



# GSM SHRM

## Greater Southeast Michigan Society for Human Resource Management The Beacon News

Volume 1, Issue 17  
05/10/2011

### Upcoming Meetings/Events

- **May 19- 8am-La-Z-Boy Center- Bi-Monthly Membership Meeting- Employer Control and Monitoring of Social Media- Steven Fishman, Bodman LLP**
- **June 16- 6pm- TBD- HR Connection Event- Thursday Jazz Night**
- **July 21- 9am- La-Z-Boy Center- Diversity as a Value Add to Your Organization- Clarence Smith**

### A Letter from the Desk of Patrick Lambrix, PHR



Our chapter membership continues to be strong, and I encourage all of you to take advantage of everything your GSM SHRM membership affords you! Your membership not only offers you the ability to hear high level speakers, but it also offers you the opportunity to network with HR colleagues, and the ability to obtain HRCI credit for approved training.

The chapter has offered an exciting

line up of speakers this year on a variety of topics. Don't forget to attend the July programmed event featuring Clarence Smith on the topic of diversity. The team has worked hard again this year to line up the best speakers to talk about the opportunities and challenges facing HR professionals today.

We will be hosting social events through the remainder of the year including a networking event in June promoting Jazz in Monroe, August at Mercy Memorial Hospital and in

October promoting the second annual GSM SHRM wine tasting event and Goodwill Industries 5k run/walk.

Finally, just as I am happy to serve, I challenge you to find ways you can serve as well. This year GSM SHRM will be "Making a Difference" in our community and in our profession. You can make a difference by volunteering your time to one of the many GSM SHRM leadership positions. Remember "give back to get back."

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### Chapter Receives Distinguished Award

The Society for Human Resource Management has awarded the Greater Southeast Michigan Society for Human Resource Management (GSM SHRM), the EXCEL Silver Award for 2010.

The SHRM Affiliate Program for Excellence (SHAPE) has been designed to ensure a strong connection between SHRM and our affiliated chapters from a business perspective. In addition to clearly outlining our requirements to measure chapter alignment and engagement with SHRM's overall objectives, SHAPE's focus has shifted to activities and initiatives which are more strategic in nature. These efforts will allow each affiliated chapter to increase its viability and effectiveness, as well as promote the HR

profession at the local level. Additionally, we designed this program to enhance the business acumen of our local volunteer leaders! This new program raises the bar of excellence for our affiliates and introduces the EXCEL Awards – a tiered recognition and awards system.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters.

"This recognition is a distinct indication of the chapter's successful part-

nership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" noted Pamela J. Green, SPHR, Chief U.S. Membership Officer for SHRM.

Greater Southeast Michigan SHRM receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.



### Inside this issue:

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The SHRM Legal Issues website is a nice tool for staying current with what's going on with Employment Law. For 2010, we have many pending issues that will be being addressed in both the State and Federal congresses. With so many changes and challenges ahead in 2010, I encourage you to add the following link to your favorites: <http://www.shrm.org/Advocacy/GovernmentAffairsNews/Pages/default.aspx>

### Join Us on Facebook!

"Like" Us on Facebook!

Look for GSM SHRM!



If you are a National SHRM Member, you can update your address, phone number or e-mail online 24-hours a day, 7 days a week. Name changes must be made by a SHRM Customer Service Representative at 1-800-283-SHRM, 703-548-3440 or [shrm@shrm.org](mailto:shrm@shrm.org).



### SHRM Foundation News: Research on Human Capital Challenges

The SHRM Foundation recently released a study that concluded that "finding and retaining the best talent" is the most critical challenge facing America's chief executives and their organizations. The results of this study are being used by the SHRM Foundation to design tools and resources to help organizations address many of the future challenges that research participants identified. The research revealed that the five most

significant future challenges facing companies (regardless of size, location, or industry) were: 1) succession planning; 2) recruiting and selecting talented employees; 3) engaging and retaining talented employees; 4) providing leaders with skills to be successful; and 5) rising health care costs. Visit the SHRM Foundation website to read the full report ([www.shrm.org/foundation/07chro.pdf](http://www.shrm.org/foundation/07chro.pdf)).

## Be Prepared For Increased Regulatory Enforcement By Lynn V. Luther & Colleen L. Maloney

At first glance, it may seem that 2010 was a good year for employers from a legislation standpoint - numerous legislative initiatives that were feared by many employers, including the Employee Free Choice Act, the Paycheck Fairness Act, the Employment Non-Discrimination Act ("ENDA"), the Byrd Miner Safety Act of 2010, and the Protecting America's Workers Act ("PAWA"), have all but vanished, and the current Congress makes it unlikely that similar initiatives will be successful.

Despite the anticipated lack of federal legislative employment-related activity, federal regulatory initiatives continue to gain momentum and will ensure that human resource professionals will still have plenty of things to keep them awake at night. 2010 was a record year for the number of charges filed with the EEOC and the amount of money recovered by the EEOC (over \$400 million). The EEOC is currently hiring more investigators. The number of investigations by MIOSHA and citations issued to employers were also record highs, and more inspectors will be hired. In fact, in this era of cost cutting, the 2012 budget contains only significant increases in spending for Department of Labor enforcement initiatives.

In the near future, we can expect the following:

- Increase in disability discrimination claims filed with the EEOC: The new ADA regulations from the EEOC have finally been promulgated, and as suspected, the regulations solidify the statute's intent to vastly broaden the definition of a disability. Now that the hurdle of establishing the existence of disability is easily established, employers can expect to spend more time defending charges of disability discrimination, or at the very least, engaging in the interactive process with their employees when a request for an accommodation is made;

- The Department of Labor's emphasis on maintaining accurate safety logs will be enforced through MIOSHA: Accurate recordkeeping of workplace accidents has always been required, but the emphasis on increased record inspections, as well as the implementation of higher fines for violations, makes the accuracy of those records a higher priority.

- Increased Wage and Hour emphasis on investigating

employee misclassification issues: The Department of Labor has made it clear that it is placing renewed emphasis on investigating whether employers are misclassifying independent contractors and exempt employees. Because the Fair Labor Standards Act provides for treble damages and attorney fee recovery, misclassification of employees can result in high fines for employers.

- EEOC enforcement of the Genetic Information Non-Discrimination Act ("GINA"), which prohibits discrimination against employees on the basis of genetic information: The regulations under GINA define "genetic information" broadly to include not only an employee's genetic testing information but also a "family member's" (also defined broadly) medical history. Although most employers usually don't intend to deal with genetic information, GINA's broadly defined terms mean that employers may unwittingly violate this statute.

The best way for employers to defend against these regulatory initiatives is to take proactive steps to protect your organization *before* an investigation begins, including the following:

- 1) Review your employment policies. Have your policies and medical release forms been updated to include the safe harbor language detailed in the GINA regulations? Does your handbook and current practice account for the fact that disability issues and requests for accommodation must be handled differently since the passage of the ADA Amendments Act? Do your fair employment postings reflect the necessary changes? If you are not sure, it is time for a comprehensive review of your employment policies.

- 2) Conduct supervisor training. Because of the numerous changes regarding how to handle requests for accommodation and issues involving genetic information, it is essential that supervisors be trained on how to handle such issues. Because supervisors, not human resource personnel, have the most direct contact with your employees, they must understand the significant impact of this recent legislation in order to avoid unwittingly exposing your company to significant liability.

- 3) Audit your records. Before MIOSHA or Wage & Hour come knocking at your door, perform a comprehensive audit of your records. Review the accuracy of your safety logs, particularly the specificity with which the incident is described, and seek advice, if necessary, for assistance with the legal criteria for a recordable incident. For Wage & Hour records, be careful to scrutinize the criteria for independent contractors and exempt employees, and analyze whether the respective jobs fit within that criteria. It is not uncommon that a job which qualified for exempt status many years ago to have evolved over the years and no longer qualify for the exemption. It is certainly better to identify and correct any inaccuracies independently, rather than under the watchful eye of an investigator.

## We Need You!! GSMSHRM Leadership Opportunities

GSMSHRM's volunteer leaders are critical to the chapter's success and to the overall advancement of the human resource profession. Volunteerism offers opportunities to advance you professionally along with developing leadership skills. Consider the opportunity to serve our chapter, members and profession.

We could not be successful without the effort and support of volunteer

leaders. Your leadership as a volunteer will help our chapter realize our goals as a professional society devoted to the interests of those who manage the human assets of local businesses, organizations, and agencies.

We are currently seeking members interested in the following roles:  
**SHRM Foundation CLA, Someone to handle Media, Commit-**

**tee Members for HR Connection Planning, Newsletter Committee, and Wine Tasting Event Planning Committee members.**

Those interested in finding more about volunteer opportunities within our chapter contact a member of the leadership team or Patrick Lambrix @ 419-944-5986. Teamwork makes the dream work. **Remember: Give Back, Get Back**

### GSMSHRM BITS

The Chapter would like you to know...that there IS a free lunch!! Here's how you can qualify: ...if you bring in a new member! Bring a colleague or two and allow them to see the benefits of our meetings and networking opportunities

## Your Asking Me to Volunteer- But for What???

We often spend a great deal of time and newsletter space asking for volunteers for many different positions. And it is true, that without the help of our volunteer leaders, we could not have a chapter at all! So, you read our pleas, and you think that you may be interested, but, what exactly are we asking you to get involved in? Well, hopefully, this space will clear up what we need from **YOU** in your volunteer role.

### MEMBERSHIP CHAIR

Position Summary: Maintain the chapter's membership database to produce a print or online annual membership roster/directory and applicable adden-

dums. Deploy membership drive and coordinate renewals & new member roster with chapter treasurer. This position realistically takes about 1-2 hours a month for most of the year and 3-5 hours per month in January and February.

### CERTIFICATION CHAIR

Position Summary: Manage the chapter's certification study program. Encourage members to become certified and recertified. Increase the number of chapter members who are certified PHR/SPHR/GPHR by the HR Certification Institute. Participant in scheduled conference calls.

### SHRM FOUNDATION DIRECTOR

Position Summary: Educate, promote, and represent the interests of the SHRM Foundation and its activities to the chapter membership. Participant in scheduled conference calls. This position realistically takes about one hour of time per month.

### HR Connection Planning Committee

Being on this committee would require that you assist the HR connection Planning Chair in planning our bi-monthly Connection events. All you need is a little creativity and some imagination! If you are interested in volunteering, please contact Pat Lambrix!

### As long as you have people, you need ASE - the American Society of Employers

The American Society of Employers (ASE) provides programs and services that enable member organizations to address their most challenging human resources issues. As a member, you'll bring to your company the power of professionals who specialize in the most effective people strategies. You'll benefit from survey information, research access, legislative updates, a 24/7 virtual library exclusive to ASE members, interactive roundtables, extensive networking opportunities, and reliable information sent in a timely fashion on the full spectrum of professional people issues.

## Chapter Members Receive Distinguished Awards!

### March 30, 2011

**Holly Scherer**, Human Resource Specialist for Monroe Public Schools has been named co-recipient of the "Outstanding Support Staff of the Year" award by the Michigan Association of School Personnel Administrators (MASPA).

Holly has worked for the school system for 24 years, the last five in her current position. Over the last year, her duties increased significantly when the district did not have a human resources director.

Called the "heart and soul" of the HR office for many years by one of her nominators, she was recognized by the MASPA for her "instrumental role in designing and refining a training program for the clerical staff", of her district. The nomination noted that by offering training for the district's personnel, Holly's ideas helped the

staff become more efficient and saved time and money.

Holly also served on the planning committee for the annual MASPA Support Staff conference for several years and was a key member of the planning team for the American Association of School Personnel Administrators conference in Detroit.

### April 5, 2011

**Molly McCutchen**, Director of Human Resources for Monroe County Community College received the Clara Barton Honor Award for Meritorious Volunteer Leadership during the American Red Cross, Monroe County Chapter Annual Board Meeting and Volunteer Recognition Dinner.

The Clara Barton Award is the highest recognition a volunteer can receive and was presented by Laura Schultz-Pipis, CEO.

Mrs. Schultz-Pipis stated, "Prior to her two 3 year board terms, Molly spent two years as a leadership volunteer on our human resources committee; her help and expertise in HR has been a godsend. Having someone with her knowledge and skills has been a tremendous gift to us. After she became a board member, she took on the chairmanship of the HR Committee and in recent years she has also become a valuable member of the Fundraising/Public Support Committee. Each year she has secured additional support for all of our special events. The past two years, as Board President, she has also helped guide us through some significant changes with our National Red Cross. Even though she has a demanding full time job, Molly carved out time to help the Red Cross and for this we are truly grateful!"

### Attention National SHRM Members!

Did you know?? The Society for Human Resource Management (SHRM) provides active members who are unemployed at the time of their membership renewal, a one time opportunity to extend their membership for an additional year—FREE. For further information visit [www.shrm.org/members/transitioning](http://www.shrm.org/members/transitioning)

## GSMHRM's Diversity Symposium by Wade Gaston, Diversity CLA

Please join us and other HR professionals for GSMHRM's July 21<sup>st</sup> meeting, Clarence R. Smith, Jr one of the area's most influential diversity change agents in our area will be the guest speaker. His topic:

### Diversity as a Value Add

Diversity Consultant, Clarence R. Smith, Jr., will speak to the cultural changes, challenges and opportunities that confront our country and its companies and institutions. How U.S. businesses manage the evolving diversity of its workforce, clients and customers will determine success or failure as they face strong competition from around the world. Companies and institutions of all types must be able to relate to a heterogeneous society and client base that reflects a multiplicity of attitudes and backgrounds. Mr. Smith will share how to embrace and leverage this

growing diversity by channeling inclusion into innovation for the benefit of both the individual and the organization. Come and enjoy a lively discussion on capitalizing diversity by valuing the power of a unique perspective.



**Clarence R. Smith, Jr.**  
**Consultant and CEO**  
**C R Smith & Associates**

Mr. Clarence R. Smith, Jr., has over 35 years of

experience in working with young people, adults, students, faculties, private and public sector employees, academic and corporate organizations. His company, C R Smith & Associates, specializes in diversity training, discriminatory harassment prevention and organizational development. His clients currently include Monroe Public Schools where he is guiding the development of their bully prevention program and diversity initiatives. He has also served as the diversity consultant for Monroe County Community College for several years and Monroe Bank and Trust.

Prior to consulting, Mr. Smith had worked as a teacher, principal and human resource services director. This diverse skill set and perspective has enhanced his work as a consultant.

He has earned degrees from Miami University, Bowling Green State University and the University of Toledo.

## WorkSafe Reduces Back Injuries

WorkSafe—a free back safety & ergonomic training program—targets Michigan industries that have the highest risk for back injury.

WorkSafe is free and made possible through a State of Michigan safety grant.

The program is open to businesses with 100 employees or less in the fields of:

- Manufacturing
- Nursing Home & Residential Care
- Warehousing & Storage
- Wholesalers of Non-durable Goods

- Landscaping

A WorkSafe Facilitator conducts the one-hour training and uses a multimedia classroom-style for the workers specific to that industry. Employees are given free back safety & ergonomic booklets and a quiz is used to ensure worker comprehension.

The goal of WorkSafe is for employees to learn to take personal responsibility in preventing back injuries using the techniques provided.

To schedule WorkSafe at your facility, go to [www.MACWorkSafe.com](http://www.MACWorkSafe.com).

### Unemployment Insurance Agency 2011 Employer Seminars

The Unemployment Insurance Agency (UIA) is offering free seminars to acquaint employers with the unemployment insurance system in Michigan and recent changes with the UIA.

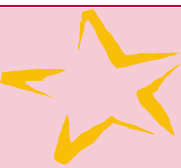
#### Seminar Topics Include:

- How UI Benefits are Calculated & Charged to an Employer's Account
- Working Part-Time and Collecting Unemployment Benefits (Underemployment)
- State & Federal Extensions
- How to Properly Read UIA Benefit & Tax Related Forms
- Appeals Process / Mock Hearing
- Information about UIA Audits
- FUTA Credit Reduction / State Tax Credit

Each seminar will begin promptly at 8:30am and conclude at 4:30pm with a one hour lunch break (which is on your own). To register, please register online by selecting one of the locations listed below. For questions about the seminar, please call Employer Customer Relations at (800) 638-3994 or email [EmployerLiaison@michigan.gov](mailto:EmployerLiaison@michigan.gov).

Please register early as sessions are expected to fill quickly.

| APRIL    |                  |  |
|----------|------------------|--|
| April 26 | Marquette        | Michigan Works! Marquette Service Center<br>1498 O'Dovero Drive<br><a href="http://marquetteemployersseminar.eventbrite.com">http://marquetteemployersseminar.eventbrite.com</a>                   |
| April 27 | Houghton         | Michigan Tech<br>101 Memorial Union – Isle Royale Ballroom B<br>1400 Townsend Drive<br><a href="http://houghtonemployersseminar.eventbrite.com">http://houghtonemployersseminar.eventbrite.com</a> |
| April 29 | Sault Ste. Marie | Sault Ste. Marie Inn<br>3290 I-75 Business Spur<br><a href="http://saultemployersseminar.eventbrite.com">http://saultemployersseminar.eventbrite.com</a>   |
| MAY      |                  |  |
| May 18   | Detroit          | State of Michigan – Cadillac Place<br>3024 W. Grand Blvd. (L-150)<br><a href="http://detroitemployersseminar.eventbrite.com">http://detroitemployersseminar.eventbrite.com</a>                     |
| May 24   | Alpena           | Alpena Community College, Center Building<br>665 Johnson St., Room 106<br><a href="http://alpenaemployersseminar.eventbrite.com">http://alpenaemployersseminar.eventbrite.com</a>                  |
| May 25   | Gaylord          | Treetops Resort<br>3602 Wilkinson Road<br><a href="http://gaylordemployersseminar.eventbrite.com">http://gaylordemployersseminar.eventbrite.com</a>  |
| May 26   | Traverse City    | The Hagerby Center<br>715 E. Front Street<br><a href="http://traversescityemployersseminar.eventbrite.com">http://traversescityemployersseminar.eventbrite.com</a>                                 |
| JUNE     |                  |  |
| June 2   | Flint            | Insight Institute of Neurosurgery & Neuroscience<br>4800 S. Saginaw (Auditorium)<br><a href="http://flintemployersseminar.eventbrite.com">http://flintemployersseminar.eventbrite.com</a>          |
| JUNE     |                  |  |
| June 14  | Benton Harbor    | Michigan Works! Berrien Cass Van Buren<br>499 W. Main Street (Anchor Room)<br><a href="http://bentonharboremployersseminar.eventbrite.com">http://bentonharboremployersseminar.eventbrite.com</a>  |



### Congrats to GSMHRM for Achieving SUPERSTAR Membership Status for the year of 2010 in the NorthCentral Region!

Superstar Status requires a 10% or greater increase in SHRM Membership over the prior year. GSMHRM went from 38 SHRM members in December 2009 to 43 SHRM members in December 2010- a 13.2% increase!

**MEMBERSHIP**

If you are not are NOT a GSMSHRM member, you may join by completing the application located on our website at [www.gsmshrm.org](http://www.gsmshrm.org). Dues are \$25/year for national SHRM members and \$50/year for non-SHRM members. Membership meetings are scheduled from 8-9:30 am on the 3rd Thursday of every other month (beginning with January). Meetings are held in the La-Z-Boy Center of Monroe County Community College on Raisinville Rd. in Monroe.

For additional information you may contact any of the Board Members listed on the back of this publication.

**GSMSHRM MEMBERS IN TRANSITION**

**What is a transitioning membership in GSMSHRM?**

GSMSHRM will provide active members with a one-time opportunity to waive their membership dues through the end of the calendar year.

**Who qualifies for transitioning membership in GSMSHRM?**

An active member of our chapter who is currently unemployed. If unemployed members have already paid their membership dues for 2010, those dues will not be refunded.

**How do I apply for a transitioning membership in GSMSHRM?**

Please contact our Director of Membership, Diana Anderson at [djanderson@speedway.com](mailto:djanderson@speedway.com)



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**JUST WHEN I FEEL LIKE AN EXPERT, A LAW PASSES AND EVERYTHING CHANGES.**

THE SOLUTION IS SHRM.

In my 20 years as an HR professional, I've had to constantly adapt and adjust to ever-changing laws, policies and trends. The HR profession never stops growing, and HR professionals need to work hard just to keep up. I managed to have a successful career because I rely on SHRM to remain current, informed and aware. The leadership of SHRM combined with the support of my local chapter has allowed me to develop my skills, add to my experience and move into a bigger role. I want to serve as an example to my peers and show them that with SHRM they will have all the tools they need to develop professionally. From the webcasts to the conferences, to the HR Knowledge Center, I can always count on SHRM to get the most current, dependable and relevant information. Find out how SHRM can help advance your career at [SHRMSOLUTIONS.ORG/PROFDEV](http://SHRMSOLUTIONS.ORG/PROFDEV)



Ingrid Adams, PHR  
Livonia, MI  
Member since 1997

\* Please mark your calendar to attend the

**GSMSHRM Diversity Summit**

Special Guest:

**Clarence Smith, Jr.**

CEO, C. R. Smith & Associates

Organizational Development Consultant

Monroe County Community College

La-Z-Boy Center

1555 S. Raisinville Rd

Monroe, MI

Thursday, July 21, 2011

9:00 – 10:30am



**200 WAYS TO IMPROVE YOUR CAREER**

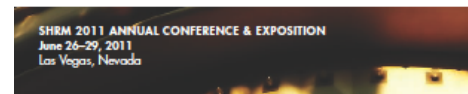
Because the next two years will be so vital to the recovery of our nation's workforce, we have taken additional measures to select the very best educational programs for local members such as yourself. These courses will feature the largest number of practitioners, business management sessions and health care sessions ever—plus the opportunity to network with a much larger group. For HR professionals such as yourself, we don't intend to provide courses that are just interesting. Instead, we want to educate your local chapter.



Sir Richard Branson, Michael J. Fox, Tony Hsieh and Barry Bond



Register Today for the Best Rates and Upgrade to the Premium Package Today!  
<http://annual.shrm.org/chapters>



SHRM 2011 ANNUAL CONFERENCE & EXPOSITION  
June 26-29, 2011  
Las Vegas, Nevada

Dear GSMSHRM Members,

**Green Eggs and Ham Networking Event a Success!**

Just want to take this moment to express my sincere appreciation for the warm welcome and the wonderful collection of books donated to the Arthur Lesow Community Center (ALCC) at your Green Eggs 'n' Ham breakfast last month. Your very generous donation was extremely timely as the ALCC management team has been busy building our own library for our educational advocacy and literacy program/s which will be launched in mid-June. These programs have been implemented to help our area's most vulnerable children acquire the tools they need to be successful in school, in their community, and in their lives. Your donation will significantly impact our ability to help these children improve their reading levels and their success in school.

On behalf of the local children we serve, the ALCC management team, and the ALCC Board of Directors, thank you for caring so much.

Regards,

Tracy Palm, ALCC, Executive Director, 120 Eastchester St., Monroe, MI 48161, 734.241.4313

## Online Event

### Registration

Please remember to register online at [www.gsmshrm.org](http://www.gsmshrm.org) for the chapter events you plan to attend.

Registration is quick and easy and taking a few seconds to complete the registration process makes it much easier for us to plan for adequate meeting space and a better experience for participants.

### BOARD MEMBERS

**Patrick Lambrix**— President  
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[klambri@antila.net](mailto:klambri@antila.net)

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**Chuck Coaker**, PHR—Past President  
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**Diana Anderson, PHR**— Membership Chair  
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**Lisa Leachman**—Webmaster  
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**Molly McCutchan**-HRCI Chair  
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**Gigi Diaz, SPHR**—College Relations Chair  
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[gigi.diaz@comcast.net](mailto:gigi.diaz@comcast.net)

**Jim Schubargo**-Community Relations/Workforce Development Chair  
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[schubargoj@hotmail.com](mailto:schubargoj@hotmail.com)

**Nicole Flynn**— Legislative Chair  
[naflynn@eastmansmith.com](mailto:naflynn@eastmansmith.com)

**Connie Carroll**— Hospitality/HR Connection Chair  
[clcarroll@monroeuw.org](mailto:clcarroll@monroeuw.org)

**Wade Gaston**-Diversity Chair  
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[wgaston@charteronebank.com](mailto:wgaston@charteronebank.com)

## Greater SE Michigan SHRM

The Greater SE Michigan Society for Human Resource Management (GSMSHRM) encourages the exchange of ideas, discussion of problems, and the dissemination of information in the field of human resources.

Founded in 2007 it is our goal to continue to expand our membership and to become the premier organization for Human Resource Professionals in the Monroe County/Downriver Area. GSMSHRM is an official chapter of the Society for Human Resource Management (SHRM).

**The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 210,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 550 affiliated chapters within the United States and members in more than 100 countries. Visit SHRM Online at [www.shrm.org](http://www.shrm.org)**



GSMSHRM

P.O. Box 2207  
Monroe, MI 48161



### YOUR HELP IS NEEDED FOR FUTURE ISSUES OF "THE BEACON NEWS"!

Your Board is very interested in making this newsletter a useful tool for members. To that end, we are hoping to receive some suggestions for future content.

We would like to include the following pieces of information in each edition:

- Meeting notices
- Project status reports
- Information on future projects
- Summary of previous meeting
- SHRM news of significance
- Outstanding achievements of members
- Introduction of new members
- Summaries of available SHRM workshops/seminars
- Legislative Reports
- Regional SHRM News
- Pictures of newsworthy events
- Committee news

Please email your suggestions for additional content and your ideas for quarterly newsletter articles to [djanderson@speedway.com](mailto:djanderson@speedway.com).

