

ACHRA Update

Albemarle/Charlottesville Human Resource Association, Inc.
September 2010

President's Message

September marks the beginning of fall, the start of a new school year, the onset of cooler mornings and crisper days. It's also a big month for ACHRA and our human resource colleagues around the state.

I'm looking forward to presenting the first Human Resource Excellence Awards (HREAs) on Monday evening, September 13th. I had the opportunity to work with the judging panel to review the applications, and it was inspiring to read about the outstanding work being done in organizations around our community. It's not a secret that the Charlottesville / Albemarle region is a great place to live (just check out almost any top 10 list from the past several years), but I think the role that local employers play in making this a great place to work often goes under-noticed. With the launch of the HREA program, ACHRA is working to change that and shine the spotlight on deserving colleagues.

Without the fanfare or celebration, ACHRA's Workforce Development Committee also is a big contributor to our community with three major initiatives taking place this fall. Be sure to read the article on page 3 to learn more about how you can get involved.

September is also the month for our local and regional professional conferences. ACHRA's conference committee has been hard at work, and has a fantastic day planned for Tuesday, September 14th. Two outstanding presenters will be helping us explore how we think and how our brain function impacts leadership, change and diversity. It's a timely, inspiring and powerful topic, and I hope you'll be joining in the learning. Later this month, the Roanoke Valley SHRM Chapter will host the Virginia SHRM State Conference, "The Fine Art of HR." Especially in these times, effective human resource professionals are creative and resourceful, and our colleagues in Roanoke will help us hone those skills at the conference.

Thanks for all you do to contribute to our community!

Best,
Rachel Brozenske, 2010 ACHRA President



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Human Resource Excellence Awards Presentation and Reception

There are so many reasons why our community is a great place to work and live — and the outstanding work of human resource professionals in organizations is a big part of it. The nominations are in and the judging is complete for the first ACHRA Human Resource Excellence Awards. Join the award finalists, ACHRA colleagues and community leaders on Monday, 13 September 2010 at the Jefferson Theater for the awards presentation. Enjoy the reception from 5:30 – 7:30 p.m. with light hors d’oeuvres, beverages and a cash bar in the recently renovated Jefferson Theater, and then congratulate the winners when they’re announced at 6:30pm.

Upcoming ACHRA Meetings

What more could you want? Network with colleagues, earn recertification credits, and learn about our community and our profession with the October membership meeting! Visit the ACHRA website at www.achra.org for information and to register.

Tuesday, 12 October 2010, 11:30 a.m. – 1:00 p.m., Cavalier Inn

Motivation: What Works and What Doesn’t

Based on Dan Pink’s book

Drive: The Surprising Truth About What Motivates Us

Building an engaged workforce is no easy task. Join presenters Mark House, Maureen Blackwell and Michael Latsko for a lively discussion of Dan Pink’s recent book that explores three keys to motivation at work, at home and in the rest of our lives. During the meeting, we’ll ask you to join in the conversation so pick up a copy of *Drive* at the library or bookstore to read before the meeting, or visit Dan Pink’s blog at www.danpink.com to watch a video synopsis of the book.

ACHRA’s 13th Annual Fall Conference

We hope you’ve made plans to attend the ACHRA Conference on **Tuesday, 14 September 2010** at Farmington Country Club. Committee members are hard at work making sure that this year’s event is one to remember!

The conference is made possible by the generous support of our sponsors and exhibitors. Please join us in thanking the following organizations for supporting ACHRA!

Level I Sponsors:

- Bankers Insurance
- Full House Health Management
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Level II Sponsors:

- Adams & Garth Staffing
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- The Daily Progress

More HR Education

ACHRA is a clearinghouse for a variety of professional development and educational opportunities, and we post information on the HR Education page on achra.org. Here's a sampling of upcoming events in our community and around the state.

Thursday, 16 September 2010, 7:00 – 9:00 a.m., Hilton at Short Pump
Jobs in Virginia: Where We've Been and Where We're Headed

Hosted by Richmond SHRM

Former Virginia Employment Commissioner Delores "Dee" Esser will share an insider's view of unemployment insurance followed by a question and answer forum moderated by Karen Michael. Visit www.richmondshrm.org for more information and to register.

Tuesday, 12 October 2010, 8:30 a.m. – 4:00 p.m., Corron Community Development Center, Middletown Campus, Lord Fairfax Community College
Health Care Reform: What it Means for Your Business

Hosted by Winchester Area SHRM

After many years of national debate, Congress passed the most sweeping health care reform legislation in our lifetime, the Patient Protection and Affordability Act (PPACA). While the debate spanned many generations, employers don't have nearly that much time to figure out the new law and how it applies to them. In this workshop, nationally known speaker Gary Kushner will explain the new features of the law and how it will impact business. \$195 including lunch. Visit www.lfccworkforce.com for more information and to register.

Spotlight on Workforce Development

The Charlottesville Community Job Fair is sponsoring a "Career Clothes for Job Seekers" clothing drive. The desire is to provide all women and men job seekers in need of a professional clothing at least one outfit that they can wear when they attend the 2010 Charlottesville Community Fall Job Fair, which will be held on Wednesday, September 29th from 10 a.m. to 3 p.m. at John Paul Jones Arena. To support this effort, ACHRA's Workforce Development Committee asks that your career apparel donations be clean, up-to-date, and "interview appropriate." Clothing can be dropped off on hangers before the ACHRA Conference on September 14. There will be representatives in the exterior entrance area from 7:15 – 8:00 a.m. ready to transfer clothing from your vehicle.

Another opportunity to support our community's job seekers...volunteers are needed to serve in the Resource Room (providing resume review, application assistance, etc.) during the Charlottesville Community Job Fair. Volunteers will also be promoting the ACHRA-Career Coach for A Day event to be held at the Jefferson Madison Regional Library (Market Street) on November 10.

ACHRA Board

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Compensation Survey of Mid-Atlantic Technology Companies

ACHRA invites you to participate in the Total Compensation Survey of Mid-Atlantic Technology Companies. The 20th 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 40 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 2010 – 2011 survey questionnaire can be found at www.knowledgebank.us.com; 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 Friday, October 1st.

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 40 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 2010 – 2011 survey is co-sponsored by regional technology councils and other membership-based organizations (including ACHRA) that serve technology firms in Virginia, Maryland, Pennsylvania, New Jersey, West Virginia and Delaware. Last year, 100 firms participated, with median revenue of \$7.2 million and a median of 41 employees. This year, we are expecting a significant 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. 15 or srosenthal@knowledgebank.us.com.

ACHRA Member Services: You Could Be a Winner

Don't miss out! For the remainder of 2010, ACHRA will be awarding a free SHRM membership or renewal to one member each month. Members must attend the Conference or a monthly membership meeting to be entered in the drawing. Names are added to the pool of eligible members each month, and the more meetings you attend, the greater your odds of winning. It's one more way ACHRA works to support our members' professional development.