the timing turned out to be ideal. Our September program meeting was held the same day that the Michigan Council of SHRM state conference began. Those of us who attended both were able to absorb Joan Moore's excellent networking recommendations, and then immediately put them to work as we interacted with 599 other HR professionals at the conference!

The conference lived up to expectations: speakers offered the latest trends and information, 100 vendors offered products or services to help us do our jobs more effectively, and a record number of terrific attendees were willing to share their knowledge and challenges. Overall a great event.

Susan Meisinger, President of SHRM, reminded us of the five HR competencies: HR service delivery, combined with business knowledge, strategic contribution, personal credibility and HR technology. A program on promoting productivity reminded me that bad employee behavior, if left unchecked, rarely if ever goes away. Other programs on selection techniques, wellness programs, employee privacy laws, world class recruitment strategies, FMLA administration, etc., covered many more bases. The closing keynote speaker offered an inspirational story: after overcoming a fear of water and taking up swimming at age 32, Jim Dreyer—after several brutal unsuccessful attempts—accomplished his goal of swimming across each of the five great lakes.

The 2007 conference will be in Kalamazoo September 24th through the 26th. Mark your calendars now, because from start to finish, this is too good an event to miss.

Joan Moore's October Presentation on Networking Provided Valuable Insight

Attendees who came to LAHRA's October program meeting expecting a dynamic presentation were not disappointed. Joan Moore, nationally recognized speaker and founder of Arbor Consulting, shared both the benefits to be gained from networking, and the mistakes to avoid. She encouraged the audience to not only take from networking contacts, but to give, as well.

Joan also advised the audience to "dress for success." She cautioned that an overly casual, wrinkled or outdated wardrobe can send the wrong message to others. The audience was energized by Joan to put themselves out there, set goals and begin the life-long journey of networking.

On the Move

Mike Glynn, formerly a Ferris State University Recruiter working on-site for the Livingston Regional Michigan Technical Education Center (Livingston M-TEC) recently accepted a new position as Site Coordinator for M-TEC. The position offers a new set of challenges, and an increase in scope of responsibility. Be sure to congratulate Mike next time you see him!



Contribute to the Monthly Newsletter

The Communications Committee is looking for creative people like you! Do you enjoy writing or photography?

We're always are always looking for interesting content: someone who felt inspired by our program meeting to write up a summary... or someone to take a few digital pictures during meetings. Please contact Michelle at 517-540-4436.

Thanks to this month's contributors:
Amy Bayerl, Helen Bidol and Cheryl Tompson!



New LAHRA Members

- **Melissa Curtis**, AT&T
- **Ann Mettetal**
- **Joan Moore**, SPHR, J.D. Arbor Consulting
- **Ann Marie Hardesty**, Cleary University



SHRM Membership: *What's in it for me??*

What are the benefits of a SHRM membership? With a continuing trend toward doing more with less, you may be asking ... "So what do I get for my \$160??" Many SHRM members report utilizing the society's help far more they'd ever thought they would! Just a small sample of benefits includes:

- **SHRM.org**: a truly premier site including an advanced search engine, HR updates, online surveys and more.
- **Information Hotline (800) 283-SHRM**: exclusive access to personal assistance with an unlimited list of HR issues.
- **Valuable HR publications**: including *HR Magazine*, *HR Week*, *SHRM Legal Report*, *Mosaics* and more.
- **HR research**: including the annual workplace forecast, staffing research, HR Department Benchmarks and more.
- **Professional development**: SHRM Learning System, SHRM e-learning, Certificate programs, and more..

For more information on membership and membership benefits, please visit ww.shrm.org/join/benefits.asp. It is well worth the investment!

Member Spotlight

Steve Williams



Steve Williams may be a familiar face to you, as he was raised in Brighton. He earned a Bachelor's degree in Economics from nearby University of Michigan seven years ago, and now makes his home in Howell. Steve was an early member of LAHRA, and serves on the Program Committee.

Steve entered the field of human resources "by accident," through his first job out of college, at a payroll services firm. At that time, he discovered he could learn much about a company through its pay practices, and saw that "how you treat your employees and develop them is the most important thing" for a company's ongoing success. Steve moved on to a call center software and consulting firm, where he developed employee training programs for on-boarding and for building the customer service competencies of call center staff.



Steve Williams

"People need to be willing to make changes. That's what I'm passionate about."

Steve then joined a Professional Employment Organization, bringing his expertise to the role of Director of Customer Service. He and his staff provided full HR management services to over 400 clients, with an employee population of over 10,000. After three years, the PEO was acquired by a large Florida-based PEO. Faced with an offer to relocate to Florida, Steve opted to stay in Michigan as a consultant to the PEO,

and now in his own business.

Steve is a partner, along with his father, attorney Tim Williams, in a Brighton HR outsourcing and consulting firm called EctoHR. *Ecto* is Greek for "outside," an apt name for an outsourcing firm.

Steve's business philosophy is to be proactive in improving processes. He aims to make administrative tasks easier for employees, and more cost-effective and simpler for employers.

Future goals? Steve plans to join the national SHRM within the week, and as part of his ongoing professional development plans to sit for the PHR exam next year.

Outside of work, Steve is very active. He coaches soccer and basketball for the Special Olympics, runs marathons, and participates in rigorous team-based "adventure races" that include trekking, mountain biking, river paddling, and all sorts of outdoor endurance challenges in all possible weather condi-

Ask the Experts

What is a method you use to remember people's names? We asked Ray Blush, President of O/I Partners, Inc. and LAHRA member:

"When I first meet a person, and if I want to remember the person's first and last name, I first associate the first name with another person that I know. That helps me remember the person's first name. Regarding the second name, I associate the last name with the color of a person's tie, or a color of a dress."

"I always have a small pad and pen with me. Once I leave a meeting, I write down the person's name. If I can't spell the name correctly, I will spell it phonetically."

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Cheryl Tompson, SPHR

Livingston County Daily Press & Argus
ctompson@gannett.com
517-552-2822

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Marlene.hardesty@tggroupna.com
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hbidol@gesonline.com
800-368-0337



Announcements

LAHRA's application to charter with SHRM is

still a work in progress. We recently learned that we cannot charter until we have at least 25 members who are also a member of national SHRM. We encourage any LAHRA members considering national membership to go for it (and let us know)!

LAHRA Meeting Registration Form

Benefit Cost Reduction Strategies

Presented by **Robert Crisan**

11:30 am - 1:00 pm on Wednesday, October 15th (registration begins at 11:15)
Email or fax this registration form to Mary Nye no later than Monday October 16th:

marynye@lcunitedway.org

Fax: (810) 494-3004

<input type="checkbox"/> I will attend	<input type="checkbox"/> I am a LAHRA Member, meeting fee \$25
First Name	Last Name
Email Address	Phone Number
Pay option <input type="checkbox"/> PayPal (preferred option) <input type="checkbox"/> Cash or check at meeting	
<i>If you register for this meeting and do not attend, you will be billed for your meeting fee.</i>	

To pay using PayPal:

1. Go to www.paypal.com and register or sign in. Select "Send Money."
2. The recipient email is LivingstonHR@charter.net. In the subject line, note "September meeting," and that you are paying for "Goods." Follow the prompts to complete the transaction. You will receive a confirmation email from paypal when your transaction is complete.

PayPal users are occasionally fraud targets. Please heed these warnings from PayPal:

Be aware of email greetings.

Emails from PayPal will always address you by your first and last name or the business name associated with your account. Fraudulent emails often begin with a generic salutation, such as, "Dear PayPal User."

Don't download attachments.

PayPal emails will never ask you to download attachments or software. Attachments often contain viruses that harm your computer or may compromise your account.

Never reply to an email with personal information.

If we require information from you, we will always request that you securely log in to your PayPal account first.

