

JUNE 2015 NEWSLETTER



ROGUE VALLEY
SHRM



Message from your President

Hello SHRM-Rogue Valley Chapter Members,

Happy June! For those of you with kiddos at home or maybe enrolled in college yourselves, school is almost out. Soon it'll be a summer filled with fun and busy activities. Maybe you're planning a trip across the country, to the beach, camping, or even taking your family to Disneyland. Whatever your summer plans, we at RV SHRM wish you a wonderful summer filled with laughter and good memories. I'd like to share some of the great things your local SHRM Chapter has been working on:

Top News:

- **Please be aware, there is not a program scheduled in June.** June is the month of SHRM National's Annual Conference and out of respect for this major event, local SHRM boards generally do not schedule programs during the month of June.
- However, we *will* have a program in July. Typically we take two months off from providing programs during the summer. Well, we broke tradition and presented a program last July. It was so well received that we decided to have a program this July as well! Be on the look-out for your reminder postcard and email. There will be a wonderful speaker and informative topic on negotiation skills.
- Have you seen our new RV SHRM logo? It's wonderful! Drop us a line and tell us what you think. You'll be seeing it on many things in the months to come.
- Congratulations to all our members who have received their SHRM Certification this year! Whether you have the HRCI Certification or the SHRM

Certification or both, we're proud to have you affiliated with SHRM-Rogue Valley Chapter!

And the best news yet...our chapter made GOLD status for 2014! This is the first time in the history of SHRM-Rogue Valley Chapter that we achieved this status. This means we've met all of SHRM National's guidelines for the level of Gold (there's Bronze, Silver, Gold and Platinum levels). I wanted to say thank you to all our board members for their hard work in 2014 and 2015 (as we're on-track for Gold this year too).

And I'd like to extend that thanks to you, the member. Because of your needs, we as a board are able to serve you to help make our profession the best it can be. If there is anything else you would like to see on the website, or a great program topic, or even an HR related question, please feel free to contact us, we're here to serve.

Respectfully,

Tanya Haakinson, PHR, SHRM-CP, SHRM-Rogue Valley Chapter President



July Program Strategic Negotiation Techniques

Strategic negotiation techniques help you transform your daily interactions. HR Executives, regardless of their focus, must negotiate. All of their interactions involve negotiations. HR Executives resolve far more disputes through negotiation than through sheer power. This is a basic fact that must be recognized. Effective negotiation is no longer about tactics; it is about a strategic assessment of both parties' needs. This workshop is designed to develop that understanding. We'll look at ways to build

strategic relationships with your subordinates, peers, and, most importantly, with your executive team, improving your effectiveness as a negotiator.

Date: Wednesday, July 22, 2015

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 10:00 am

About the Presenter: Alan Cabelly (PhD, University of Washington) has been a Human Resource Management faculty member at Portland State University since 1980. He teaches Leadership and Human Resource Management at the undergraduate, graduate, and executive levels, as well as to many groups nationally and internationally. He recently completed a sabbatical that saw him teach academic and executive programs in Viet Nam, France, China, and Germany. These and other diverse travel experiences allow him to bring unique approaches to his work.

Prof. Cabelly is founder and Executive Director of the Portland Leadership Institute (www.portlandleadershipinstitute.com), which focuses on Leadership Excellence in the 21st century.

He uses the DiSC[®] system and other contemporary techniques for Executive and Leadership Coaching, and speaks extensively on *Strategic Negotiations; Authentic Leadership; Generation Similarities and Differences in the Workplace; Work for the 21st Century; Using Whole Brain Thinking for Increased Effectiveness*; and various *Human Resource Management* topics. His personal mission is to help individuals increase their leadership skills and improve the functioning of their work teams. He helps people find passion in their work life environment, leading to greater individual engagement and satisfaction, and increased organization productivity. The blog on the Institute web pages identifies this work and describes much of his international work in detail.

Prof. Cabelly has been named SHRM *Advisor of the Year*, twice *Distinguished Member* of NHRMA, and earned the *Human Resources Award of Excellence* from PHRMA. He was President of NHRMA in 2000 and Director of the Oregon State Council of SHRM in 2009, and currently serves as the NHRMA 2015 Conference co-Director of Programs, PHRMA's co-Director of Programs, and the Oregon State Council's Revenue Generation Director. In his spare time he gardens, travels the world, and remains physically active.

Meeting Location: Smullin Health Education Center/ Lecture Hall #1

2825 E. Barnett Road
Medford, OR 97501

Cost: \$10.00 per member / No charge for first time guests/students
\$15.00 for non-member

Credits: SHRM & HRCI credits pending

RSVP To: Julie Carr @ julie.carr@blackstoneaudio.com

Website: www.shrmroguevalley.shrm.org

Please help us spread the word to your chapter members about the upcoming 2015 NHRMA Conference & Tradeshow registration and sponsor rate increases that are coming up in June. This is going to be a "Sizzling" event that will be

informative and fun with great networking opportunities. It shouldn't be missed!. -

See more at: <http://www.nhrmaconference.org/2015/About-The-Conference#sthash.pgmGdQMx.dpuf>

Oregon Legislative Update

House/Senate	Bill #	Current Committee Level	Hearing Status	Description
HB	2211 A		Governor signed 6/2/15	Authorizes Director of DCBS to impose civil penalty for workers' compensation claims processing violations by service company
HB	2797 A	House Desk - Awaiting Enrollment	Governor signed on 6/2/15	Requires subject employer to pay first installment of temporary disability compensation in workers' compensation claim within 14 days after employer has notice or knowledge of claim or has notice or knowledge of employee's disability, whichever is later.
SB	185 A	Senate Desk - Awaiting Enrollment	Governor Signed on 6/2/15	Establishes an unlawful employment practice of employer requiring employee or applicant for employment to establish and maintain personal social media account or to authorize employer to advertise on personal social media account of employee or applicant.
HB	2005 A	Rules	No Meeting Scheduled	Requires all employers to provide paid sick leave at 1 hour for each 30 hours worked up to 56 hours. Expands definition of family to by blood or affinity.
SB	454	Referred to Joint SubCommittee on Human Services	Hearing held on 6/2/15 - Returned to full Committee - Work Session Scheduled for 6/5/15	Requires all employers to provide paid sick leave at 1 hour for each 30 hours worked up to 56 hours. Expand definition of family to by blood or affinity. **Amendments have been proposed, 1) reduce to 40 hours, 2) paid sick leave would apply to businesses with 6 or more employees, 3) business with less than 6 would have to provide protected time off without pay. Now working on 39th Amendments.
			No Meeting	Increase to minimum wage to \$12.20

HB	2008	Rules	Scheduled	by 2017
HB	2009	Rules	No Meeting Scheduled	Increase to minimum wage to \$15.00 by 2018
HB	2012	Rules	No Meeting Scheduled	Increase to minimum wage to \$13.50 by 2017 .
SB	597	Rules	No Meeting Scheduled	Increase to minimum wage to \$13.50 by 2017
SB	610	Rules	No Meeting Scheduled	Increase to minimum wage to \$15.00 by 2018
SB	327	Rules	No Meeting Scheduled	Increase to minimum wage to \$12.20 by 2017
SB	682	Rules	No Meeting Scheduled	Increase to minimum wage to \$10.75 by 2016
HB	2600	Senate Committee on Workforce	Do-Pass Vote on 5/27 Senate Desk - Third Reading 05/28 Passed. Speaker signed, pending Senate President Signature	Requires continuation of group health insurance coverage for employee on family leave on same terms as when employee is not on leave. 3/24 referred to Workforce Committee. Passed the House 38-16
HB	2007 A	Senate Committee on Workforce	Third Reading 5/28/15 - Passed Senate 17 to 13 - Speaker Signed, pending Senate President Signature	Makes imposition of disciplinary action against an employee who inquires about or discloses wage information "in any manner" his or her wages or those of another employee an unlawful employment practice. Moved to House floor for vote and passed. Senate Committee on Workforce recommended a Do-Pass the A-Engrossed bill.
HB	2015 A	Ways & Means	No Meeting Scheduled	Directs DHS, in consultation with Early Learning Division and Office of Child Care, to adopt rules for subsidy programs for employment-related child care that, at a minimum, provide for one year of eligibility regardless of change in employment, permit students enrolled in coursework and self-employed persons to receive subsidized employment-related child care, and provide for reduced copayments and incentive payments when child care provider meets

				specified minimum standing.
HB	2764 B	Senate Committee on Workforce	6/3/15 Do-pass vote now at Senate Desk awaiting second reading	Increases Workers' Compensation Costs. Unravels certain cost-saving provision and resulting benefit increases due to Oregon's 1990 Workers' Compensation reforms, resulting in employers paying nearly 5% increases in workers' compensation system costs without any expectation that increases will be offset by system savings. Modifies circumstances under which attorney fees may be awarded.
HB	2960 A	Ways & Means	Work session scheduled for 6/5/15	Creates Oregon Retirement Savings Board in office of State Treasurer and directs board to develop a payroll deduction retirement plan for persons employed in Oregon.
HB	3025 A	Senate Committee on Workforce	Work Session held 06/03/15	The bill would make it an unlawful employment practice for an employer to perform certain types of background screening prior to job offer and provide a process for employers to evaluate criminal background information and how employers must handle adverse action notices.
HB	3236 A	Senate Committee on Judiciary	6/3/15 Do-Pass vote at Senate Desk awaiting Third Reading	Limits enforceability of noncompetition agreement to one year. Amended to change 1 year to 18 months on 4/9/15
SB	332	Rules	No Meeting Scheduled	Repeals state preemption of statutory authority to set minimum wage.
SB	492	House Committee on Business & Labor	President Signed, Speaker Signed, at Governors Office Awaiting Signature	Authorizes use of accrued sick leave or personal business leave by certain employees who are victims of domestic violence, harassment, sexual assault or stalking. Committee voted Aye on 05/13/15
			No Meeting	Creates Oregon Retirement Savings Board in office of State Treasurer and directs board to develop a

SB	615	Rules	Scheduled	payroll deduction retirement plan for persons employed in Oregon.
SB	649	Senate Committee on Workforce	No Meeting Scheduled	Modifies definitions of 'compensable injury' and 'preexisting condition' for purposes of workers' compensation claims. Specifies when diagnostic medical services are compensable. Requires written report or statement notifying the employer of accident resulting in injury and filing of claim for compensation within one year after date of accident. Limits good cause exception for failure to provide notice of accident. Referred to Senate Committee on Workforce on 02/19/15.
SB	814	Rules	No Meeting Scheduled	Establishes state preemption of authority to require mandatory provision of employment benefits to employees of private employers. This bill would preempt local governments from establishing any employment benefit requirements (other than related to salary and wages) for private employers.
SB	845	Ways & Means	No Meeting Scheduled	Establishes penalty to be imposed by Employment Department on large employers (50 or more employees) whose employees receive health care coverage through medical assistance program. Appropriate penalties collected by department to Oregon Health Authority for specified purposes.
SB	888	Rules	No meeting Scheduled	Authorizes employee of certain employers to request flexible or predictable work schedule. Requires employer to engage in interactive process with employee to establish mutually acceptable work schedule. Establishes unlawful employment practice of discharge *HB 3377 companion bill died on 4/10/15. Passed to floor with a "do-pass" vote. Amendments include

				providing schedule 21 days in advance.
SB	718 A	Rules	No Meeting Scheduled	Defines wages for certain wage claims and requires a written statement of reasons for termination. Establishes civil right of action for certain claims of unpaid wages, specifies procedures for establishing a lien for amount of unpaid wages.
SB	653	Referred to Joint Committee on Tax and Credits	No Meeting Scheduled	Creates an income tax credit for certain employers that provide paid sick leave, with restrictions based having not more than 50 employees at any time during the tax year. Credit varies between C corporations and S corporations and the amount of credit is 50% of the qualified paid sick leave wages that are paid by the taxpayer during the tax year. Referred to Tax and Credits on 02/19/15.

SHRM – Rogue Valley Chapter 2015 Program Calendar

**Smullin Education Center | 2825 E. Barnett Rd. | Medford, OR
(3rd Wed of Month)**

January 21, 2015 8:00 - 10:00 am

The HR Professional Competency Model: A Road Map for Success

Presented by Kari Strobel, PhD from the Society for Human Resource Management (SHRM)

No Credits

February 18, 2015 8:00 - 10:00 am

Active Shooter/Workplace Violence

Presented by Jeff Gedding from Boise

SHRM & HRCI Credits awarded

March 18, 2015 8:00 - 10:00 am

Diversity Roundtable

Presented by Trish Forde, SPHR, GPHR, SHRM-SCP from Dagoba Organic Chocolate

SHRM & HRCI Credits awarded

April 15, 2015 **8:00 - 10:00 am**

Workforce Investigations

Presented by Michelle Robison from Carestream &
Trish Forde, SPHR, GPHR, SHRM-SCP from Dagoba Organic Chocolate
SHRM & HRCI Credits awarded

May 20, 2015 **8:00 am – 4:00 pm**

**Annual Legal Seminar: Wrongful Discharge, Marijuana in the Workplace &
FMLA Use and Abuse**

Present by Barran Liebman Attorneys and Jennifer Bouman-Steagall
SHRM & HRCI Credits pending

June - No program

July 22, 2015 **8:00 - 10:00 am**

Negotiation Skills

Presented by Alan Cabelli
SHRM & HRCI Credits pending

August 19, 2015 **8:00 – 10:00 am**

Seat at the Leadership Table

Presented by Jeanette Trumm
SHRM & HRCI Credits pending

September 16, 2015 **8:00 – 10:00 am**

Foster Understanding Through Communication

Presented by Jennifer Bouman-Steagall
SHRM & HRCI Credits awarded

October 21, 2015 **8:00 – 10:00 am**

Event TBD

Presented by
SHRM & HRCI Credits pending

November 18, 2015 **8:00 – 10:00 am**

Workforce Readiness

Presented by
SHRM & HRCI Credits pending

December - No program

**2015 Upcoming
Seminars In
GRANTS PASS**



**PRIVACY AND CONFIDENTIALITY
IN THE WORKPLACE**

**June 24, 2015
8:30 to 11:30 am**

This training will touch upon such topics as workplace romances, drug and alcohol testing, surveillance, monitoring internet and email use, searches, social media, investigations, medical information, pre-employment screening, and others of interest to employers in Oregon.

Registration Fees:

1 Person \$75 each
2-5 People \$65 each
6 or More People \$55 each

Additional information

<http://www.oregon.gov/boli/TA/pages/>

**Seminars are pre-approved
for HRCI credits.**

LEGAL HIRING PRACTICES

**June 24, 2015
1:00 to 4:00 pm**

This seminar will focus on consistently applied lawful and effective hiring practices to identify the best candidate for a position.

Registration Fees:

1 Person \$75 each
2-5 People \$65 each
6 or More People \$55 each

Questions:

Technical Assistance for Employers
(971) 673-0824
bolita@boli.state.or.us

Registration Form

<http://www.oregon.gov/boli/TA/docs/TA-SRF-2015.pdf>



**From the
CEO's Desk**

Hello Tanya,

The past year has been one of building and growing for HRCI. I wanted to take a moment to personally

tell you about the new and exciting things we have been doing to ensure your certifications remain the premier credentials in the industry.

All of us here at the HR Certification Institute (HRCI) are as proud as ever to serve such an accomplished group of human resources professionals. As you know, for nearly 40 years HRCI has been focused on investing in your success and that of your peers by developing and refining the HR profession's most rigorous and respected exams.

As part of our commitment to maintaining the integrity of the HR profession's most valued and recognized credentials, each year HRCI collaborates with more than 200 subject matter experts from the global HR community. We are the originator and home of the PHR®, SPHR®, GPHR®, HRBP®, HRMP® and our California-specific certifications, and we are still who you come to for recertification.

Your success as a professional in human resources matters to us, and HRCI has never been in a better position to serve and support you. We have been meeting with top companies around the world to ensure that HRCI certifications are top of mind and most widely recognized as the premier HR credentials. We have given renewed focus to communicating with certificants. And, we have strengthened our internal operations.

With the goal of setting you and future HRCI certificants up for continued success, we have been:

- Improving the quality and responsiveness of our Client Relations Advocates in our call center,
- Enhancing our client communications to ensure that you are being alerted when it is time to focus on completing your recertification process, and
- Securing nearly 30,000 hours of pre-approved recertification hours across a variety of options for recertification credit.

In the weeks and months ahead, you will continue to hear about—and, we hope, experience firsthand these and other changes designed to streamline and improve both the certification and recertification processes. As you do, please let us know what you think.

I want to make sure you are aware of what I consider to be some of our most exciting initiatives yet.

- Last month, working with Dave Ulrich and a host of thought leaders, HRCI published the first collection of essays around what the future of HR holds. As of this writing, *The Rise of HR: Wisdom from 73 Thought Leaders* has already been distributed to more than 1.5 million business professionals. You can download your copy [here](#) or it is available on Amazon.
- Earlier this year, we issued [digital badges](#) for all HRCI certifications. Digital badges, as you probably are aware, have emerged as the newest technology for displaying achievements and capabilities on social media, emails, personal websites and resumes. HRCI's digital badges allow you to provide employers with easy, valid verification of your credentials, while positioning you at the forefront of this new technology for communicating professional skills.
- This month, we launched [Build Your Own Bundle](#) options that save you time and money by allowing you to purchase certification preparation courses and materials at a reduced rate at the same time you apply for and purchase your exam registration. Along with the bundle option, we introduced the first ever [Second Chance](#) for test insurance, which allows you to take an exam again if you don't pass the first time without doubling your cost.

And there is much more to come.

The future of the HR profession grows brighter and stronger by the day, and HRCI is pleased to be with you as your partner in success.

Sincerely,

Amy Schabacker Dufrane, Ed.D., SPHR, CAE
Chief Executive Officer
HR Certification Institute

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1725 Duke Street, Suite 700. Alexandria, VA 22314
If you do not wish to receive future email, [click here](#).
(You can also send your request to the street address above.)

CAREER OPPORTUNITIES

Talent Acquisition and Development Manager

POSITION SUMMARY: The BBSI Medford Area Talent Acquisition and Development Manager provides strategic and operational leadership in a variety of areas which include systems of learning, leadership, performance, succession and development, as well as acquisition and development of talent aligned with business owners strategy and HR talent management through sourcing, engaging, development, and implementation to maximize customer workforce management and positively impact customer company success and profitability.

REPORTING RELATIONSHIPS: This position reports to the Area Manager and works in partnership with other positions within the business unit and branch.

DUTIES AND RESPONSIBILITIES:

- Act as business owners' advocate.
- Evaluate, benchmark, analyze, and deliver measurable results to the business owners.
- Assess bench strength and evaluate talent acquisition requirements by studying organization plans and objectives.
- Build applicant sourcing opportunities by utilizing a variety of sources such as internet job sites, college, and career centers.
- Advertise for candidates; screen, interview, qualify, and place candidates, primarily in manufacturing, light industrial, and clerical roles, as well as for professional placements and direct hires.
- Ensure that BBSI is involved in community engagement, leadership and development.
- Oversee training programs accountable to learning and performance management within customer needs.
- Develop, present, and facilitate a wide range of area training programs and career pathways for all job families; conduct new hire enrollment/onboarding.

- Self-guided professional development and maintenance of knowledge in human resources principals and practices, including employment laws and regulations, industry trends, and economic factors that may impact BBSI and its customers.
- Other duties and responsibilities as assigned.

CORE TRAITS/COMPETENCIES:

- Ability to operationalize concepts with true business acumen.
- Understanding of economic environment and effect on business.
- Drive and vision, results oriented.
- Business-owner empathy.
- Stakeholder mentality.
- Innately curious.
- Demonstrated leadership ability and ethics management skill.
- Ability to communicate at all levels of business by using various techniques of communication.
- Creative and strategic thinker possessing practical business orientation. Ability to create consultative partnerships and serve as a key advisor to the business owner.

QUALIFICATIONS:

- Bachelor's degree or equivalent
- At least 5 years of supervisory or management experience.
- SPHR/PHR and/or SHRM-SCP/CP certification preferred.
- Accomplished in strategic guidance, training, and support to customers in workforce management including organization development, employee relations, employment law compliance, benefits administration, workers' compensation administration and other best practices.
- A deep understanding of the value of talent pipelines and continuous networking to acquire key talent on an ongoing basis.
- Experience using ATS, CRM, and HRIS for talent mapping, succession planning, and performance review and development.
- Exceptional written and verbal communication skills and ability to effectively communicate with individuals at all levels of an organization.
- Strong customer service orientation is imperative.
- Self-starter, self-motivated, personable, and well-organized with a sense of urgency.
- Knowledge of federal and state employment laws including wage and hour.
- Computer proficiency with knowledge of applications such as MS Word, Excel, Outlook, and aptitude and desire to learn new computer applications.
- Strong sense of ethics and personal integrity with effective interpersonal skills as well as a "can do" attitude.
- Desirable for candidate to have work experience outside of human resources in areas such as operations, finance, management, sales, training or business consulting.

SPECIAL REQUIREMENTS:

- Ability to shift easily between strategic initiatives and operational responsibilities.
- Ability to complete high-volume workload, meet critical deadlines and work through constantly changing priorities with enthusiasm.
- Demonstrated ability to develop and deliver successful presentations to individuals and groups at

all levels of an organization.

- Possession of a current Oregon driver's license with valid automobile insurance meeting BBSI criteria.
- Requires automobile travel – primarily local, with some overnight.

Physical Requirements/Environment:

Normal conditions similar to an office environment; willingness and ability to travel to visit branch offices and field programs.

For individuals with these requirements, this position offers at a minimum:

- Generous base salary, profit sharing, 401k with employer match, and benefits
- Knowledge that you are working for a results-oriented organization
- Opportunity to impact the success and growth of customer companies and BBSI
- Gain experience working in multiple industries

If you meet the above requirements, we welcome the opportunity to learn more about you. Please mail, or drop off, your cover letter (with salary requirements) and resume to:

BBSI Area Manager, Southern Oregon
3512 Excel Drive, Suite 107
Medford, OR 97504

For more BBSI information, visit us at www.barrettbusiness.com



Human Resources Director

Client is located between Grants Pass and Roseburg, full relocation and bonus eligible

The primary purpose of this job is to provide strategic HR support and facility HR leadership for the assigned Business. Serves as a consultant to staff and management in application of HR best practices. Initiatives include organizational development, workforce planning, leadership development and succession planning. Ideal candidate will have very strong Organizational Development experience.

Key Accountabilities and Responsibilities

1. Adheres to Company Core Beliefs and all safety and quality requirements.
2. Provides direct HR oversight for facilities within the Business.
3. Provides direction and guidance to management in issue-free initiatives.
4. Develops and directs the strategic Human Resources plan and Organization Design initiatives that support the Business goals and objectives. This

includes workforce planning, organizational effectiveness and leveraging human assets across the organization.

5. Participates in and coach/counsel leaders of people on performance related issues and conflict resolution to ensure issues are resolved constructively, fairly and in a timely manner.
6. Ensures compliance with our policies and procedures and compliance with regulatory agencies.
7. Leads development and training initiatives to coordinate training strategy (programs and implementation) required to meet Business goals. Develops coordinates/conducts training as required that expand skills and competencies at all level of the Business.
8. Develops a communication strategy and implementation plan that promotes Company and Business objectives.
9. Provides guidance and leadership for Business and Corporate wide HR initiatives.
10. Maintains a key role in the talent management process and succession planning implementation.
11. Ensures a team focus with peers/colleagues and business partnerships in accomplishing Company goals and objectives.
12. Develops the Human Resource integration strategy and tactical plan to ensure successful integration of acquired companies.
13. Performs other functions as required.

If interested in this opportunity, please contact:

Christine “Collins” Prockish
Principal, Sr. Search Consultant
PNW Search Consultants

503-928-4768/877-PNW-SRCH
503-928-6732 (after hours)

Human Resources Director

California Oregon Broadcasting Inc. in Medford, OR is looking for a Human Resources Director to work with a staff of 100 in four television stations and our cable TV operation.

Responsibilities include:

- Administration of EEO program
- Recruitment
- Interviewing
- Staff orientation

- Staff and management education
- Involvement in the evaluation process
- Resolution of personnel issues
- Researching policy changes
- Handbook maintenance

Requirements include:

- Formal training and experience in Human Resources Management or equivalent
- Solid listening skills
- A commitment to the well-being of staff and company
- A confidential nature
- Good written and verbal communications skills
- Common sense and a sense of humor.

Must be willing to travel using a company provided vehicle. Pre-employment drug testing and an acceptable 3 year DMV driving are required. We are an Equal Opportunity Employer.

Please send resume to abrown@kobi5.com or to Human Resources Director, California Oregon Broadcasting Inc., 125 South Fir, Medford, OR 97501. We are an Equal Opportunity Employer.



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