



February 2014



Dulles SHRM - Your Chapter of Choice

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- **Innovate.** We will present and deliver to you an incomparable breadth and depth of impact solutions so you will always be on the cutting edge of answers and alternatives to meet your needs today and positioned for the future.



President's Message

By Mary H. Roome-Godbolt, PHR



Although February is the shortest month of the year, it is going to be a very busy and exciting one!

In the midst of the dreary winter days and weather challenges, it is good to know that you have great friends in the HR Community, who are ready to pitch in and help! And here in the Dulles SHRM community, we have a great Icon and supporter in Cornelia Gamlen. Cornelia is a long-time member and champion of Dulles SHRM and she agreed, last minute, to pitch-in and fill in our opening for a speaker at our February Chapter meeting.

The topic, new OFCCP regulations, is timely and vital information to get out to our members before they become effective on March 24, 2014. The new regulations will broaden affirmative action coverage and add new requirements for veterans and people with disabilities.

As someone who has gone through multiple OFCCP audits, I know how important it is to understand the full scope of the expectations and best practices for complying with the OFCCP's new rules with respect to outreach and recruitment of individuals with disabilities and covered veterans. Please be sure to mark Wednesday, Feb. 19th on your calendar and join us for a critical presentation.

It is so important these days to be able to set "you" apart and have a strong and credible reputation. Or in other words – to create, manage and maximize your "Professional Brand"! Join us on Thursday, Feb. 6th for our discussion group with Julie Simmons, Managing Director for Human Capital Strategic Consulting.

And finally, you can't miss our Hiring Veterans Educational Event – HEROES (Hiring Every Returning/Retired Officer & Enlisted Serviceperson). We are so excited to have an outstanding line-up of speakers and panelists to share resources and information. What an exciting way to learn how to hire and maximize the talents of our veterans. It's Thursday, Feb. 27th from 7 – 11AM at Cox Communications in Herndon. Don't miss it!!

All the details for our upcoming events are on our website at www.DullesSHRM.org.

We have fantastic volunteers on our Board of Directors for 2014. But, we are always looking for more HR professionals who want to get involved and give back to their profession. Please let me know if you would like to get more involved!

Mary ☺



Upcoming Events

Dulles SHRM Chapter Discussion Group

Thursday, February 6, 2014

About our Facilitator:



Our facilitator for this discussion is Julie Simmons.

Julie is the Managing Director for Human Capital Strategic Consulting, which partners with organizations to accelerate business performance and drive superior results through the development of people. She holds a M.A. in Human Resources from Marymount University and a B.S. in Management from George Mason University. She volunteers in leadership positions with George Mason University, Marymount University, Fairfax County Chamber of Commerce, and the Future Fund.



Managing Your Professional Brand

What is the value of your professional brand? How do your key stakeholders define the value you bring your organization? Understanding how to create, manage and maximize your professional brand is essential to successful human resources professional. Beyond the “day to day blocking and tackling” HR professionals are essential business partners who develop relationships through client service. Each interaction is an opportunity to build their unique brand, both positively and negatively. This presentation will help participants understand the power of personal brand and the ways to increase their value through their brand.

This discussion is designed to assist HR professionals in understanding the powerful impact of their brand in advancing their career. In this interactive and experiential discussion, we'll take a fresh look at identifying components of your professional brand as well as discuss opportunities to enhance your brand.



Come prepared to discuss the following:

- How would you describe your professional brand?
- What is the value of your professional network?
- How would your employees', peers', and supervisors' describe your strengths?
- What social media platforms do you currently use and for what purpose?
- Do you have a social media strategy for your professional brand and how does it align with your personal brand?

Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site (www.dullesshrm.org) -- Chapter Discussion Groups. If you have questions, contact Wistaria Krigger at 703.716.1191 or discussion@dullesshrm.org. Participation may be limited to the first 25 people who sign up.

Date: Thursday, January 9, 2014

Time: 7:30 a.m. to 9:30 a.m.

Place:

SPARKS

2551 Dulles View Drive

Herndon, VA 20171

Conference Room on the Main Floor

Upcoming Events

February Chapter Meeting, February 19, 2014

Navigating OFCCP 503/VEVRAA Compliance

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) has issued new regulations relating to affirmative action for veterans and people with disabilities have changed significantly and strengthen the effectiveness of affirmative action programs for these groups. The new regulations become effective March 24, 2014. After that date, all new affirmative action plans must comply. The new regulations broaden affirmative action coverage and add new requirements.

If you are a federal government contractor, are you ready for the changes? What have you done so far to prepare and what must you do going forward?

For the first time contractors will have to establish and achieve hiring benchmarks for protected veterans and utilization goals for individuals with disabilities, issue invitations to self-identify at the both the pre- and post-offer stage and do a self-assessment of their outreach and recruiting efforts.

This presentation will focus on what these and other changes, what they mean for federal contractors and best practices for complying with the new rules. It will explore what OFCCP expects with respect to outreach and recruitment of individuals with disabilities and covered veterans - the action in your affirmative action programs. It will review a number of critical factors, including:

- what has to be done, and when, to help contractors establish a timeline for implementation
- a review of the necessary forms, internal and external notices, clauses and taglines, and record-keeping changes
- system changes, who needs to be involved in these changes, and guidance for making these changes
- who else in the organization needs to be involved - e.g. procurement to assure the necessary EEO clause is included in contracts/subcontracts and recruiting to assure outreach efforts are in place
- a process for preparing for the changes
- on-going responsibilities to assure affirmative action compliance

When: Wednesday, February 19, 2014

5:15 – 6:00 pm Registration and Networking
 6:00 – 7:00 pm Breakfast and Announcements
 7:00 – 8:00 pm Program
 8:00 – 8:10 pm Door Prizes/ 50-50 Raffle/ Wrap-Up

Where: **Hidden Creek Country Club**
1711 Clubhouse Road, Reston, VA 20190



To register, visit the Dulles SHRM website at www.dullesshrm.org

This program has been approved for 1.0 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.

About Our Speaker

This month's speaker
 Is Dulles SHRM's very own
Cornelia Gamlem



Cornelia is a long-time member and supporter of Dulles SHRM. She co-authored "The Big Book of HR" along with Barbara Mitchell, another Dulles SHRM champion. Cornelia is President of the GEMS Group Ltd., a management consulting firm. Prior to starting the GEMS Group in 2000, she served in a senior HR leadership role with CSC. She is a recognized expert in Affirmative Action.

An active volunteer with National SHRM, she has held a number of leadership positions with national SHRM, including serving on its National Board of Directors and chairing its Workplace Diversity Committee which focused on issues related to EEO and Affirmative Action. Her expertise provided her the opportunity to testify before the Equal Employment Opportunity Commission. Cornelia is also co-author of two books on affirmative action.

To view more information on Cornelia visit the Dulles SHRM website at www.dullesshrm.org



Dulles Society for Human Resource Management (SHRM) Presents Hiring HEROES - Sources and Resources

A Military/Veteran Education Event for Employers in the DC Metro Area!



H – Hiring
E – Every
R – Returning/Retired
O – Officer and
E – Enlisted
S – Serviceperson

Date: Thursday, February 27, 2014, morning event
Location: Cox Communications, 3080 Centreville Road, Herndon, VA.
Cost: \$10 – Breakfast included
Register: www.dullesshrm.org

Agenda

- | | |
|----------------|--|
| 7:00-8:00 AM | Registration, networking & continental breakfast. Meet your peers & placement experts |
| 8:00-8:30 AM | Keynote Presentation: The skills that returning military have and their practical application in our commercial workforce |
| 8:30-8:45 | BREAK |
| 8:45-10:00 AM | Panel discussion: Moderator JD Myers will review some of the marketing strategies Cox Communications and other local employers have used to attract former military personnel into the private sector. He will then lead a discussion with the panelists focusing on workforce planning and resource private sectors employers can use to target hiring of military personnel. |
| 10:00-10:30 AM | Closing Presentation: How to interview a veteran and speak their language |
| 10:30-11:00 AM | Networking and questions for panel, speakers and sponsors |

Meet Our Speakers & Panelists

Keynote Speaker

Lt. Col Cherrie L. Davis
Deputy Director
Transition Strategic Outreach
US Army



www.linkedin.com/pub/lieutenant-colonel-cherrie-l-davis/24/1a7/419

H – Hiring
E – Every
R – Returning/Retired
O – Officer and
E – Enlisted
S – Serviceperson

Closing Speaker

Jennifer Giering
Director of Business Engagement
Hiring Our Heroes at US Chamber of Commerce



www.linkedin.com/pub/jennifer-giering/a/372/84b

Panel Moderator

JD Myers, MBA
Market Vice President
Cox Communications



www.linkedin.com/pub/jd-myers-mba/0/a68/3b4

Panelists

David Muir

Jr, Senior Vice President, Veteran Staffing Network with East Seals Serving DC, former Corporal in the Army National Guard www.linkedin.com/in/davidmuirjr

Carl Savino

Chairman, President and founder of Corporate Gray, a company that connects transitioning and former military personnel with employers nationwide -- in print, in person, and online. www.linkedin.com/in/carlsavino

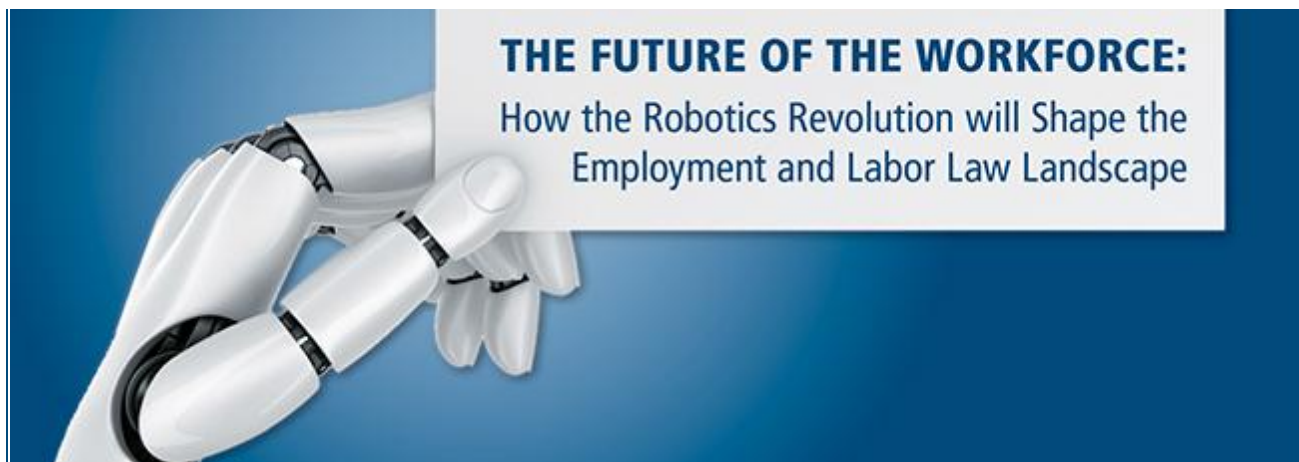
Charles Miles, CVR

Director of Military Programs at ManTech and former Regional Director of USMC Officer Executive Recruiting, United States Marine Corps
www.linkedin.com/in/charlesmiles

Everett Jones

Talent Acquisition Management at Cox Communications and former Regional HR/Personnel Manager with the US Navy. www.linkedin.com/pub/everett-jones/7/63a/a46

A Special Offer for All Dulles SHRM Members



Wednesday February 12, 2014

Renaissance Hotel in downtown DC

Registration Fee: FREE!

To register email your RSVP to mlyman@littler.com

To view all conference details visit

<http://www.littler.com/events/future-workforce-how-robotics-revolution-will-shape-employment-and-labor-law-landscape>



Marymount University's SHRM Chapter

presents:

A Human Resources Perspective on the Non-Profit Sector



This **Panel Event** will feature the following HR Professionals:

- Pamela Green, MBA, SPHR of Power Project Institute (PPI)
- Jacqueline Dendievel, SPHR of Northern VA Family Services (NVFS)
- Erin Alligood, PHR of American Registry for Internet Numbers (ARIN)



Tuesday, February 25th at 6pm

6:00pm-6:30pm: Registration, Networking, & Food

6:30-7:30pm: Panel Presentation

Ballston Center – Truland Auditorium

1000 N Glebe Road, Arlington, VA

Come network with local and Marymount SHRM chapter members, HR professionals, students, and faculty!

RSVP to madeline.wiley@gmail.com





Now Open: Mid-Atlantic Employer Benefit Survey

We are pleased to announce the launch of the ninth-annual Mid-Atlantic Employer Benefit Survey (formerly the Greater Washington Employer Benefit Survey). The Mid-Atlantic Employer Benefit Survey contains a comprehensive questionnaire of benefits and work/life programs in the greater Washington, D.C. metro area, central Virginia, and Richmond, Virginia. The survey results are free of charge to employers who complete the survey. Employers who do not participate in the survey can purchase a copy of the results for \$2,500.

Mark your calendar

Survey opens | February 3
Survey closes | March 10
Results released | Late April

How long does it take?

At the request of past survey participants, we continue to focus on reducing the time commitment required to complete the survey. Based on survey results from the last eight years, we identified several data elements that have not changed materially year over year. As a result, we are going to collect this data every other year. These data elements include responses for Basic and Supplemental Life Insurance, Short Term Disability, Long Term Disability, and Paid Time Off. This year the survey should take 25 to 35 minutes to complete.

How do I participate?

The survey query tool will be open from February 3rd to March 10th.

Past participants

- Past participants will receive their login and password via email on February 3rd.
- Several of your responses from last year's survey have been pre-ceded to make survey completion easier.
- If a different person will be completing the survey for your organization this year, please email dcbenefitsurvey@wellsfargo.com to have the login information reset to a new email address.

New participants

- New participants can create a login and password by clicking the link in this email and following the instructions, <http://catalystmr.com/community/dcbs/>.

What to expect for 2014?

- Understand how your benefits plan should be structured to be competitive in the current market.
- Navigate health care reform and what it means for you, your employees and your bottom line.
- Guide your own organization's strategic plan for employee benefit plan offerings.

We look forward to your participation in the 2014 Greater Mid-Atlantic Employer Benefit Survey. For more information about the survey, please visit: <http://catalystmr.com/community/dcbs/> or contact us at dcbenefitsurvey@wellsfargo.com.

Together we'll go far



Get Involved



Are you looking to get more involved in the Dulles SHRM Chapter?

Are you looking for a way to meet and network with a great group of HR Professionals?

Dulles SHRM has an immediate need for a volunteer Diversity & Workforce Education Director.

Primary Duties Include:

- Monitor and evaluate on a continuing basis local activities concerning workforce education issues and plans and encourages chapter involvement and activities impacting the workforce education arena.
- Present reports or updates to the chapter Board and the membership.
- Lead ad hoc projects or activities related to workforce education that may raise awareness in the local community and among the membership.
- Work in cooperation with state and national level workforce education advocates.
- Monitor and evaluates on a continuing basis local activities concerning diversity issues.
- Spearhead the effort to diversify the chapter's membership and leadership and to publicize successful diversity programs in the local community.

For more information contact Mary Roome-Godbolt, President at mary.room@cox.com



Get Involved



SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](http://www.shrm.org/about/foundation) with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.

At the January Meeting, we collected \$26.00 for the SHRM Foundation

The SHRM Foundation helps predict where the workforce is headed because we they've been studying its evolution for over 40 years. The vision is a world of inspired business leaders implementing the winning combination of employee fulfillment and business success. The SHRM Foundation offers unmatched workforce knowledge for the benefit of professional workforce leaders with a total focus on studying and reporting the management practices that work. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society. The SHRM Foundation is a 501(c)(3) non-profit affiliate of SHRM.

For more information and news about the SHRM Foundation visit their website
<http://www.shrm.org/about/foundation>



Dulles SHRM continues to support the Embry Rucker Shelter.

At the January meeting, we collected \$40.00 for the Embry Rucker Foundation



HR Career Opportunities

Looking for a new career opportunity?

Check out these HR positions now at the Dulles SHRM Career Center <http://www.dullesshrm.org/career.asp>

Human Resources Analyst

Date Submitted: 1/15/2014
Location: Ashburn, VA
Company: Chenega Corporation
Company Website: www.chenega.com

HR Generalist II

Date Submitted: 1/15/2014
Location: Ashburn, VA
Company: Chenega Corporation
Company Website: www.chenega.com
Contact Person: James Zargan
Contact Phone: 571-291-7627
Contact Email: james.zargan@chenega.com

Welcome New & Renewing Members!

In January we had 5 new members and 20 renewed members
Thank you

Our Members are our Valentines!





Mary Roome-Godbolt, PHR – President
Cindy Snyder, SPHR - Media Director

Dulles SHRM
PO Box 1249
Herndon, Virginia 20172-1249



Dulles SHRM's - Your Chapter of Choice Newsletter is the official newsletter of Dulles SHRM; Dulles SHRM's Newsletter is published monthly.

Email submission requests to dullesshrmmedia@gmail.com. Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](http://www.shrm.org).

*Chapter affiliate of the Society of Human Resource Management
Proud to serve as your Chapter of Choice Since 1987*

Thank you to our members...

*Over 300 Top Human Resource Professionals in the Dulles Corridor
Learn more at www.DullesSHRM.org*

Don't Forget about Your Chapter Dues

It's time to renew your Dulles SHRM Chapter Dues.

Annual Dues are \$30 and are due in January.

It's easy to pay – Just go to the Dulles SHRM website and select “Renew Membership under the Membership Menu

http://www.dullesshrm.org/chapter_membership_renew.asp

Thank you!