



The Vermont Human Resources Association, a recognized chapter affiliate of the Society for Human Resource Management, is Vermont's oldest and largest organization dedicated to promoting the Human Resources profession. VHRA's primary objective is to provide the information and resources members need to stay at the forefront of their profession.

We offer a variety of tools to keep HR professionals abreast of trends and developments in the industry. From monthly networking events to regularly scheduled workshops and seminars, VHRA equips you with the information you need to meet the daily demands of your profession and expand your value to your organizations. Our programs for 2008 included:

Build Trust to Engage Employees, Increase Accountability and Improve Performance,
Presenters: *Drs. Dennis & Michelle Reina*

Setting Up and Delivering New Employee Orientation, *Presenter: Brenda JM Sabin, CBP, Key Concepts, LLC*

Enhance Your Team's Productivity: Getting To-Do's Done, *Presenter: Julie M. Cubino, Harmony At Last, LLC*

Mercer's 2007 National Survey of Employer-Sponsored Health Plans, *Presenters: Gary Hartnett and Marie Chalmers*

Making HR Relevant in a Dynamic Business Environment, *Presenters: Jessica Bruce, The Associated Press; Susan Chicoine, PHR, TDBanknorth; and Kerin E. Stackpole, Esq., SPHR, Bergeron, Paradis & Fitzpatrick, LLP*

Mastering the HR Implications of Significant Changes in the Legal Landscape, *Presenter: Johan W.E. Maitland, JD, SPHR, Downs Rachlin & Martin*

Where Government and HR Intersect, *Presenters representing VocRehab Vermont; VABIR; U.S. Social Security; U.S. Small Business Administration; VOSHA-Project Work Safe; Workers' Compensation; Vermont Banking, Insurance, Securities, Health Care; U.S. Dept. of Homeland Security Bureau of Immigration & Customs Enforcement; Unemployment Insurance Benefits; Wage & Hour; Catamount Health Assessment; Green Mountain Care Health Programs; Vermont Tax Department; Internal Revenue Service; Career Resource Center; Vermont Office of Child Support-Child Support Orders; Vermont Office of Child Support-New Hire Reporting*

Thriving in Change, *Presenter: Lea Belair, PCC, The Coaching Center of Vermont*

2008 Legislative and Compliance Updates: Health and Welfare Programs and 401(k) Plans,
Presenters: Fran Bruno, Mercer's Washington Resource Group, and Bert Kingsley, Mercer's H&B DC Advisors Group

In 2009, VHRA will continue to offer its members high-caliber programs with local and national speakers addressing current issues confronting the Human Resources profession. Regardless of the services you provide, VHRA will prove to be a valuable resource for HR educational programs and networking opportunities with Human Resources professionals throughout Vermont.

VHRA Member Benefits

- Monthly networking meetings and educational workshops featuring local and national speakers
- State and Federal legislative updates
- PHR/SPHR/GPHR certification credits
- Professional networking
- Career development
- Opportunity to survey VHRA members about HR-related issues

VHRA is proud to be an affiliated chapter of the Society for Human Resource Management (SHRM). We encourage our members to join SHRM and visit shrm.org to explore the broad array of resources and information offered by this international organization.

VHRA Officers for 2009

President: Donna Austin-Hawley, SPHR, Director, Human Resources, Vermont Student Assistance Corp.
Austin-Hawley@VSAC.org, 802/654-3770 x 755

Vice-President: Mary Ellen Maille, PHR, HRIS Technology Analyst, Fairpoint Communications
MMaille@fairpoint.com, 207/648-3236

Treasurer: Linda Ladd, PHR
Business Manager, VT Center for Geographic Information
lindal@vcgi.org, 802/882-3004

Secretary: Gina Catanzarita, Director of Human Resources, Engelberth Construction
GinaC@Engelberth.com, 802/846-2307

Membership Chair: Dolly Shaw, PHR
Director of Career Services, Champlain College
shaw@champlain.edu, 802/865-5458

Program Co-Chairs: Michelle Lewis, SPHR
Human Resources Manager, GE Healthcare IITS
Michelle.N.Lewis@ge.com, 802/859-4747
& Barbara Graf, SPHR, Human Resources Director,
Downs Rachlin Martin PLLC
BGraf@DRM.com, 802/846-8382

Networking Chair: Lorraine Jenne
Director of Human Resources, HowardCenter
lorrainej@howardcenter.org, 802/488-6952

SHRM Representative: Pat Loller, PHR
Director of Administration, Vermont Housing Finance Agency
ploller@vhfa.org, 802/652-3425

**2009 VHRA Associate Membership Application
for Consultants and Service Providers
to the Human Resources Industry**

Associate non-voting memberships cover a full calendar year (January-December).

\$75 Basic fee

SHRM Member # (if applicable) _____

Please write the VHRA Chapter #119 on your SHRM membership application so that our organization receives "credit" for your participation in both groups.

"Plus" Option: Add \$55 to the above fee to pre-pay your participation in Networking Breakfast events for the year.

Please Print:

Name _____

PHR certified SPHR certified

Title _____

Organization Name _____

Street/PO Box _____

City/State/Zip _____

Phone _____

Fax _____

E-mail _____

Brief description of product/service provided by your organization _____

My contact info can be shared with members:
 Yes Prefer Not

For 2009, notification of all events will happen via e-mail unless we receive alternate instructions.

Other affiliations:

VBSR VEHA ASTD VT-APT

Other (specify) _____

Organization Information

Number of Employees (Check One):

Less than 20 21-50
 51-100 101-249
 250-499 500-999
 1,000+ Specific size _____

Topics, Speaker Recommendations & Other Suggestions:

VHRA welcomes your input on topics of interest for breakfasts and half-day or day-long programs. In addition, if you know or have personally heard a dynamic speaker, we'd appreciate it if you would share the name of that person. If you have come across helpful resources, please provide title(s) and source(s). Finally, if you have suggestions for ways we might better serve our members, please know that we'd like to hear from you.

Opportunities to Get Involved: VHRA is always looking for enthusiastic volunteers! Please indicate your area(s) of interest and expertise:

I would be willing to help plan one or more events (breakfasts, half- or full-day programs).
 I would be willing to share my expertise in:

Mail check (payable to Vermont Human Resources Association) with application to:

Dolly Shaw, Membership Chair-VHRA
c/o Champlain College
P.O. Box 670
Burlington, VT 05402-0670

If you have questions, you may reach Dolly at 802/865-5458 or shaw@champlain.edu.

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Human Resources
Association**



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**SHRM Chapter #119
www.VTHRA.org**