



Monthly Meeting and Lunch

When: December 12, 2008
Time: 11:15 AM to 1:00 AM
Where: Heron Lakes Country Club

Lunch only: \$10 per person for members and \$15 per person for guests (includes tax & gratuity)

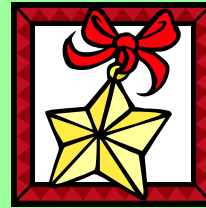
IMPORTANT!!

RSVP your reservation to
Billy Boswell,
billy@clarkpersonnel.com

Reservations must be made
by 10:00 am
Tuesday,
December 9th, 2008



“Who Wants to Be an HR Star?”



Have you ever wanted to be a contestant on a game show? Well now’s your chance!

In the pattern of “Who Wants to Be a Millionaire?” selected contestants will be given the opportunity to win up to \$100 by answering questions taken directly from the HR CI practice exams!!

Here’s your chance to show how much you know. And, in the unlikely event that you aren’t sure of an answer, you’ll be allowed to seek assistance from the audience (phone a friend) or other helpful strategies to be announced prior to the game show.

The host of “Who Wants to Be an HR Star?” is none other than our own Tom Woodford!

Hang on to your hats...we’re gonna have a blast!!





PRESIDENT'S MESSAGE

Dear Mobile SHRM Members,

As we come to the end of 2008, I'd like to take a moment to thank the Board for their volunteer efforts this year. In this economy, to have an organization that has maintained such steady growth as we have seen is commendable. Our chapter membership deserves kudos as well, but my hat goes off to the members of our Board. They are truly dedicated to their profession, as well as to our chapter. I'm proud to call them peers, but more than that, I'm proud to call them friends!

Congratulations to Jessica Zivic, winner of Mobile SHRM's Student Scholarship Award! Jessica attends the University of South Alabama and will graduate May 2009. She is Student Chapter President and a member of the 2009 HR Games team. Jessica will receive her award at our meeting on Friday. You may recognize her as one of the students volunteering at our conference a few weeks ago. Be sure to congratulate her when you see her.

As you know, our meeting this month will generate a donation to Victory Health Partners. Thanks to those of you who completed the voting ballot at our last meeting. A representative of the organization will attend the meeting and accept the gift.

I'm so excited about our game show, "Who Wants to Be an HR Star"! I know we'll have a fun time with it. We have been blessed with a number of sponsors willing to buy "commercials" during the show to support the cash prizes. Remember them when you need their services in your organizations.

I wish you all a blessed Christmas and happy holiday season!

Sincerely,

Angie

Angie Bedgood, SPHR
Acting President 2008

**Mobile SHRM is now on Facebook! Sign up and join the group
"Mobile Society for Human Resource Management"
(<http://www.facebook.com/home.php?ref=home#/group.php?gid=35042789285>)**



UPCOMING EVENTS

Dec 12 MSHRM Monthly Meeting
Speaker: Steve Brandon/Tom Woodford
Topic: TBA

Heron Lakes CC

June 28 SHRM 61st Annual Conference

Morial Convention Center
New Orleans, LA



Congratulations to our Christmas Charity winner! **Victory Health Partners**

Victory Health Partners was established to address a critical need for medical care in our community:

47 million Americans do not have health insurance
100,000 live in the Greater Mobile area
8 out of 10 uninsured Americans come from working families

“As a witness for Jesus Christ, Victory Health Partners exists to minister to the physical, emotional and spiritual needs of the medically under-served by providing affordable, quality health care services. We recognize that God is the True Healer and the source of all. We seek to know Jesus Christ, His Son, and to make Him known.”

Victory Health Partners is a 501(c)(3) nonprofit healthcare organization established under the laws of the State of Alabama to provide a continuum of affordable quality care for the low income uninsured population of the greater Mobile area. Victory does not accept insurance or any government funding, but instead is funded by tax deductible contributions from supporters. As stated in the name Victory Health Partners, Victory is truly a community partnership of people from diverse backgrounds banding together in friendship and love to provide healthcare to fellow citizens of this great community.

Mobile SHRM will match the total amount of the donations received at the door. The donation will be awarded to a representative from *Victory Health Partners* at the conclusion of our December meeting.

Laissez Les Bon Temps Rouler!!!

SHRM 61st Annual Conference & Exposition

June 28 – July 1, 2009
New Orleans, LA
Morial Convention Center
Keynote: Tom Brokaw

Mark your calendars to
attend a great educational/
networking opportunity
with your fellow MSHRM
members!



Winter 2009 PHR/SPHR Certification Training Courses

Ready to earn your PHR/SPHR certification? Make plans to sign up for Mobile SHRM's winter 2009 certification preparation course! Mobile SHRM is sponsoring an exam training preparation course for the PHR & SPHR exams. **Classes begin on Monday, January 26** and will meet from 5:30 – 8:30 pm on 13 Mondays. The final class meeting will be May 4, and there will be no class on February 23 or April 13. The course will be held at [Mobile Technical Institute](#) (MTI), which is located at 3013 Airport Blvd., Suite 400.

Cost for each participant will be \$835, which will include the complete SHRM Learning System and coverage of all 6 training modules. Classes will be taught by Mary White, M.A., SPHR. Graduates will receive a certificate of completion for the training course, suitable for framing! Individual purchase of the SHRM Learning System alone would cost you \$595 TO \$695.

As an added bonus, all members of Mobile SHRM who successfully complete this preparation course and successfully pass the exam during the spring 2009 or winter 2009/2010 testing window will receive reimbursement for their PHR/SPHR exam at the national SHRM member rate.

Please contact Mary White at mgwhite@mtimail.com or 251-478-6848 for more information or to register for the class

PEOPLE ON THE MOVE

Elizabeth Ratliff has a new position and contact info:

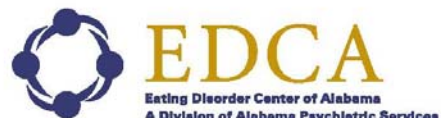
Elizabeth A. Ratliff
HR Employment Coordinator
TeleVox Software, Inc.
1110 Montlimar Drive, Suite 700
Mobile, AL 36609
251.706.4193 direct
800.644.4266 toll free
251.634.2975 fax

PAID ADVERTISEMENT

MHCA has also donated a TOMTOM 130 navigation device for one of our door prize drawings. Retail value: \$149



- Comprehensive Behavioral Health Care
- Employee Assistance Services
- Critical Incident Stress Management
- On-Site Seminars and Workshops
- Participation in Company Health Fairs
- Leadership Training, Team Building



For more information about our services and how we can support your organization, contact the Marketing Department at 866-334-6422, evelyn.barbee@apsy.com, or dee.mcgraw@apsy.com.

New Members
WELCOME



Diana Sturm
Owner
Legacy Financial Planning, LLC
diana.sturm@plan-your-legacy.com
251-219-4574

Cecelia White
New Accounts Officer
Army Aviation Center Federal Credit Union
whitec923@aolc.om
251-433-4843

Ashleigh Walters
HR Coordinator
Thompson Engineering
awalters@thompsonengineering.com
251-378-6195

Glen Vanderbeek
Continuing Education Specialist
USA Center for Continuing Education
vanderbeek@usouthal.edu
251-431-6411

New Members:

Please update your profile on our website, www.mobileshrm.org, at the “member login” link.

2008 WORKPLACE DIVERSITY AWARD WINNER

Mobile Aerospace Engineering, Inc. is this year’s recipient of the Mobile SHRM Workplace Diversity Award. The award will be presented at the 2008 Holiday luncheon on Friday, December 12, 2008.

Given annually, the award recognizes one Mobile-area organization for outstanding effort and accomplishment in promoting diversity in the workplace. This includes companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and life experiences.

In the spring of 2008, Mobile Aerospace launched a bold diversity initiative for its workforce—English as a Second Language (ESL). To date they have completed (7) ESL classes – over 40 native Chinese, Romanian and Spanish speakers have learned conversational English along with aviation tool training. The ESL program is available to all Mobile Aerospace employees at no cost.

Congratulations, Mobile Aerospace Engineering, Inc.

Cindy Giddens, M.A., SPHR
Diversity Coordinator
Mobile SHRM



**LET'S SHOW SUPPORT FOR OUR TROOPS BY WEARING
SOMETHING RED TO THE MEETING**

Dr. Seuss on What Christmas IS:

"And the Grinch, with his Grinch-feet ice cold in the
snow,

Stood puzzling and puzzling, how could it be so?

It came without ribbons, it came without tags,

It came without packages, boxes or bags.

And he puzzled and puzzled til his puzzler was sore.

Then the Grinch thought of something he hadn't
before.

What if Christmas, he thought, doesn't come from a
store.

What if Christmas, perhaps, means a little bit more?"



Mobile SHRM

Alabama

Officers— MSHRM 2008

Acting President	Angie Bedgood, SPHR abedgood@imiallc.com	(251) 957-2164
Vice President Membership	Jeff LeBlanc, SPHR jleblanc@pilotcat.com	(251) 607-7775
Treasurer	Lorinda Day lday@rehab.state.al.us	(251) 479-8611
Acting Secretary	Cindy Giddens, SPHR cgiddens@soearth.com	(251) 344-7711

Core Leadership Area Directors—MSHRM 2008

College Relations	Kelly Woodford kwoodford@usouthal.edu	(251) 460-6723
Diversity	Cindy Giddens, SPHR cgiddens@soearth.com	(251) 344-7711
Governmental Affairs	Tom Woodford tjw@kullmanlaw.com	(251) 432-1811
HRCI Certification	Mary White, SPHR mgwhite@mtimail.com	(251) 478-6848
SHRM Foundation	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Workforce Readiness	Sherri Grubbs, SPHR sgrubbs@hpcinternational.com	(251) 441-1990

Directors—MSHRM 2008

Past President	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Conference Chair	Belinda Thomason Belinda.Thomason@Akersolutions.com	(251) 443-1770

Appointed Coordinators—MSHRM 2008

Audio & Visual Coordinator	Renee Sorensen rsorensen@longshrs.com	(251) 476-4933
Conference Co-Chair	Teresa Taylor aim153@aimmailcenters.com	(251) 666-6432
Door Prize Coordinator	Candice Swiger candices@wescoweld.com	(251) 378-4151
Job Posting & Website Coordinator	Kathy Deckbar, PHR kathyd@personnelboard.org	(251) 470-7727
Publicity Coordinator	Cindy Stueve cstueve@newhcu.org	(251) 316-3276

MOBILE SOCIETY FOR HUMAN RESOURCE MANAGEMENT MISSION STATEMENT

The Mobile, Alabama chapter of SHRM exists to promote quality human resource practice among local industries, businesses, educational institutions, and government agencies. We bring together leading practitioners to provide education, networking and discussion of various human resource topics and to identify the best practices for all aspects of human resource and industrial relations work.

Mobile SHRM
5300 Halls Mill Rd. Ste. H#102
Mobile, AL 36619
National Website: <http://www.shrm.org/>
Local Website: www.mobileshrm.org

*****If you have received this message in error and/or you wish to be removed*****
from this distribution list, please reply with "remove" in the
subject line of your email.