

## Join or Renew with On-line Membership!

- Log on to the VHRA website at [www.VTHRA.org](http://www.VTHRA.org)
  - Click on: **Become a member or renew now!**
  - Complete the online form
- Questions? - contact Dolly Shaw at [Membership@VTHRA.org](mailto:Membership@VTHRA.org)

★ **Renew by 12/31 and enter to win FREE 2012 State SHRM Conference Registration!**

### Membership Options & Annual Dues

**PROFESSIONAL:** Human Resource professionals and practitioners. Have voting rights and may hold office.

SHRM member: \$60\*

Non-SHRM member: 100\*

**ASSOCIATE:** Consultants and service providers (attorneys, third-party recruiters, trainers, benefit consultants, etc.) are non-voting members and may not hold office.

SHRM member: \$75\*

Non-SHRM member: \$ 115\*

**STUDENT:** Students enrolled in at least six (6) credit hours per term in a degree-seeking program wishing to expand their knowledge of human resources do not have voting rights and may not hold office.

**Complimentary**

\*Optional pre-pay breakfast fee of \$90 (+membership fee) ...includes 1/2 day programs too!



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](http://shrm.org) to explore the broad array of resources and information offered by this international organization.



SHRM is dedicated to providing the resources that are essential to staying in the forefront of the HR profession, as well as increasing the HR competencies of its members.

### What's in it for you?

Thousands of HR resources at your fingertips, access to hundreds of professional development opportunities—  
at your desk or across the country, plus more than 250,000 HR professionals located in more than 140 countries.

[www.shrm.org/join](http://www.shrm.org/join)

**Use VHRA Chapter #119 when joining!**

## Vermont Human Resource Association

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.

Membership is open to individuals working within the field of human resources. Human resource consultants and service providers may join as non-voting, associate members to receive notification of breakfasts and special events.

### Membership Benefits

- Current human resources topics
- Legislative updates
- Professional networking opportunities
- Discounted monthly breakfast mtgs
- Discounted day-long workshops
- PHR/SPHR/GPHR recertification credits
- Career development
- Access to job postings
- Access to HR internship listings
- Committee work with peers
- Surveys on important HR topics

[www.vthra.org](http://www.vthra.org)



## VHRA Program Accreditation

Attending our educational programs provides opportunity to receive annual PHR, SPHR or GPHR credits.



**2011 VHRA Programs earned 40 + credit hours!**

VHRA programs are very affordable and pack quality HR information into a 2-hour, 4-hour or day-long program. We utilize both local and national professionals to bring you the best programming relating to the hottest HR topics and challenges.

### 2011 VHRA Officers and Board of Directors

**President:** Donna Austin-Hawley, SPHR, Director, Human Resources, Vermont Student Assistance Corp., [Austin-Hawley@VSAC.org](mailto: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](mailto:ploller@vhfa.org), 802/652-3425

**Secretary:** Gina Catanzarita, Director of Human Resources, Engelberth Construction, [Ginac@Engelberth.com](mailto:Ginac@Engelberth.com), 802/846-2307

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

**Membership Chair:** Dolly Shaw, PHR, Career Consultant, Champlain College, [shaw@champlain.edu](mailto:shaw@champlain.edu), 802/865-5458

**Program Co-Chairs:** Michelle Lewis, SPHR, Human Resources Project Leader, GE Healthcare IT, [Michelle.N.Lewis@ge.com](mailto:Michelle.N.Lewis@ge.com), 802/859-4747; Barbara Graf, SPHR, Human Resources Director, Downs Rachlin Martin PLLC, [BGraf@DRM.com](mailto:BGraf@DRM.com), 802/846-8382; Lorraine Jenne, Director of Operations & Human Resources, HowardCenter, [Lorrainej@howardcenter.org](mailto:Lorrainej@howardcenter.org), 802/488-6952

## VHRA Programs for 2011



The Millennial Machine: Harnessing the Power  
**Credits not yet assigned**



Vermont's Health Benefit Exchange: What does it mean for Vermont Business?  
Understanding the Premium Subsidies and Tax Credits  
Emerging Trends in the Vermont Health Care Marketplace  
**3.25 Specified General**



Overwired: How to Reclaim Yourself in a Too-Wired World  
**3.0 Specified General**



Succession Planning: Balancing Logic and Legacy  
**3.0 Specified General**



Do you want soft skills with that? &  
Innovative Workforce Strategies for Engaging Older Adults  
**3.5 Specified General**



Summit: Diversity-A Business Imperative  
**7.25 Specified General**



2011 Legislative and Health Care Reform Update  
**2.0 Specified General**



Compensation Program Design & Administration: Basics to Beyond  
**6.5 Specified General**



Strategic Perspectives on HR from CEOs and HR: Yesterday, Today and Tomorrow  
**2.0 Specified-Strategic Business**



Vermont Department of Labor presents: Legislative Changes in 2010  
Unemployment Insurance Reform  
Workers' Compensation Amendments  
Misclassification-Distinguishing Between Independent Contractors & Employees  
**3.0 Specified General**



The Hidden Language of Business  
The Critical Difference Between Managing and Leading  
**6.75 Specified Strategic Business**