



PRESIDENT'S MESSAGE

ROBIN BULLOCK, PHR of The Museum of Contemporary Art



And the Winner is... SHRM Jacksonville Wins 2 STP/ATP Awards

Congratulations! Our very own SHRM Jacksonville chapter was recently awarded the 2010 Serving the Profession (STP) and Advancing the Profession Awards at the HR State Florida Conference. During the State Conference Council meeting on August 31st, the SHRM Jacksonville Chapter won two of the five awards for which we submitted nominations. These prestigious and generous awards come with a \$500.00 donation each to the core areas of leadership within a chapter.

Our chapter submitted STP/ATP nomination forms in June of this year for the following categories: College Relations, Membership, Certification, Workforce Readiness and Diversity. The chapter won for College Relations and Membership. What a great honor for those on our Membership and College Relations committee who worked so hard to give back to the HR Community and the workforce on the First Coast. Here are of the highlights of why these two areas have been so successful.

Membership Award: Recently instituting a local chapter fee to help sustain programming and provide much needed upgrades in benefits to our chapter members, the membership committee led by John Gray and Lori Mans, planned for a membership loss of approximately 20%. However, through great programs and outreach like the New Member Breakfast and the At-Large campaign, we experienced a decline in membership from 2009 to 2010 but a percentage far lower than the projected 20%. In fact, we added more new members than originally projected. The New Member Breakfast continues to be one of the biggest sources of volunteer recruitment to the various SHRM Jacksonville committees. The Membership Committee is using their award for an exciting Membership renewal incentive!

College Relations Award: Last year, many of you will remember that our very own SHRM UNF Student chapter won the prestigious award of Top 10 in the Country for SHRM Student Chapters. Steve Fordham, the College Relations Director heads this great committee of dedicated volunteers. This award was based on the UNF Student chapter program named "Empowered". The Empowered program helps single mothers get back on their feet by educating them on job search skills such as building a resume and interviewing skills. To date the program has served over 200 single mothers at The Sulzbacher Center. This year the group invited many of our own local and regional HR Senior Professionals for panel discussions and presentations.

The College Relations group plans to use their \$500.00 award toward their first ever, SHRM Jacksonville Student Chapter event at Wild Adventures in October! On Thursday October 7, 2010 we will distribute the committee member's plaque awards, publically acknowledging their dedication and hard work.

On Wednesday September 1, 2010 the SHRM Jacksonville Chapter was officially awarded these two awards during the last luncheon of the HR State Florida conference. I honestly cannot remember ever being so proud to serve and be a part of a chapter that has achieved so much in the last few years.

Thank you to every volunteer that currently serves our chapter. We appreciate all your dedication, countless hours of creativity and service. We look forward to serving with all of you in the future. Keep it up SHRM Jacksonville! Who knows where we will grow next!!

In This Issue of HR Matters

PRESIDENT'S MESSAGE	1
UPCOMING EVENTS	2
MEMBERSHIP RENEWAL CONTEST: WIN AN APPLE IPAD!	3
UPDATE ON HEALTHCARE REFORM	6
WORKFORCE READINESS	7
FEDERAL LEGISLATION ALERT H.R. 5600	8

Win an Apple iPad!
Learn How on Page 3

UPCOMING EVENTS

Thursday, October 7th, 11:30am
Moving HR Into the Role of Strategic Business Partner
Presentation by Jamie Chesler, MSHRDA
Deerwood Country Club

**Renew Your Membership at
 the Meeting at the
 Discounted Rate of \$40**

Approved for 1 Hour of Strategic HRCI Credit!

It seems that finally senior managers—some of them, at least, are willing to give HR managers a significant role in strategic decisions. But how many human resource managers know how to fulfill that role? As organizations plan for their future, HR managers must be concerned with meshing HR planning and strategic planning for the organization as a whole. Via strategic planning, organizations set major objectives for themselves and develop comprehensive plans to achieve those objectives.

HR planning relates to strategic planning in several ways, but at a fundamental level, we can focus on two issues: (1) strategy formulation and (2) strategy implementation. Traditionally, many HR managers and senior managers have treated HR planning and strategic planning as separate activities. This presentation will be on defining the step-by-step process to show how an organization's HR planning and strategy efforts can be integrated.

If you are currently in the market for a job or have an available HR position available at your company, SHRM Jacksonville will be hosting a Resume Table at this meeting. Please bring a copy of your resume or of the job posting to share at the resume table.

This program is made possible by our Sponsors:

The Florida Times-Union
jacksonville.com



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Saturday, October 30th at 12:00pm (noon)
College Relations Inter-Chapter Networking Event
(All SHRM Jacksonville Members Invited)
Wild Adventures Theme Park
Valdosta, GA

Saturday, October 30th marks the first annual College Relations Inter-Chapter Networking Event! All SHRM Jacksonville members and students are invited! The cost for lunch is \$12 and the program is free! The HR meeting, lunch and networking will be from 12:00—2:00pm (registration at 11:30am) and family members are welcome at a deeply discounted admission price! Please find additional information on page 8 of the newsletter and a flyer enclosed as the last page of the newsletter!

Come out and join the fun!

For more information, contact our College Relations Director, Steve Fordham at 904-486-2484 or college@shrmjax.org

Sponsored by:



SHRM JACKSONVILLE MEMBERSHIP RENEWAL TIME! TAKE ADVANTAGE OF EARLY RENEWAL RATES!

Membership renewal is quick and easy! All you need to do is follow these steps:

- Renew your membership at the October 7th Chapter Meeting (refer to page 2 of the newsletter for meeting details)

Or you can renew online and access the renewal by:

- Go to www.shrmjax.org
- On the front page, in the top, right-hand corner click on Renew Your Membership for 2011

Membership Renewal for 2011:

October 1st—December 31st = \$40

After December 31st = \$50

RENEW YOUR MEMBERSHIP NOW & AUTOMATICALLY BE ENTERED TO WIN AN 16GB APPLE IPAD!

Win an Apple iPad!

The Membership Committee is sponsoring a 2011 Membership Renewal Contest! This is your opportunity to enter to win a 16gb Apple iPad (valued at \$499)!

How To Enter

Existing SHRM Jacksonville Members: simply renew your membership & pay your discounted Membership Dues(\$40.00) by 12/31/2010.

OR

New Members of SHRM Jacksonville: join SHRM National and then join SHRM Jacksonville. By paying your discounted Membership Dues (\$40.00) by 12/31/2010 along with your \$25.00 New Member Fee, you will secure your chance to win the win a 16GB Apple iPad®.

That's it. Then at the January Chapter Meeting, we'll randomly select one (1) winner from the eligible entrants and that person will be the recipient of the 16GB Apple iPad®!

Is this contest open to members outside of the US?

Unfortunately, the contest is open only to members within the US. This is due to shipping restrictions that only allow us to send an Apple product within the US.

Are SHRM Jacksonville board members eligible to win?

No, 2010 and 2011 SHRM Jacksonville Board Members are not eligible to win.

SO, what does that mean?

Your chances in winning the Florida Lottery are approximately 15,890,700 to 1.

Your odds of winning the 16GB Apple iPad® are approximately 900 to 1. (If only current members pay their 2011 Membership dues prior to 12/31/2010.)

Not only are your odds better, there should be less than 1000 names in the pot for the drawing for the 16GB Apple iPad®!



SHRM JACKSONVILLE MEMBERSHIP ADVANTAGES

Monthly Meetings and Annual Conference

SHRM Jacksonville presents programs on the topics that matter most to human resource professionals. As a member, you will be able to attend these meetings at reduced costs.

Employment Law

SHRM Jacksonville provides monthly reports on new and pending legislation, as well as relevant court decisions that affect human resource professionals and their companies. Information on compliance, new and pending legislation is often printed in monthly member newsletters and presented on in chapter meetings.

Exclusive Job Bank Service

The SHRM Jacksonville HR Careers Center, a job referral service, is provided to SHRM Jacksonville members and prospective employers seeking human resource professionals. A current list of open positions is available to members through our website. As a member, your company can also post jobs at no cost.

Monthly Newsletter

SHRM Jacksonville is filled with timely articles, legislative updates, meeting and program opportunities, plus many other issues of interest.

Membership Directory

Our "ON LINE" Member directory contains a listing of members by name and by employer. This effective tool for connecting with other human resource professionals.

WEBSITE

The SHRM Jacksonville website provides access to the HR Careers Center for SHRM Jacksonville members, employment law updates, event information, articles and topics of interest. The website is a timely resource for members to reference articles, learn about upcoming events and volunteer opportunities.

PHR/SPHR Certification Study Groups

SHRM Jacksonville offers study groups designed to prepare experienced human resource practitioners and/or recent college graduates for the Human Resource Certification Institute (HRCI) exam. The designation of Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) is conferred upon those who qualify for and pass the exam.

Access to LOCAL HR Professionals

SHRM Jacksonville Membership provides you with access to over 800 plus members and we offer professional development, discussion opportunities and networking with experienced professionals in small, mid-sized and large organizations facing the same challenges. The SHRM Jacksonville Chapter offers an opportunity to share HR expertise and learn from other HR professionals via email communication, meetings, social gatherings and through the website.

Maintaining your Certification

SHRM Jacksonville Membership offers opportunities to earn Human Resource Certification Institute (HRCI) credits as our meetings provide either Strategic or general credits for those who are interested in maintain their HRCI Accreditation.



These are just a few of the items that SHRM Jacksonville members enjoy. Do you know of an HR Practitioner who needs to become a part of the Human Resource Community that SHRM Jacksonville Represents? If so, send them to our website and have them click on "MEMBERSHIP" and then click on "Join SHRM Jacksonville" and then fill out the form. Then they can join you in receiving the benefits above as well as many, many, many more!!!!

AVAILABLE JOBS CURRENTLY LISTED ON THE SHRM JACKSONVILLE WEBSITE

The following available positions are currently posted on the SHRM Jacksonville website. You can access them by going to www.shrmjax.org, logging in, and click on HR Careers Center. Then click on Resources for Job Seekers. You will find the following postings currently listed:

- Healthcare Recruiter
- Training & Development Specialist
- Human Resource/Payroll Associate
- Part Time Executive Assistant to GM
- Employee Relations Generalist
- Benefits Analyst
- Contract Recruiter (multiple listings)
- Manager of Talent Management
- Employment Specialist
- Training Coordinator
- Benefits Manager
- Manager, Human Resources

Additional detail, including brief summaries of the positions and information on how to apply is included. Take a peek! Your next opportunity could be waiting there!

Also, remember, as a SHRM Jacksonville Member, you can post available positions with your company at no additional cost. Non-members can also post available positions for a fee.

YOU'RE INVITED! HR & FAMILY FUN AT WILD ADVENTURES

Steve Fordham, CCP of Metlife



First Annual SHRM Jacksonville College Relations Inter-Chapter Networking Event!

SHRM Jacksonville sponsors three very active college student chapters at Nova Southeastern University, University of North Florida, and Webster University. The student chapter coordinators have long hoped that we could put together an inter-chapter networking event to bring the three chapters together. Stated goals of the

events are to create student excitement, foster recruitment, have fun, create student awareness, team building, and facilitate networking with other students and HR professionals.

We are pleased to announce that with the assistance of Laura Graham, SHRM Jacksonville member and Wild Adventures executive, we will host our first event on Saturday October 30, 2010. Students and SHRM Jacksonville members and their families are invited to spend the day at Wild Adventures Theme Park in Valdosta, GA. Admission for students and SHRM Jacksonville members will be free! You must participate in a networking lunch meeting from noon until 2:00 PM at a cost of \$12.00 each. SHRM Jacksonville members must pay Steve Fordham no later than October 16, 2010 to RSVP.

Family members, friends and guests will pay \$24.99 at the gate for all day admission which is usually \$41.00 for children and \$46.00 for adults. They will be on their own for lunch in the park. After the meeting concludes at 2:00 PM SHRM Jacksonville members and students will be free to hook up with their families and enjoy the park until the 11:00 PM closing.

What a great way for HR professionals to invest in students while treating their family and friends to a wonderful Halloween at Wild Adventures!



- ◆ Please see the flyer (attached as last page of the newsletter) for more details
 - ◆ Call Steve with any questions at 486-2464
 - ◆ RSVP through Steve no later than October 16th!

UPDATE ON HEALTHCARE REFORM: NEW APPEALS PROCESS JUST RELEASED

Laura M. Andrews, Esq. of Smith, Gambrell & Russell, LLP

The Departments of Health and Human Services, Labor and the Treasury jointly-issued interim final guidance on the claims appeals process. These changes, affecting **non-grandfathered health plans** are effective for plans years beginning on or after September 23, 2010 - **January 1, 2011** for calendar year plans.

Background on Appeals Process Changes

As a reminder, under the Patient Protection and Affordable Care Act and the Health Care and Education Reconciliation Act of 2010 ("PPACA"), group health plans and issuers are required to have an effective process for appeals of coverage determinations, claims, and adverse benefit determinations. At a minimum, they must (i) have an internal claims appeal process; (ii) provide appropriate notice to enrollees of available internal and external appeals processes; (iii) allow an enrollee to review his or her file, present evidence, and receive continued coverage pending the outcome of an appeal; and (iv) include certain external review protections.

Internal Claims and Appeals Processes

Generally, group health plans offering coverage subject to the Employee Retirement Income Security Act of 1974 ("ERISA") must continue to comply with the claims procedure regulation issued by the DOL. The new claims appeals rules add the following additional requirements:

- The scope of the definition of "adverse benefit determination" is expanded to include a rescission of coverage.
- The timeframe for responding to urgent care claims is shortened from 72 to 24 hours.
- The "full and fair review" requirements under the DOL's claims procedure regulations have been updated to include additional requirements.
- All claims and appeals must be decided in a manner that ensures the independence and impartiality of persons involved in making the decision.
- A plan must provide continued coverage pending the outcome of an appeal.
- Notices of adverse benefit determinations must be provided in a "culturally and linguistically appropriate manner," and must contain certain information, including a description of available internal appeals and external review processes. Model notices are available on the DOL website at <http://www.dol.gov/ebsa/healthreform/>.
- A failure to strictly comply with any of the claims appeals process changes is deemed to be an exhaustion of internal claims and appeals processes, allowing a claimant to initiate an external review or legal proceedings.

As an additional note, the claims appeals changes under PPACA also require group health plans and issuers to comply with either a state or federal external review process. Information about the external review process is available on the DOL website mentioned above.

Laura M. Andrew, Esq.
Smith, Gambrell & Russell, LLP 50 North Laura St., Suite 2600, Jacksonville, Florida 32202
landrew@sgrlaw.com 904-598-6135

FOCUS ON ABILITIES SYMPOSIUM

The First Coast Business Leadership Network and Blue Cross Blue Shield of Florida are co-sponsoring the second annual, "Focus on Abilities" Symposium to be held Thursday, October 14th 8:30am-noon and Friday, October 29th 2:00pm-3:30pm at the Blue Cross Blue Shield of Florida Conference Center located at 4800 Deerwood Campus Pkwy, Jacksonville, FL 32246.

Topics and speakers include:

- Tony Tenicela, Global Business Development Executive in IBM's Global Business Services, will speak about IBM's practices as the 2010 Diversity Inc.'s number one company for people with disabilities.
- Sodexo will present, "Including People with Disabilities in the Workplace".
- Neil Romano, former Assistant Secretary of Labor - ODEP, will be the keynote speaker.

If you're interested in attending, please contact Christina Hammon at (904) 905-3502 or christina.hammon@bcbsfl.com.



WORKFORCE READINESS: PREPARING TODAY'S WORKFORCE FOR TOMORROW

Natasha Slaughter, SPHR of Sears Logistics

Human Resources professionals play an integral part in developing and implementing workforce readiness initiatives. Workforce readiness programs help to produce a stronger, more qualified workforce that benefits the company as well as enhance the growth of its associates! To build a better workforce for future opportunities, employer readiness programs must take into consideration all the tools and resources available through local, state and national government as well as the local community. Here are just a few resources available to you!

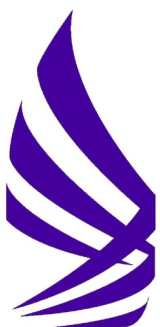
Have a job opening? Searching for the right candidate? WorkSource (www.WorkSourcefl.com) is a publicly-funded organization responsible for providing a trained workforce to employers in Baker, Clay, Duval, Nassau, Putnam & St. Johns Counties. WorkSource connects job seekers in transition with training and jobs and supports economic development through workforce preparation, playing a key role in attracting new business and helping companies expand in Northeast Florida. Employers are able to post positions and access WorkSource's database of job applicants free of charge! Additionally, WorkSource provides a quarterly Virtual Job Fair that averages 5,000 job seekers and 50 to 60 employers! Just imagine – attending a Job Fair right from your office! No commuting or hauling around a large display! Employers are able to sort candidates and schedule interviews immediately! The next Virtual Job Fair is scheduled for October 11 – 15, 2010. (The website for this event will be available 6 weeks prior to the event date – (www.firstcoastvirtualjobair.com))

Overwhelmed by the number of applicants??? You have received that HUGE stack of resumes, now what?! Florida Ready to Work (www.floridareadytowork.com) is an innovative workforce development tool sponsored by the State of Florida. In this program, job seekers can earn a Florida Ready to Work Credential identifying them as having the foundational skills of communication, reasoning and problem-solving. Program participants go through Courseware, an online training tool that measures current skills, identifies gaps and helps build skill sets. Assessment tools measure workplace communication, reasoning and problem-solving skills (EEOC compliant and great for entry level and professional positions). Job Profiling, an EEOC compliant tool, identifies skills and skill levels necessary for a specific job, providing employers with quantitative benchmarks for hiring, training and promotion.

The flexibility of Florida Ready to Work allows companies to have applicants take Assessments on-site or at an off-site center. HR professionals have the ability to receive instant scores to assist in identifying candidates before the interview. This allows companies to hire smarter, thereby reducing turnover! Click here to see how Florida Ready to Work has helped employers become more successful in their candidate search – <https://admin.myfloridareadytowork.com/testimonials/testimonials.aspx>. Additional case studies can be found at <http://www.act.org/workkeys/case/pgt.html> and <http://www.act.org/workkeys/case/shands.html>. Coming soon – employers will have the ability to see applicant assessment scores on www.employflorida.com! Partner with Florida Ready to Work to gain the competitive advantage TODAY!

Want to develop your current workforce? Most companies have experienced the affects of the economy through a decrease in available funds for training and development. WorkSource offers a way to supplement training costs by way of training grants! These grants assist employers in funding on-site training to build skills and close training gaps. Additionally, WorkSource offers individualized training scholarships! From July, 2009 to June 30, 2010, WorkSource partnered with 172 companies on training in the Northeast Florida. During this time, 2,422 workers were trained on the job and 76 percent of the workers trained were in companies in targeted industries – those industries that are important to the region's economic growth. Lastly, the Florida Ready to Work tool, online training in nine skill areas, is also available to assist current employees build the skills they need for their current and future job opportunities!

Whether you are looking to hire or build skill for future opportunities, WorkSource and Florida Ready to Work are available to assist you! For more details regarding these programs, contact:



Candace Moody
WorkSource
Corporate Communications
904-798-9229 ext. 2201
www.WorkSourcefl.com

Valencia Strowder
Florida Ready to Work
Project Coordinator
904-200-0990
vstrowder@floridareadytowork.com
www.floridareadytowork.com

DIVERSITY & WORKFORCE READINESS

Dr. Gloria Davis, SPHR

The Diversity and Workforce Readiness Committee's goals are to provide HR professionals in the Jacksonville chapter with information to help them insure that their organizations:

- Develop a workforce that has the skills, competencies and behaviors in order to succeed in today's and tomorrow's workplace.
- Provide tools that maximize the potential of today and tomorrow's workforce by helping individuals to develop their skills to become more competitive in our local and global economy.
- Achieve balance between organizational fit and diversity through information and education.

If you have additional diversity or workforce readiness resources you would like to share with the Jacksonville Chapter, please contact Gloria Davis at workforcediversity@shrmjax.org.

EXCELLENCE IN EMPLOYEE DEVELOPMENT AWARDS

Please join us as we recognize outstanding achievement in the areas of training and employment development. The deadline to submit a nomination is November 12, 2010. Entry is free for one or multiple categories. Entry form and rules are located online at www.ce.unf.edu/conferences.html

Don't miss the opportunity to nominate individuals, teams and organizations from North Florida whose outstanding achievements have significantly advanced workplace performance.

Nomination Categories:

- Excellence in Employee Development
- Excellence in Program Design
- Excellence in Learning Partnerships
- Trainer Excellence
- Excellence in Measuring & Evaluating
- Excellence in E-Learning
- Excellence in Blended Learning
- Excellence in Leadership Training
- Excellence in Coaching & Mentoring
- Excellence in Program Improvement

Key Note: Teri Yanovitch

Topic: Leadership: Ignite, Inspire, Retrain and Retain your Employees

As a keynote speaker and former seminar leader at the Disney Institute, Teri Yanovitch shared the best practices of customer service developed by the Walt Disney Company with global organizations. For more than a decade, she also facilitated cultural change as an executive with the company that revolutionized total quality management, Philip Crosby Associates. Teri is the co-author of: *Unleashing Excellence – The Complete Guide to Ultimate Customer Service* and *Retain or Retrain – How to Keep the Good Ones from Leaving*. As an international speaker, trainer and consultant, her firm, helps organizations create a culture of excellence by working with the leadership, processes, and employees.



Program details:

Date: December 8, 2010

Fee: \$59 or a table of eight: \$413 (save \$59)

Registration: 11:00 a.m. – 11:30 a.m.

Program Time: 11:30 a.m. - 1:30 p.m.

Location: UNF University Center

Register by: calling 904.620.4200 or online at www.ce.unf.edu

Sponsorship and exhibitor opportunities are available.

Contact: Margret Hardy: mhardy@unf.edu or 904-620-4270



FEDERAL LEGISLATION ACTION ALERT: H.R. 5600, THE EMPLOYEE EDUCATIONAL ASSISTANCE ACT OF 2010

If you are signed up for SHRM's Advocacy alerts, you may already be aware of this. If not, please see the information below related to the future of tax-free educational assistance. This may affect your company, your friends and family or you, as an employee. SHRM.org provides easy to use resources for you to show your support with your representatives on this topic.

YOUR ASSISTANCE IS NEEDED! As Congress gets ready to adjourn for the month of October, be sure to urge your Representative to support **H.R. 5600, the Employee Educational Assistance Act of 2010**, which would make permanent the tax free status of employer provided education assistance.

Background

Section 127 of the Internal Revenue Code allows an employee to exclude from income up to \$5,250 per year in assistance provided by their employer for any type of educational course at the associate, undergraduate and graduate level. Section 127 will expire at the end of this year unless Congress acts to renew it or make it permanent.

Issue

Providing tax-free educational assistance is an important tool for employers. Section 127 helps to build and maintain an increasingly skilled workforce, and positions the United States to remain competitive in the global economy. Almost 20 percent of Section 127 recipients are pursuing science, technology, engineering and mathematics (STEM) degrees. According to the National Postsecondary Student Aid study of the most recent data on the use of this benefit, utilization of Section 127 has doubled since 1994. Today, more than 1 million employees use Section 127 benefits.

Status

On June 24, 2010, Representative Earl Pomeroy (D-ND) and Representative Sam Johnson (R-TX) introduced **H.R. 5600**, the Employee Educational Assistance Act of 2010. This bill would make Section 127 a permanent part of the U.S. tax code. This bill will likely be incorporated into broader tax legislation that will extend some or all of the Bush 2001 tax cuts.

SHRM Position

SHRM co-chairs the **Coalition to Preserve Employer Provided Education Assistance**, a broad-based collection of groups representing business, labor and education. SHRM strongly supports the permanent extension of Section 127 for associate, undergraduate and graduate degrees. We believe that providing tax-free educational assistance is an important tool for employers to attract and retain the best employees, build a skilled workforce, and position the U.S. economy to compete globally. Furthermore, with the current economic downturn, both employees and employers benefit from this tax provision. Through re-skilling and professional development, organizations invest in their most precious resource – their employees.

Action Needed

Urge your Representative to support H.R. 5600, the Employee Educational Assistance Act of 2010. To ***write your elected official in the U.S. House of Representatives***, follow these simple steps:

1. Log onto the SHRM Advocacy Action Center by going to <http://capwiz.shrm.org/sso/error/user>
2. Sign in using your Member ID and last name.
3. Once you have completed the HR Advocacy e-list form and / or been directed to the SHRM Advocacy Center homepage, click the "Take action here" tab at the bottom of the featured **federal** alert highlighted in blue and to the left.



For questions regarding Section 127, please contact Kathleen Coulombe, SHRM's Manager, Tax and Benefits, at Kathleen.Coulombe@shrm.org.

If you encounter any problems with this site, please contact David Lusk, SHRM's Senior Associate, Member Advocacy, at David.Lusk@shrm.org.

FRIENDLY REMINDERS



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Joyce & Bill Haworth	Chapter Management	chaptermgt@shrmjax.org



PO Box 351387
 Jacksonville, FL 32235
www.shrmjax.org





SHRM Jacksonville invites its members and student chapter members to attend:
**First Annual SHRM Jax
College Relations Inter-Chapter Networking Event**

Come join us for a day of networking, education, and fun!
Saturday, October 30, 2010
at Wild Adventures Theme Park in Valdosta, GA

11:30am - Check in at Group Sales
Noon - 2:00pm – Members Luncheon & Networking/Training Session, Tiger Room
Cost for Members is \$12.00 inclusive, per person
Members must RSVP & pay their Chapter Coordinator by October 16, 2010

BRING YOUR FRIENDS AND FAMILY, TOO!
Show your membership card at Group Sales and your friends and family receive admission for \$24.99 plus tax, per person. (lunch not included)

Come experience the kid friendly

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**WILD
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www.wildadventures.com

or stay later for

