



SHRM Chapter #119

The Vermont Human Resource 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 2009 included:

How New ADA and FMLA Changes Will Affect You: Getting Up to Speed, Presenters: Elizabeth J. Grant, Esq., Grant Norton & Associates, and Patricia M. Sabalis, Downs Rachlin Martin **

Implications of Participant Behavior and Your Retirement Plan, Presenters: Alice Rudd, Barnes Group at Morgan Stanley, and Craig McKenna, AllianceBernstein **

Getting Behind the Numbers: Analyzing the Data from the Vermont Employee Benefits Survey, Presenters: Dan Johnson and Michael Kilfoyle, Hickok & Boardman Group Benefits **

Providing Leadership in Times of Stress, Presenter: Linda V. Berens, Ph.D., Interstrength Associates, (Co-Sponsored with Vermont APT) (MBTI CEUs only)

Child Care Is Your Business Forum, Presenters: Kelly Ault, Kids Are Priority One Coalition, and a Panel led by Ann Dillenbeck, Building Bright Futures of Chittenden County (Sponsored in part by VHRA)

Rules of Engagement When Being Approached by or Dealing with Unions, Presenter: Joseph E. McNeil, Esq., Senior Partner, McNeil, Leddy & Sheahan; and Are You Ready for the Vermont Army National Guard Deployment?, Presenter: David Wheel **

Finding Interns and Defining Their Internship, Panelists: Joanne LaBrake Muehlberger, Saint

Michael's College; Jana Nixon, Champlain College; Jeff Nolan, Dinse Knapp & McAndrew; Tara Pfeiffer-Norrell, Vermont Businesses for Social Responsibility; Chad Farrell P.E. and Hannah Munger, Encore Redevelopment LLC **

The Evolving Face of Retirement: Helping Employees Prepare for the Road Ahead, Christine Moriarty, MoneyPeace; Albert Cicchetti, Little & Cicchetti, PC; Aaron Goldberg, Vermont Elder Law & Trust Group; Lee Wilson, Social Security Administration; Christine Curtis, Internal Revenue Service; Patricia Selsky, Champlain Valley Agency on Aging; Melita DeBellis, Midlife Unlimited; Barbara McIntosh, Center on Aging at the University of Vermont; Greg Voorheis, Vermont Department of Labor; Joseph G. Hameline, III, CFP, ChFC, CLU, The Hameline Group, UBS Financial Services; Anna Drummond, FINRA Investor Education Foundation; Christine Moriarty, Facilitator, Wrap Up and Panel of Retirees **

9th Annual SHRM Vermont State Conference: Fearless HR, Multiple presenters (Sponsored in part by VHRA)

Strategic Perspectives on HR from CEOs & HR: Yesterday, Today & Tomorrow, Moderator: Michelle Lewis; Panelists: Green Mountain Power: Mary Powell, President; Rebecca Towne, HR Manager; Howard Center: Todd Centybear, Executive Director; Lorraine Jenne, Director-Operations & HR; Rhino Foods: Ted Castle, President; Justin Worthley, General Manager (Credits Pending)

**Programs followed by asterisks were approved for HRCI credits. If you have attended all programs, you would have earned 17.5 credits.

In 2010, VHRA will continue to offer its members high-caliber programs with local and national speakers addressing current issues confronting the Human Resources profession.

Scholarships for PHR, GPHR or SPHR Certification

VHRA would like to encourage attainment of PHR, GPHR and SPHR certification and is pleased to support the growth of its professional members by offering up to five \$500 scholarships this year to individuals who have not previously earned certification. Your 2010 VHRA Membership Application and Scholarship Request must be submitted by January 31st for consideration.



Whether you employ a large or small number, VHRA will prove to be a valuable resource for your organization.

VHRA Member Benefits

- Monthly networking meetings and educational workshops featuring local and national speakers
- State and Federal legislative updates
- PHR/GPHR/SPHR 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 2010

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

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

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

Treasurer: Linda Ladd, PHR, Business Manager (CFO/Human Resources Manager), Vermont Center for Geographic Information lindal@vcgi.org, 802/882-3004

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 Project Leader, GE Healthcare IITS Michelle.N.Lewis@ge.com, 802/859-4747 and

Barbara Graf, SPHR, Human Resources Director, Downs Rachlin Martin PLLC BGraf@DRM.com, 802/846-8382

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

2010 VHRA Membership Application

Individual memberships for HR professionals cover a full calendar year (January-December).

- \$60 Basic fee
 \$40 Discounted rate if you are a current SHRM member

SHRM Member # _____

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 fees 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 _____

[\[\] I plan to apply for the VHRA Scholarship to support first-time PHR/GPHR/SPHR certification.](#)

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

For 2010, 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 am interested in serving in a leadership role with the organization as an officer or committee chair.
 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.



2010 Membership Application for Human Resources Professionals



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www.VTHRA.org