



Volume 16

Number 5

May 2009

## Monthly Meeting and Luncheon



When: May 8, 2009

Time: 11:15 am – 1:00

Where: Heron Lakes Country Club

Lunch: \$18 per person for members and \$23 per person for guests (includes tax & gratuity)

**IMPORTANT!!**

RSVP to  
Cindy Giddens,  
[cgiddens@soearth.com](mailto:cgiddens@soearth.com)

Reservations should be made  
by 10:00 am  
Tuesday, May 5th



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

## PRESENTATION

### Congressman Jo Bonner

In November 2008, the people of Alabama's First District voted to return Congressman Jo Bonner to the House of Representatives for a fourth term, and as Mobile's *Press-Register* recently noted, "His constituents...will continue to have a respected and quietly powerful voice in Washington."

Just last year, the Republican leadership entrusted Congressman Bonner with a seat on the House Appropriations Committee where he has served as a vigilant guardian of the taxpayers' money, helping to eliminate wasteful and questionable spending. At the beginning of the 111<sup>th</sup> Congress, Congressman Bonner was named ranking Republican member of the House Ethics Committee, and he continues to serve as an assistant on the Republican Whip Team, a position to which he was named as an incoming freshman.

A hallmark of Congressman Bonner's term in office has been a constituent-first approach. In fact, Mobile's *Press-Register* pointed out last year, "In his six years in Congress, the Mobile Republican has earned a reputation as a tireless and effective advocate for his constituents in southwest Alabama."

Congressman Bonner came to office at a time when south Alabama's economy was struggling. During the past six years, he has worked aggressively alongside local and state leaders recruiting several significant economic projects to the state – projects that will continue to fuel the economic engine of Alabama for generations to come.

A congressional staffer for 18 years, he served as both press secretary and chief of staff to his predecessor, former Congressman Sonny Callahan. Public service has always been at the center of Jo Bonner's professional life, and he remains an active member in the community serving on numerous boards and civic clubs. Congressman Bonner is married to the former Janée Lambert of Mobile where they reside with their daughter, Lee, age 13, and son, Robins, age 11.



## **PRESIDENT'S MESSAGE**

Dear Mobile SHRM Members,

I hope you'll join me next Friday, the 8<sup>th</sup>, in welcoming Congressman Jo Bonner to our chapter meeting. As you may recall, we scheduled the Congressman to speak to our group a couple of times last year but last minute changes to his busy agenda required him to travel out of town. I'm sure he will have much to share with us due to the present political environment.

Congratulations to USA's Student HR Chapter. Two teams represented the university at the regional student conference in Richmond. According to Kelly Woodford, both teams performed well. One of the teams placed 3<sup>rd</sup> in the region and was undefeated after the first 7 rounds. The students enjoyed the trip and the conference. They conveyed their appreciation of Mobile SHRM's support.

We'll have a mini-seminar for our June 12th chapter meeting. This will be a great opportunity to earn recertification credits for both PHR and SPHR for a small cost. The seminar registration form is included in this newsletter. We ask that you pre-register, if at all possible.

**Your contact information is vital to our chapter's communication and networking efforts. Please update your profile on our website, [www.mobileshrm.org](http://www.mobileshrm.org), at the member "login" link on the right side of the page.**

While you are on the website, note the seminars available at no cost to those seeking employment or a job change. These sessions can help you fine-tune your job search efforts through efficient planning, use of job resources, and networking. You certainly can't beat the price!

Sincerely,

*Angie*

Angie Bedgood, SPHR  
President



## UPCOMING EVENTS

- May 8 MSHRM Monthly Meeting – LUNCH Heron Lakes CC  
Speaker: Congressman Jo Bonner  
Topic: Washington Update Sponsored by *Remington College*
- May 19-20 Alabama State SHRM Conference [www.shrmalabama.org](http://www.shrmalabama.org)
- June 12 MSHRM Mini-Seminar and Monthly Meeting Heron Lakes CC  
Speaker: Cathy Missledine-Martín  
Seminar Topic: HR Metrics That Matter  
Lunch Meeting Topic:  
The Service Mirror: How Your Customers Reflect Your Employees' Commitment  
Sponsored by *Managed Health Care Administration, Inc*
- June 28- July 1 SHRM 61<sup>st</sup> Annual Conference Morial Convention Center, New Orleans, LA  
<http://www.shrm.org/Conferences/annual/Pages/register.aspx>
- July 10 MSHRM Monthly Meeting – BREAKFAST Heron Lakes CC  
Speaker: Sal Barrientos  
Topic: Homeland Security: ICE IMAGE Program  
Sponsored by *Brett Robinson Real Estate/Colonial Bank*
- Aug 14 MSHRM Monthly Meeting – LUNCH Heron Lakes CC  
Speaker: Mayor Sam Jones  
Topic: Vision for the future of Mobile  
Sponsored by *Army Aviation Center Federal Credit Union*
- Sept 11 MSHRM Monthly Meeting – BREAKFAST Heron Lakes CC  
Speaker: Treena Gillespie, Asst. Professor, Dept. of Management, University of South Alabama  
Topic: Performance Evaluations  
Sponsorship available
- Oct 9 MSHRM Monthly Meeting – Lunch Heron Lakes CC  
Speaker: Troy Wayman, VP of Economic Development, Mobile Chamber of Commerce  
Topic: Workforce Development  
Sponsored by *America's First Federal Credit Union*
- Nov 13 Gulf Coast Human Resource Conference Mobile Convention Center  
**SPONSORSHIPS AVAILABLE**
- Dec 11 MSHRM Monthly Meeting – Annual Charity Luncheon Heron Lakes CC  
"Who Wants to Be an HR Star?"  
Hosted by Tom and Kelly Woodford  
Sponsored by *Managed Health Care Administration, Inc*



2009 Mini-Seminar

HR Metrics That Matter (breakfast)

&

The Service Mirror: How Your Customers Reflect Your Employees' Commitment  
(lunch)

Presented by Cathy Missildine-Martin SPHR

June 12, 2009

Location: Heron Lakes Country Club  
Time: 7:30 am -1:00 pm

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Company: \_\_\_\_\_ Fax: \_\_\_\_\_

Address: \_\_\_\_\_ E-mail: \_\_\_\_\_

*This program has been pre-approved  
for 3.75 strategic credit hours by HRCI.*

**Mobile-SHRM Members \$45.00 (Breakfast and Lunch included)**

**Non-Member Mobile-SHRM: \$55.00 (Breakfast and Lunch included)**

*Register by mail by sending this registration form to:*

Mobile-SHRM  
5300 Hall Mills Rd., Suite H102  
Mobile, AL 36619

Make check payable to: Mobile-SHRM

*Payment and registration form must be received no later than  
Monday, June 8, 2009*

OR

*Email Cindy Giddens with your intent to attend and pay at the door, cgiddens@soearth.com*

**Contact: Jeff I. LeBlanc, jileblanc@pilotcat.com, with any questions.**



## 2009 Gulf Coast Human Resource Conference

*Presented by:*  
**Mobile Society for Human Resource Management**

**Friday, November 13, 2009**

**8:30 am – 4:30 pm** (check-in begins at 7:30 a.m.)

**Mobile Convention Center, Mobile, AL**

The Mobile Society for Human Resource Management presents the 2009 **Gulf Coast Human Resource Conference** on Friday, November 13, 2009 from 8:30 a.m. - 4:30 p.m. at the Mobile Convention Center, with a pre-conference reception and silent auction fundraiser for the SHRM Foundation scheduled the evening before at the Heron Lakes Country Club.

The conference will feature a wide variety of sessions of interest to business owners, managers, HR practitioners, and other professionals. Topics and speakers include:

- **Dorothy Hill**, SHRM Regional Director, Southeast – HR Competencies Setting the Stage for Success
- **Mary White**, Mobile Technical Institute – Succession Planning
- **Donna Brooks**, Lehr, Middlebrooks & Vreeland
- **John Conrad**, Alta Pointe – Effects of the Economic Crisis on the Workforce
- **Marjorie Icenogle**, University of South Alabama – Behavioral Interviewing
- **Dr. Moira Amado-McGittigan**, Kairos Communication Architects – Improving Effectiveness of Written Communication
- **Bob Spencer**, Jackson Myrick – Free Choice Act, Managing a Union Free Workplace
- **Kelly Woodford**, ., University of South Alabama & **Tom Woodford**, The Kullman Firm - HR Legal Update

Conference registration is \$89 for Mobile SHRM members and \$99 for non-members. Registration fee includes all sessions, admission to the trade show, continental breakfast, and lunch.

Attendees may also choose to attend a **pre-conference reception and silent auction** to benefit the SHRM foundation at Heron Lakes Country Club from 5:30 - 7:30 p.m. on Thursday, November 13, 2009 (*additional \$15 fee applies for reception*).

**The first 50 registrants will receive two entries in the grand prize drawing for two \$500 prizes, and all registered participants will receive one entry.**

For more information, contact Renee Sorensen at [Rsorensen@LongsHRS.com](mailto:Rsorensen@LongsHRS.com).

Exhibitor and sponsorship opportunities are also available.

Mobile SHRM thanks *Remington College*  
for sponsoring our May meeting



Thank you also to our March Door Prize Donors

*Marriott Execustay*  
*Employment Screening Service—Jane Bahr*  
*Managed Health Care Administration—Evelyn Barbee*  
*Faulkner University—Fred Hughes*  
*Mobile SHRM*  
*IMIA*

**\*\* All Door Prize Donors will be recognized in our Monthly Newsletter \*\***  
**For more info contact Candice Swiger at [candices@wescoweld.com](mailto:candices@wescoweld.com)**  
**(Door prizes are needed for the coming meeting)**

## Laissez Les Bon Temps Rouler!!!

SHRM 61<sup>st</sup> 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!





## ONLINE STORE NOW AVAILABLE FOR MOBILE SHRM MEMBERS

MSHRM MEMBERS CAN NOW CONVENIENTLY BUY ITEMS WITH OUR EMBROIDERED LOGO BY CLICKING THE LINK ON THE MSHRM WEBSITE. BROWSE YOUR EXCLUSIVE CATALOG, MAKE YOUR SELECTION, AND EASILY PAY BY CREDIT CARD OR PAYPAL. ORDERS MAY BE PICKED UP AT THE MONTHLY MEETINGS OR AT EMBROIDERY BY THE BAY, 9730 POTOMAC RIDGE DRIVE, MOBILE, AL. ORDERS MAY ALSO BE SHIPPED FOR ADDITIONAL SHIPPING FEES.

INQUIRIES MAY BE BY EMAILED [info@embroiderybythebay.com](mailto:info@embroiderybythebay.com) OR BY PHONE 251-634-2175.

**PORTIONS OF EACH SALE WILL GO TO THE MSHRM CHAPTER AS A FUNDRAISER.**

### PAID ADVERTISEMENT



- 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](mailto:evelyn.barbee@apsy.com), or [dee.mcgraw@apsy.com](mailto:dee.mcgraw@apsy.com).

By: Jeanine Wilson  
Mobile HRCI Director  
Last update: 4/30/09

## Are you hungry for HRCI Recertification Credits?

Are you hungry for credits? There are many options available for recertification credits this year. Mobile SHRM is increasing its offering of recertification credits at our meetings this year. In addition, we are offering credit at our 2009 Mini Seminar "HR Metrics That Matter". For a fee of \$45.00 (member price) you can enjoy breakfast, lunch and get up to 3.75 hours STRATEGIC HRCI Recertification Credit. WHAT A DEAL!

Don't forget the Alabama State Conference on May 19 and 20 in Birmingham "Making Alabama Stronger". Cost is \$99.00 (member price) for up to 9 HRCI Recertification credit hours with 4.2 being Strategic. To register choose the conference link at [www.shrmalabama.org](http://www.shrmalabama.org).

Is winter a better time for you to get your recertification credit? Don't forget about our 2009 Gulf Coast Human Resources Conference in November. There will be plenty of recertification credits. For just \$89.00 (member price) it will be a great value. Mark your calendars for Friday November 13, 2009 so you can join us at the Mobile Convention Center. Please click <http://2009gulfcoasthrconference.eventbrite.com> to register or go to [www.mobileshrm.org](http://www.mobileshrm.org) and choose the 2009 Gulf Coast Human Resources Conference.

How about a trip to the Big Easy for the National SHRM Conference? For just \$1475.00 or \$595.00 per day (member price) you can enjoy the music, atmosphere and yes, of course the conference. There will be many opportunities to catch HRCI Recertification Credits with up to 26 being available. Click here [www.shrm.org/conferences/annual](http://www.shrm.org/conferences/annual) for more information on the June 28 through July 1, 2009 National SHRM Conference.

On a budget? For those of you who are looking for FREE credit opportunities, The National SHRM Website offers free webcasts. The webcasts can be found at [www.shrm.org](http://www.shrm.org) then select the education and then select webcasts. In addition, podcasts are available to download for your media players.

### New Members

# WELCOME



Jim Key, SPHR  
Human Resources Manager  
Berg Spiral Pipe  
[jim.key@bergpipe.com](mailto:jim.key@bergpipe.com)  
251-330-2840

Carolyn Jordan  
Vice President  
Lee Hecht Harrison  
[carolyn.jordan@lh.com](mailto:carolyn.jordan@lh.com)  
205-968-0098

Valerie Howard  
Human Resources Team Lead  
Target  
[vhoward@acninc.net](mailto:vhoward@acninc.net)  
251-607-0265 x 3203

### New Members:

Please update your profile on our website, [www.mobileshrm.org](http://www.mobileshrm.org), at the "member login" link.

## National SHRM First-Time Member Special Offer!

The Society for Human Resource Management (SHRM) is currently running a membership special for all new members joining national SHRM using the online application located at:

[https://ecom.shrm.org/TimssSolutionSite2004\\_TPRO/default.aspx?tabid=124&PRODUCT\\_DISCOUNT\\_ID=01114](https://ecom.shrm.org/TimssSolutionSite2004_TPRO/default.aspx?tabid=124&PRODUCT_DISCOUNT_ID=01114)

This special offer gives first-time new members a first-year price of \$145, which is \$15 off regular dues when you enter your chapter affiliation. Plus, each new member will also receive a SHRM tote bag with the new logo -- FREE!

This special offer is valid only from **May 1 to May 31, 2009**.

SHRM membership will provide you with all of the resources and up-to-date information you need to stay at the forefront of the human resource management profession.

Free member benefits include:

[SHRM Online](#)

[HR Careers](#)

[HR Magazine](#)

[SHRM Discipline Focus Areas](#)

[SHRM's Ask an Advisor](#) (priceless!)

[Webcasts, Videos and Podcasts](#)

[In-depth Research Reports and Surveys](#)

[Government Representation](#)

[Networking](#)

Discounted member benefits include:

[SHRM Conferences](#)

[Seminars & Certificate Programs](#)

[SHRM Learning System](#)

[SHRM Business Education](#)

[SPHR/PHR/GPHR Certification](#)

[SHRM e-Learning](#)

And much more! A complete list of benefits is available at [www.shrm.org/infokitrequest](http://www.shrm.org/infokitrequest)

Members of local SHRM chapters realize the benefits of belonging to both their local chapter and SHRM. The value-added services and resources provide “the total professional approach” for staying current on HR issues. SHRM is dedicated to the concept of teamwork - the chapters and SHRM working as a team to reinforce our commitment to our members and to the human resource management profession.

I encourage you to take advantage of this limited-time offer from SHRM and join today

at: [https://ecom.shrm.org/TimssSolutionSite2004\\_TPRO/default.aspx?tabid=124&PRODUCT\\_DISCOUNT\\_ID=01114](https://ecom.shrm.org/TimssSolutionSite2004_TPRO/default.aspx?tabid=124&PRODUCT_DISCOUNT_ID=01114)

**Don't forget to include our chapter number, 0176, on the online application to receive affiliation credit.**

REQUEST FOR ASSISTANCE

Spring Hill College requests the collaboration of Mobile employers for a program of mentoring and career exploration for at-risk ninth graders. See a fuller description immediately below. If you would be interested in hosting a group (8-10) ninth graders on a tour of your workplace and a discussion of what is needed to succeed in your line of work please contact: **Kathleen Orange, 380-3499, [orange@shc.edu](mailto:orange@shc.edu)**. This is part of a mentoring grant application to the US Justice Department. *Thank you.*

*Spring Hill College in partnership with Vigor and Blount High Schools and with the collaboration of the Mobile business community and the juvenile court system plans to mentor sixty (60) incoming ninth grade students by matching them with Spring Hill College students who will meet with them for two hours each week for mentoring and tutoring in core subjects. In addition, the program will assist the students in career exploration through the internet, field trips to different businesses, hospitals, and others; and job shadowing. Mentors will guide students in keeping a job development portfolio.*

*Vigor and Blount high schools serve some of the poorest students from some of the most dangerous neighborhoods in Mobile County with a graduation rate of less than 50%. Although juvenile judge Edmond Naman has a vigorous anti-truancy program, he laments that when the students do return to school they find themselves so far behind that they cannot succeed.*

*At the same time the High Schools That Work (HSTW) movement argues that inner city students do not see a connection between what they are asked to learn and their future success, so that career awareness is essential to academic motivation. Indeed, many teachers of Mobile's inner city children comment that these students often lack knowledge of anything beyond their own neighborhoods. To meet this need, we propose that in collaboration with Mobile Works and the Mobile chapter of the Society for Human Resource Management, students will travel in small groups on monthly field trips to different work environments where they will receive a tour and basic orientation to the plant and to the skills needed to work in different jobs there. The students will write up each trip after discussing it with their mentors, and keep it in a career portfolio along with information about careers gleaned from internet searches. There will also be trips to the local colleges and a day to shadow their mentors as they go through a day at college. Near the end of the year students will write up a brief essay describing careers they are considering and what preparation they would need to enter that field.*



**Officers— MSHRM 2009**

<b>President</b>	<b>Angie Bedgood, SPHR</b> <a href="mailto:abedgood@imiallc.com">abedgood@imiallc.com</a>	(251) 626-3625 x 112
<b>President-Elect</b>	<b>Jeff LeBlanc, SPHR</b> <a href="mailto:jleblanc@pilotcat.com">jleblanc@pilotcat.com</a>	(251) 607-7775
<b>Vice Pres. Membership</b>	<b>Mary White, SPHR</b> <a href="mailto:mgwhite@mtimail.com">mgwhite@mtimail.com</a>	(251) 478-6848
<b>Secretary</b>	<b>Cindy Giddens, SPHR</b> <a href="mailto:cgiddens@soearth.com">cgiddens@soearth.com</a>	(251) 344-7711
<b>Treasurer</b>	<b>Lorinda Day</b> <a href="mailto:lday@rehab.state.al.us">lday@rehab.state.al.us</a>	(251) 479-8611

**Core Leadership Area Directors—MSHRM 2009**

<b>College Relations</b>	<b>Kelly Woodford</b> <a href="mailto:kwoodford@usouthal.edu">kwoodford@usouthal.edu</a>	(251) 460-6723
<b>Diversity</b>	<b>Kay Watson</b> <a href="mailto:kaulla.watson@adeccona.com">kaulla.watson@adeccona.com</a>	(251) 342-9092
<b>Governmental Affairs</b>	<b>Tom Woodford</b> <a href="mailto:tjw@kullmanlaw.com">tjw@kullmanlaw.com</a>	(251) 432-1811
<b>HRCI Certification</b>	<b>Jeanine Wilson, SPHR</b> <a href="mailto:jmwilson@pilotcat.com">jmwilson@pilotcat.com</a>	(251) 607-7707
<b>SHRM Foundation</b>	<b>Harold Williamson, SPHR</b> <a href="mailto:haroldw@wescoweld.com">haroldw@wescoweld.com</a>	(251) 378-4131
<b>Workforce Readiness</b>	<b>Sherri Grubbs, SPHR</b> <a href="mailto:sgrubbs@hpcinternational.com">sgrubbs@hpcinternational.com</a>	(251) 441-1990

**Directors—MSHRM 2009**

<b>Past President</b>	<b>Harold Williamson, SPHR</b> <a href="mailto:haroldw@wescoweld.com">haroldw@wescoweld.com</a>	(251) 378-4131
<b>Conference Chair</b>	<b>Renee Sorensen</b> <a href="mailto:rsorensen@longshrs.com">rsorensen@longshrs.com</a>	(251) 476-4933

**Appointed Coordinators—MSHRM 2009**

<b>Audio &amp; Visual Coordinator</b>	<b>Carlton Spinks</b> <a href="mailto:carlton@gatewaysourcing.com">carlton@gatewaysourcing.com</a>	(251)210-4401
<b>Conference Co-Chair</b>	<b>Sandy Key</b> <a href="mailto:SKEY777@comcast.net">SKEY777@comcast.net</a>	
<b>Door Prize Coordinator</b>	<b>Candice Swiger</b> <a href="mailto:candices@wescoweld.com">candices@wescoweld.com</a>	(251) 378-4151
<b>Publicity Coordinator</b>	<b>Cindy Stueve</b> <a href="mailto:cstueve@newhcu.org">cstueve@newhcu.org</a>	(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*

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

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subject line of your email.**