



September 2013



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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President's Message

By Joe Sherrier



September means back to school, and that is true for students and students of human resources. Our discipline is constantly changing and September is a good month to buckle down and hit the books! Dulles SHRM has some great programs to support your studies.

We ended August with our resident legal scholar, Matt Nieman of Jackson Lewis, reviewing with us the Top 15 Mistakes Employers Makes. We launch into September with a similarly important lesson on Preparing for and Managing Employee Terminations and Reductions in Force. For this session, we are happy to have one of the most popular presenters in the area, Misti Mukherjee, also of Jackson Lewis, to educate us on the in's and out's of a process fraught with legal pitfalls. Be sure to register early – Misti's events do sell fast.

Our discussion group focuses on the Number One topic request from our members – The Affordable Care Act. Board member and insurance professional Tim Kelly has offered to walk us through some of the myths and misconceptions regarding this massive change to our nation health care system. The discussion group format is perfectly suited for this topic and again – register early as this event has limited seating.

Just to prove that we can have fun while school is in session, we hope to see everyone at our October 3rd casino night and happy hour at Hidden Creek. The goal is fun but the benefit is great networking. Come on out and take a chance!

Next June, the local schools will close for summer, but for us HR professionals, the classroom never closes. Please join us this month for some excellent programming and kids – stay in school.



Upcoming Events

Dulles SHRM Chapter Discussion Group

Thursday, September 5, 2013

About our Facilitator:

Our Facilitator is
Dulles SHRM's very
own Tim Kelly!



Our facilitator for this discussion is Tim Kelly, CLU. Tim is a Vice President at BB&T Insurance services and works as a senior benefit consultant. With over 25 years experience in the employee benefits arena, Tim provides his clients with comprehensive health and welfare support and the necessary guidance to manage one of the most important attraction and retention tools a company provides. Tim has been recognized as one of BB&T's top consultants and serves on the company's "president's council", which helps set the company's strategic direction. Additionally, Tim serves on several broker advisory councils for both UnitedHealthcare and Cigna, providing the carriers insight on the marketplace. Outside of the workplace, Tim devotes time to working on several boards of directors: Dulles SHRM-Treasurer, HR Leadership Awards-Marketing committee, Girls on the Run-Treasurer

Health Care Reform - Myths and Misconceptions: What you don't know can hurt you!

As the Patient Protection and Affordable Care Act (PPACA) continues to progress and change, it remains a challenge for business and HR professionals to navigate. Part of the challenge is correctly understanding the requirements and impact of the law to avoid misconceptions and "myths" from negatively impacting our organizations. Planning now is the best way to be prepared for 2014 and beyond.

Come prepared to discuss the following:

- What strategies have you undertaken?
- What internal changes will you need to implement?
- Are you ready for upcoming requirements such as the required written notice about the exchanges due to employees October 1st?
- What aspects of the Act are confusing and/or challenging for your organization and how can you find answers and develop solutions to address them?



We invite you to come share your experiences and bring your questions to the discussion. We are also compiling questions in advance of the session, so feel free to e-mail any you may have to our facilitator at TKelly@bbandt.com at least 24 hours prior to the discussion.

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, September 5, 2013

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

Place:

BB&T Insurance Services
3975 Fair Ridge Drive, Suite 225 North Building
Fairfax, VA 22033
703-383-5680

Upcoming Events

September Chapter Meeting, September 18, 2013

Preparing for and Managing Employee Terminations and Reductions in Force



As we settle into a post-election year, grapple with the consequences of sequestration and the fiscal cliff, and re-align our organizations to function in a new normal, it is likely that employers in our region will undergo layoffs, reductions and other cost cutting.

HR is uniquely positioned to develop and execute strategies, take proactive action, and ensure their organizations remain competitive in this environment – HR knows that the keys to employee retention, productivity and engagement don't change, even when the economy does.

We will discuss the significant role HR will play in the new year, in developing employee communications, retaining key employees, maximizing engagement, and navigating the legal, compliance and employee relations impact of reductions in force.

When: Wednesday, September 18, 2013

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
Misti Mukherjee



MISTI MUKHERJEE is a Partner in Jackson Lewis LLP's Washington, D.C. Region office. Since entering private practice in 1991, Ms. Mukherjee has represented employers in a wide range of labor and employment law matters.

Ms. Mukherjee partners with her clients to develop creative and strategic solutions on a wide range of employment law issues, including employment discrimination, corporate compliance and internal investigations, performance counseling, wage-hour law, discipline, termination, mass layoffs, family and medical leave, disability accommodation, defamation, COBRA, and Sarbanes-Oxley compliance. She negotiates and drafts agreements related to executive employment, equity compensation, consulting, confidentiality, restrictive covenants, and severance. She advises executive management, human resources professionals, and in-house counsel on the development, implementation, and enforcement of personnel policies and risk-management tools.

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



Scholarship



Your "Chapter of Choice" since 1987.

DULLES SHRM 2013 ACADEMIC SCHOLARSHIP PROGRAM

The Dulles SHRM Chapter is pleased to announce our tenth annual scholarship program. In support of the development of our chapter members, sons and daughters of chapter members, and students from local SHRM chapters, we have allocated \$2,000.00 for scholarships, and up to two \$1,000.00 scholarships may be awarded.

To qualify, applicants must be:

1. A Chapter Member in good standing, a son or daughter of a chapter member in good standing, or a member of a local student chapter during the time of application and receipt of the award; AND
2. Enrolled in a full-time or part-time program earning a degree in HR or an HR related concentration in a college-level or graduate program.

We encourage you and other eligible individuals to apply! Pursuing an education is expensive, and we look forward to providing these funds to deserving members!

The Dulles SHRM Scholarship Committee is comprised of Board members who will select recipients based on the following criteria:

1. Financial need;
2. A passion for the HR discipline; and
3. Academic record.

To obtain an application, please contact Cassie Ferrari, Dulles SHRM Student Chapter Liaison at cassandra.ferrari@gmail.com or Joe Sherrier, Dulles SHRM President at jsherrier@myeyedr.com.

Applications are due on September 1, 2013.

Please send completed applications to:

By Mail:

DULLES SHRM Scholarship Committee

P.O. Box 1249

Herndon, VA 20172

By email: cassandra.ferrari@gmail.com

Upcoming Events

Join the 2013 Dulles SHRM Fall Study Group

Prepare for certification with Dulles SHRM's SHRM Learning System study group.



- When:** Tuesday evenings from 5:45-8:30pm, September 10th – December 10th
- Where:** Marymount's Reston campus
- Cost:** \$750 – includes the 2013 SHRM Learning System
\$350 – if you have SHRM Learning System (must be 2012 or 2013)
- Contact:** AMY CIVILIKAS by sending an e-mail to abcivilikas@gmail.com

Register now. Space is limited.

Upcoming Events

2013 - 2014 Total Compensation Survey of Mid-Atlantic Technology Companies

The Total Compensation Survey of Mid-Atlantic Technology Companies. The 23rd annual survey is dedicated to serving the needs of technology firms throughout the Mid-Atlantic region, with a particular focus on small-to-medium companies that are interested in obtaining competitive salary and incentive bonus rates for 44 benchmark jobs, ranging from the Chief Executive Officer to Programmer Analyst, Senior Software Developer, Network Engineer, and Technical Support Specialist. Benchmark job descriptions are provided to assist in making appropriate matches. The survey is the most comprehensive assessment of total compensation practices for technology firms in the Mid-Atlantic region.

The 2013 - 2014 survey questionnaire can be found at www.knowledgebank.us.com/survey. Respondents can download the survey and return the completed form to surveysubmission@knowledgebank.us.com. Participating companies will be provided a free copy of the summary results in November. The deadline for responses is **Monday, September 30th**.



In addition, the summary report to be published in November will include salary adjustment, annual and equity incentive plan, human resource practice, and employee benefit plan prevalence data. To participate, firms must have more than two employees and provide pay data matches for at least two of the 44 jobs. Your company's responses will be kept **strictly confidential** and will not be shared with any other organization.

Non-participating technology firms can purchase the survey results for \$400.

The 2013 - 2014 survey is co-sponsored by regional technology councils and other membership-based organizations that serve technology firms in Virginia, Maryland, Pennsylvania, New Jersey, West Virginia and Delaware. Last year, 61 firms participated, with median revenue of \$7.8 million and a median of 43 employees. This year, we are anticipating an increase in the number of participating companies as we continue to add new co-sponsors throughout the Mid-Atlantic region.

For additional information, please contact Steve Rosenthal, Vice President & Compensation Practice Leader for KnowledgeBank at (703) 448-8070 ext. 701 or srosenthal@knowledgebank.us.com.

Upcoming Events

Save the Date!

Dulles SHRM Half Day Seminar

THE NEW AGE OF STRATEGIC TALENT ACQUISITION

FRIDAY, NOVEMBER 1, 2013, 7AM – 12:30PM

**Hyatt Dulles
2300 Dulles Corner Blvd
Herndon, Virginia 20171**

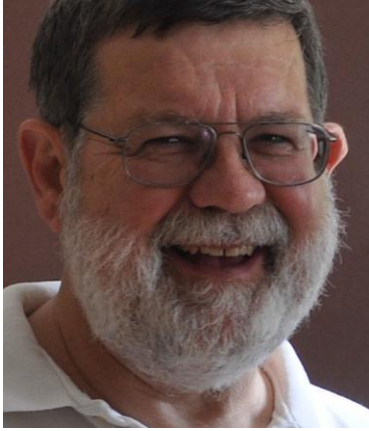
Registration will opening in September!

Don't miss this great opportunity for HRCI credits and some excellent Talent Acquisition speakers! Registration will begin at \$49. More info to come soon

Additional information on presentation topics, speakers and HRCI credits coming soon.



Remembering Daniel A. Jurascheck, SPHR



Daniel A. Jurascheck, a former member of the Dulles SHRM Board of Directors, died unexpectedly July 14, 2013, at Washington Hospital Center from a pulmonary embolism. Dan served as Website Director in 2009 and also participated in a Dulles SHRM/NOVA SHRM discussion panel on "Religious Accommodations in the Workplace" in April 2011.

Dan was a quiet leader who inspired others to keep the human in human resources, and was highly regarded for his integrity, compassion and technical skills. Dan was a graduate of the Virginia Theological Seminary and served area churches in a pastoral capacity. He was instrumental in starting several para-church organizations providing assistance to homeless, resettling refugees, and assisting prisoners and their families. He worked as a missionary in Central and South America and also served on several interfaith councils in the Arlington, Manassas and Loudon areas. He was most recently employed as an HR Director for Cascades Technologies, an information technology provider in Herndon. Dan leaves behind five children and six grandchildren.

The Dulles SHRM Chapter has made a donation in his memory to Servants 4 Him, a non-profit 501(c)(3), mission organization. Those interested in making a donation can learn more at (<http://servants4him.org/>). The chapter extends its deepest sympathy to his family. Dan will be greatly missed as a colleague, leader and friend.



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.

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 needs of the [Embry Rucker Shelter](#) for the homeless in our community. Their highest needs are cash and gift cards to local area stores (like Target) - amounts in \$10, \$15 or \$20.





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>

Temporary Human Resources Generalist

Date Submitted: 8/15/2013

Location: Herndon, VA

Company: EADS North America

Company Website: <http://www.eadsnorthamerica.com/north-america/usa/en.html>

Nurse Recruiter

Date Submitted: 8/14/2013

Location: Reston, VA

Company: Reston Hospital Center

Company Website: www.restonhospital.com

Contact Person: Kelly Peterson

Human Resources Generalist

Date Submitted: 7/17/2013

Location: Fairfax, VA

Company: NVR, Inc.

Company Website: www.nvrinc.com

Contact Person: Kathy McGuire

Contact Phone:

Contact Email: kmcquire@nvrinc.com

HRIS Analyst

Date Submitted: 8/13/2013

Location: Ashburn, VA

Company: MVM, Inc.

Company Website: www.mvminc.com

Contact Person: Sandy Bradshaw

Contact Phone:

Contact Email: careers@mvminc.com



Joe Sherrier – 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).

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