

ROGUE VALLEY SHRM NEWSLETTER

SEPTEMBER 2014



President's Corner

Congratulations to these amazing HR Professionals who have been nominated for positions on your 2015 Board of Directors:

Julie Carr, Blackstone Audio – Programs
Lynette Gundlach, Sherm's Thunderbird – Secretary
Kathryn Reinhardt, Naumes – Workforce Readiness
Brandy Birruieta, Motorcycles – SHRM Foundation
Shanon Harvey, Mercy Flights – At large
George Kuhn, W. Brown Creative Partners – At Large

Reminder... Beginning in January, 2015, our programs will be held on the **3rd Wednesday of each month**, same times, from 8:00 – 10:00 (7:30 coffee), same place, Smullin Center.

Your programs feedback... told us we are on track with the content and focus of our programs! With 70 responses (a very high turnout):

91.2% indicated "Very Satisfied" with monthly programs overall (8.8% "Somewhat Satisfied")

The top 4 requests for future programs: Strategic HR Mgt.; Employee Relations; Org. and Emp. Development; FMLA/OFLA

The next clump of requests (equal number of requests) were: Compensation; Benefits; ADAAA

There were several comments of request for "Round Table" with peer "experts" as facilitators.

Top 3 requests for the May Legal Seminar: Labor/Employment Law; Workplace Investigations; Legalities of Social Media in the Workplace

Good News... Our **TUESDAY, SEPTEMBER 16, (8-10 a.m., Smullin Center)** seminar features Dr. John Bowling presenting "The True Impact of Organizational Culture". Those of you who have experienced Dr. Bowling's presentations know this will be a fascinating exercise. He will use a combination of teaching and interactions with your peers to take us through organizational culture and why it matters. This program is sponsored by, **Mercy Flights, Shanon Harvey, HRM.**

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Don't Forget to vote by 9/30/14 for the 2015 SHRM BOARD!



More good news... Our **Thursday, November 20**, seminar will be conducted as a Round Table facilitated by local professionals to address, with you (Round Table fashion), the strategic aspects of workforce and succession planning as we go into the era of mass retirements! **This one gets you 1.5 hours of strategic HRCI credits too!**

Reminder... We are partnering with ASSE this year for their annual Regional Safety Conference. This is one of the best safety conferences in the Western Region. The Dates are Tues., October 14 – Thurs., October 16. The Tuesday (Oct. 14) session is a Professional Development Workshop, presented by **Robin Rose**. The title of the presentation is “Build a Better Brain”... understanding what fosters brain health, growth and flexibility. You will walk away with practical tools you can adapt into your day. **AND...** you’ll receive **7 HRCI General Credits!** TO REGISTER: www.regionline.com/southern_oregon14

Check out our fancy social media sites...

Facebook:	WWW.FACEBOOK.COM/SHRMRV
Website:	WWW.SHRMROGUEVALLEY.SHRM.ORG
LinkedIn:	http://www.linkedin.com/groups?home=&trk=anet Ug_hm&gid=6688363
Twitter:	@SHRMRogueValley

Parting fact... No word in the English language rhymes with month, orange, silver or purple. Do NOT attempt to write a song that must rhyme with any of these... You will need your EAP if you do... See you at the Tuesday, September 16 Program with Dr. John Bowling “The True Impact of Your Organizational Culture”... Smullin Center, 7:30 for Coffee... 8-10 program.

John Underwood, SHRM Rogue Valley President, 2014

Link to the new SHRM Certification:
<http://certification.shrm.org/>



Rogue Valley SHRM Chapter Presents:

The True Impact of Your Organizational Culture

Organizational culture influences multiple aspects of performance including attracting and retaining talent, internal development, strategic alignment, customer perception, ethics and productivity. This two hour presentation will differentiate your company's perceived versus actual operating culture and offer an opportunity to briefly assess your own organization relative to key behaviors. This model is supported by neuroscience for evolving critical components such as leadership modeling and consistency. Additionally, encouraging new ways of thinking will be presented and explored as a way of strategically aligning the culture to your company's goals. Discussion and experiential exercises will be used, along with presentation of critical concepts, as a way to reinforce learning. Please come join us for this exciting and informative presentation.

Date: **Tuesday, September 16, 2014** *-Please note, different day of week than usual.*

Networking: 7:30 am to 8:00 am
Workshop Time: 8:00 am to 10:00 am

Presenter: John Bowling, PHD.

About the Presenter: Dr. John Bowling is an accomplished business leader, consultant, psychologist, educator, and coach. He is passionate about helping individuals, teams, and organizations optimize performance through a process of creating clarity around focus, strategy, structure, and desired outcomes, and then enhancing awareness of self and others in interactions. This blend of structural and process work helps remove barriers to performance while reinforcing development of new strategic and interpersonal skills. John's approach includes a strong focus on emotional skills and competencies which enhance decision-making and contribute to accurate evaluation of truthfulness and credibility.

Meeting Location: Smullin Health Education Center
2825 E. Barnett Road
Medford, OR 97501

Cost: \$10.00 per member / No charge for first time guests, students and Asante employees.
\$15.00 for non-member

HRCI Credit: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmroguevalley.shrm.org

Rogue Valley SHRM Chapter Presents:

Employee Involvement: Driving Exceptional Safety & Health Performance



Do you want to increase awareness of safety and health within your organization? Would you like to recognize employees who help fix problems, issues and hazards? Would you like to improve employee morale and learn ways to motivate your staff toward improved safety and health performance? How about creating and sustaining a positive workplace safety culture that allows these critical actions to happen? This session paves the way to accomplishing these objectives and more by sharing best practices from other local companies in order to help you actively and meaningfully involve your employees in safety and health programs. These tips will help to encourage a strong safety mind-set, aiding you to accomplish your company's tactical goals and to serve the employee base in your organization.

SHRM Rogue Valley and Southern Oregon ASSE are joining together for offering this program. ASSE has developed a full day HR Track for HR and Safety Professionals.

Date: Thursday, October 16, 2014

Networking: 8:00 am to 8:30 am – *30 minutes later than most programs due to conference*

Workshop Time: 8:30 am to 10:00 am

Presenter: Mark E. Hurliman, CSHM

About the Presenter: Mark has an occupational background that includes work as a dairy farmer, self-employed commercial fisherman, construction worker, logger, and mill worker. He has worked at Oregon OSHA since 1990, as a Compliance Officer and a Safety Consultant. The VPP Coordinator since 1996, Mark has been manager of the VPP and SHARP programs since 2001. Mark has been recognized by the Institute for Safety and Health Management as a Certified Safety and Health Manager (CSHM). He has developed and presented a variety of training presentations on SHARP and VPP as well as other safety and health management related topics. His well-received workshops have been presented throughout Oregon and at Regional and National Safety and Health conferences.

Meeting Location: Smullin Health Education Center
2825 E. Barnett Road
Medford, OR 97501

Cost: \$10.00 per member / No charge for ASSE Conference Registered Guests
\$15.00 for all non-members (*Excluding students & Asante employees –must RSVP*)

Note: Fee is for SHRM Rogue Valley's program only. If interested in attending the HR Track of ASSE's Safety Conference, please also register with ASSE as well as RSVP for SHRM program.

HRCI Credit: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmroguvalley.shrm.org



Rogue Valley SHRM Chapter Presents: **Strategic Talent Management** **Across Diverse Industries**

Four HR professionals, each with a different industry perspective, will present in this round-table discussion. They will share the business development cycle for their respective industries, as a setting for their current talent needs. Attendees will hear the diverse circumstance in which each industry/business sector finds itself competing for current and future talent. The panel members will share their particular journey through the current state of their businesses, discussing the unique skillsets, economic, political and cultural challenges. The presentation will include how the businesses have adapted to their current and anticipated talent needs in a dynamic regional, national and international business climate. Attendees will come away with insights and tools for how to audit current and future talent needs and how to adapt to those needs to ensure a stable and competent talent pool to meet the strategic needs of business.

Date: November 20, 2014

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 9:30 am

Presenter: John Underwood, MBA, SPHR,
Guy Perrin, MA Counseling and Organizational Psychology
Kelly Williams
Wendi Brown, BS Business

John Underwood, MBA, SPHR. He holds an MBA thought City University of Seattle and is certified at the SPHR level and currently serves as the Rogue Valley SHRM Chapter President.

Guy Perrin, MA Counseling Psychology and Organizational Psychology. He has a Master's degree in Counseling Psychology from Antioch Graduate School and a Commerce degree in Organizational Behavior.

Kelly Williams is a Consultant with Centerpoint Leadership Services. He has 15 years of experience with U.S. Cellular and Asante Health System. Kelly has specific expertise in training, curriculum design and leadership coaching.

Wendi Brown, BS in Business Administration. She also has earned certificates in Project Management, Global Business, Marketing and Human Resources from Colorado Technical University.

Meeting Location: Smullin Health Education Center
2825 E. Barnett Road
Medford, OR 97501

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

HRCI Credit: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmroquevalley.shrm.org

Strategic Talent Management Across Diverse Industries

This presentation comes from four HR professionals from four different perspectives. Each participant on the panel will share the business development cycle for their respective industries as a setting for their current talent needs. Attendees will hear the diverse circumstance in which each industry and business sector finds itself competing for current and future talent. The panel members will share their particular journey to the current state of each business, each having a unique set of skill set, economic, political and cultural challenges. The presentation will include how each business has adapted to its current and anticipated talent needs in a dynamic regional, national and international business climate. Attendees will come away with insights and tools for how to audit current and future talent needs and how to adapt to those needs to insure a stable and competent talent pool to meet the needs of a business.

Panel:

John Underwood, MBA, SPHR. John is the Southern Oregon Region Human Resources Manager for Timber Products Company and has spent most of his career in the manufacturing world. His experience has been evenly split between union and non-union workforces. His current responsibility includes five manufacturing plants, a trucking business and administrative offices in Grants Pass, Medford and Yreka employing 700 employees. John has extensive success in metric driven performance management systems. He took his MBA through City University of Seattle and is certified at the SPHR level and currently serves as the Rogue Valley SHRM Chapter President.

Guy Perrin, MA Counseling Psychology and Organizational Psychology. Guy is President of Centerpoint Leadership Services. He has over 20 years of experience in leadership and executive coaching, consulting, facilitation, counseling and human resource management. Guy coaches leaders and consults to organizations regarding talent management and development in a wide variety of organizations. Guy created and facilitates the Leadership Development Forum, a comprehensive professional development program. Guy is a Licensed Professional Counselor and Certified Employee Assistance Professional. He has a Masters degree in Counseling Psychology from Antioch Graduate School and a Commerce degree in Organizational Behavior from the University of British Columbia. He also holds a Certificate in Dispute Resolution from Justice Institute of British Columbia.

Kelly Williams is a Consultant with Centerpoint Leadership Services. He has 15 years of experience with U.S. Cellular and Asante Health System, including leadership positions with over 100 staff members and created/implemented projects impacting over 1000 employees. Kelly has specific expertise in training, curriculum design, leadership coaching, process standardization and improvement, performance management, customer service and loyalty.

Wendi Brown, BS in Business Administration. Wendi is the President of WBCP, an executive search, communications and strategy firm, leading complex projects for clients in Oregon and California. Before starting her own business, Wendi was an internal HR Consultant for Orange County, CA, where she provided services for the Chief Executive and HR office which spanned 17,000 employees. Wendi is currently earning her MBA at Southern Oregon University. She also has earned certificates in Project Management, Global Business, Marketing and Human Resources from Colorado Technical University.



EMPLOYER FORUM



Manufacturing & Production

Friday October 3, 2014

9:00am - Noon

Take advantage of this unique opportunity to meet face to face with **LOCAL** employers in one of Southern Oregon's fastest growing industries.

Hear **FIRST HAND** from employers hiring for some of the most sought after jobs in the Rogue Valley to learn how **YOU** can maximize your potential to land a career with growth potential, not just a job.

FREE ADMISSION

Location: Jackson County Expo Fair Grounds,
Padgham Pavillion 1
Peninger Road, Central Point, OR 97502



Don't miss this chance to interact with some of the most influential hiring managers in Jackson County, and take the first step toward starting your advanced manufacturing career in a comfortable, low pressure setting with

Oregon Employer Council

Jackson County Chapter

PO Box 1187
Medford Oregon 97501
jacksonoec@gmail.com

Phone: 541-776-6060
Andrea ext. 314 - Josh ext. 236
E-mail:
andrea.p.burcham@oregon.gov
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Special thank you to our event sponsor:





HUMAN RESOURCES NETWORKING MIXER

Hosted by the SHRM-Rogue Valley Chapter
and sponsored by BBSI

Come mix and mingle with your fellow SHRM members and chat with SOU students about the challenging and rewarding field of Human Resources! Delicious hor d'oeuvres will be served and there will be fun raffles, with all proceeds going to the SHRM Foundation.

Date: Tuesday, November 4, 2014

Time: 5:00 pm - 7:00 pm

Venue: Standing Stone Brewery

Space is limited, so if you plan on stopping by, please RSVP to Sarah at sarahh@catheatres.com or Valerie at wilsonv@firemtn.com





HRCI vs. SHRM Certifications

SHRM recently announced that it will be offering its own professional certification program, completely separate from HRCI which currently offers the PHR®, SPHR®, GPHR® and other professional HR certifications. **Beginning in January 2015, SHRM will offer two certifications: SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP).**

HRCI will continue to offer its certifications independently.

According to various SHRM publications:

- **Any current PHR®, SPHR® or GPHR®, HRBP® or HRMP® certificate holder in good standing will be able to convert their HRCI certification(s) to the new SHRM certification beginning January 1, 2015 at no cost.**
 1. To do this, you will need to provide documentation to SHRM that your certification is current by December 31, 2015,
 2. Sign the SHRM Code of Ethics and
 3. Complete an online tutorial.
- **"SHRM will continue to apply to HRCI for recertification credits for all current SHRM programs and events scheduled in 2014."**
- Beginning in 2015, SHRM "will offer recertification credits for the new SHRM certification and SHRM programs and also authorize other program providers to offer recertification credits."
- **Any individuals seeking first time certification can apply for the exam starting January 1, 2015.**

Here is some other important information:

- If you want to convert your current HRCI certification to the SHRM certification you will need to complete the three steps above by December 31, 2015. If you don't convert by that date, you may have to complete SHRM's full certification program and sit for its exam.
- You will be able to convert your HRCI certification to the new SHRM certifications AND also keep your HRCI certification current.

Rogue Valley SHRM Chapter Scholarship Awards

Program Overview

In an effort to serve our membership and advance the Human Resource Profession, the Rogue Valley SHRM Chapter has committed to promoting the Professional Human Resources (PHR), Senior Professional Human Resources (SPHR), and Global Professional Human Resources (GPHR) Certifications from the Human Resources Certification Institute (HRCI).

Scholarships may be awarded to a chapter member for each of the following:

- 1) Taking and passing the PHR examination;
- 2) Taking and passing the SPHR examination;
- 3) Taking and passing the GPHR examination and;
- 4) Recertification of your PHR, SPHR or GPHR within six months of the certification expiration date.

The total amount of scholarship awards available is determined by the Rogue Valley SHRM Chapter Board of Directors each year and is shown as a line item in the budget, which may vary significantly from year to year depending upon available funding, other chapter priorities, and qualified applicants. If there are no qualified applicants, the funds may be carried over to the following year. A scholarship recipient who does not pass the exam after two attempts must reimburse the funds to the Chapter.

Scholarship Criteria

- 1) Applicants are required to have a current SHRM membership and;
- 2) Must be a current member of the Rogue Valley SHRM Chapter (Designation #0234) and;
- 3) Must participate in either the local chapter, state, regional or national level of SHRM: e.g. regularly attend monthly meetings/programs, volunteer for SHRM events and/or serve on a SHRM board.

How to Apply

Submit a letter via email to the Rogue Valley SHRM Chapter President stating why you feel you meet the scholarship criteria along with supporting documents showing your intent to take one of the exams or receipt for one of the exams or recertification along with your SHRM membership number. Once awarded, the scholarship will be paid after receiving a receipt for the exam or recertification.

Timeline

March 25th: Applications due for the PHR/SPHR/GPHR May/June testing period and for recertification.

October 25th: Applications due for the PHR/SPHR/GPHR December/January testing period and for recertification.

April and November Board Meetings: Scholarship recipient(s) selected. Recipient(s) will be notified of their award within one week of the board meeting. (Board meetings occur on the first Thursday of the month).

Award Levels – Awarded Twice a Year

- ☐ \$350 for PHR examination
- ☐ \$475 for SPHR and GPHR examination
- ☐ \$100 for recertification for either PHR, SPHR, or GPHR certification

Thank you for investing in your profession!



SHRM CHAPTER MEMBER SEMINAR DISCOUNTS, FALL 2014

Audience: All Chapter Members

Subject Line: SHRM's Chapter Discount Program for 2014 Fall Seminars!

Dear Chapter Member:

In alignment with our commitment to provide you with access to the most comprehensive HR resources and networking opportunities, we're pleased to offer you a special discounted registration fee to attend a SHRM Seminar in Alexandria VA, Chicago IL, New Orleans LA, New York NY, Phoenix AZ, San Diego CA, Seattle WA - or a virtual seminar – this Fall!

SHRM Seminars are developed using the highest quality standards, and a team of qualified experts, HR professionals and legal counsel review course content to ensure its accuracy and real-life application. SHRM's dedication to excellence will provide you with timely information and solutions for the business challenges you face, with seminars for newcomers to the profession and veteran HR professionals alike.

Program topics include:

- Strategic Human Resources: Delivering Business Results
- Business Management for HR: Understanding Business Operations
- Essentials of HR Management
- And much more!

As a local SHRM-affiliated chapter, we've partnered with SHRM to offer you the following chapter member discounts off our advertised member registration rates:

Chapter Member Discounts:

Use Promo code: 14SEM1DAY - \$100 off 1 day seminars

Use Promo code: 14SEM2DAY - \$200 off 2 day seminars

Use Promo code: 14SEM3DAY - \$300 off 3 day seminars

Use Promo code: 14SEMYCHPT – \$200 off any Virtual seminars

For more information, contact:

Carlos Marroquin, SPHR
Manager, Educational Programs
Carlos.Marroquin@shrm.org | +1.703.535.6033

**Offer only applies to 2014 SHRM Seminars and does not apply to Seminars outside the U.S., SHRM Emerging Leader programs or any SHRM Conferences or Seminars held at conferences. Offer applies to online and phone orders only. It does not apply to mailed-in orders, faxed orders or purchase orders. Offer is not valid on previous orders and cannot be combined with other promotions. Discount expires at 11:59 p.m., Pacific Standard Time, December 31, 2014.*

Calling all HR Professionals

By Patricia (Trish) Forde, SPHR, GPHR, HR Professional and Part-time Adjunct Professor, Southern Oregon University



Would you be willing to participate to be interviewed by an SOU HR Graduate student as part of their Case Study assignment for Fall Term of 2014? As the professor for Southern Oregon University's BA481 and 581 classes, I have tasked my students with an assignment that requires the student to interview a local HR professional.

I am looking for a few HR professionals who would undergo an interview by a graduate level student who is working on a class assignment whereby they will interview and write a paper for BA581 Principles of Human Resources Management. I need at least 3* HR professionals to volunteer. You would only have one student contact you so it would amount to probably 30-40 minutes of your time ... the student would come to your office or would contact you by telephone for this interview. *(I have only 3* graduate level students in the class, the rest are undergrads, so this assignment is just for the graduate level students).*

Be assured that you do not have to respond to anything that you believe would be company-confidential or proprietary to your organization. These are just general questions (see list) geared towards helping the student understand the challenges and complexities of the HR field.

The questions the student is to ask are this list shown:

What are your biggest day-to-day HR challenges?

How do you address those challenges?

Do you conduct exit interviews? Why or why not?

Do you conduct employee opinion surveys? How often and what do you do with the results?

Would you recommend HR as a career to a university business student? Why or why not?

What is your onboarding process for your new hires?

If you are willing to participate in this, please contact me by email. Keep in mind that as a participant in this activity, you are eligible for 1 HRCI credit towards your PHR or SPHR recertification. I will provide you with an HRCI credit certification (teaching credit) confirmation following the student interview. *(Note: You do not have to be a PHR or SPHR to volunteer for this ... you just need to be an active HR professional.)*

Contact me at fordep@sou.edu if you are willing to participate. Thanks in advance to anyone who is willing to volunteer for this opportunity to help the HR professionals of tomorrow to learn more about HR.



Employee Off-duty Conduct: What is HR to do?

By Patricia (Trish) Forde, SPHR, GPHR, HR Professional and Part-time Adjunct Professor, Southern Oregon University



As an HR professional, from time to time, your employee's personal lives outside of work can collide with your company's code of ethics, rules, proprietary secrets and reputation. In addition, it could negatively impact the employee's on-the-job performance.

For example, perhaps your Marketing Manager is dating a Territory Salesperson from a competitor. Maybe one of your line workers has a bottle-of-whiskey-a-day drinking problem after hours? You might think that if you terminate these individuals, you could be hit with a discrimination or invasion-of-privacy lawsuit. This is where the HR Manager needs to be controlling the action plan.

You need to determine first if your employee's off-duty behaviors put your company at risk in terms of safety, quality, legal or financial considerations. In such instances, judges and courts will be more tolerant of an employer taking reasonable steps to exert control.

Companies usually have very legitimate justification for disciplining workers for negative off-duty behaviors if it's related to their jobs, such as company confidential situations, private personnel issues and the like. However, disciplining staff for their own *lawful conduct* outside of work can be a slippery slope.

States typically prohibit employers from discriminating against workers who are participating in "lawful activities" in their after-hours lives.

The following considerations would be recommended steps to be utilized in determining your organization's plan of action:

First, focus on the after-hours activities effect on the employee's job performance, rather than the conduct itself. You need to be able to justify a legitimate business reason for disciplining an employee. For example, the "hung-over" line worker's performance is very probably impacting productivity, quality and safety on the job.

Second, avoid blanket-restrictions against socializing with competitors. You cannot control the love-in-bloom situation, however, you can have your employee sign a nondisclosure agreement and can implement a policy that requires employees to divulge "conflict of interest" situations in order to protect your organization from a legal standpoint.

Third, when it comes to social media off-duty matters, be extremely careful to not overstep the bounds of what the NLRB would consider "protected concerted activity." For example, when an employee talks about their wages or their working conditions on Facebook or Twitter, or complains about their supervisor or company executives, this would not be actionable, as disciplining the employee in these situations would violate the

NLRA. However, if the posting crosses the line to being threats of violence or disclosing company proprietary information, you are more likely to prevail if it ever goes to court.

Fourth, don't discipline one employee for questionable off-duty behaviors unless you are going to implement the same disciplinary action towards all employees. You can't play favorites by picking and choosing which employees you want to go easy on, while dropping the hammer on others ... Consistency is key. Finally, always be sure you are on solid legal ground before you terminate or discipline an employee about any of their off-duty activities. Have your attorney review the particulars of each individual case and advise you how to proceed.

It's probably also a good idea to review your policies on employee's off-duty behaviors to ensure that they are in compliance with state laws and accepted business practices.

Human Resource Job Openings

JOB TITLE: Human Resource Manager (Roseburg, OR) **FLSA CLASSIFICATION:** Salaried - Ex-empt

POSITION SUMMARY: The BBSI Human Resource Manager is responsible for successfully providing a broad range of ongoing HR and Talent Acquisition consulting services to business owners to maximize client workforce management and positively impact client 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, particularly with the Area Human Resource Manager.

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 client 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



JOB TITLE: Human Resource Manager (Grants Pass, OR) **FLSA CLASSIFICATION:** Salaried - Exempt

POSITION SUMMARY: The BBSI Human Resource Manager is responsible for successfully providing a broad range of ongoing HR and Talent Acquisition consulting services to business owners to maximize client workforce management and positively impact client 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, particularly with the Area Human Resource Manager.

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 client 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

HUMAN RESOURCES/RISK MANAGEMENT DIRECTOR

Jackson County, Oregon

\$88,858 - \$113,402 (plus excellent benefits, including up to a 5% signing bonus)

For a complete job description, please visit the Prothman Company at <http://www.prothman.com/> and click on "Current Searches."

This position requires a bachelor's degree from an accredited college or university in public administration, business or a related field, and five to seven years of executive, professional-level experience in human resources and risk management; or any combination of education and experience which provides the applicant with the desired skills, knowledge, and ability required to perform the job.

Jackson County is an equal opportunity employer. First review: **September 7, 2014** (open until filled). To apply online, visit Prothman at <http://www.prothman.com/> and click on "Submit Your Application" and follow the directions provided. Application materials will only be accepted electronically via the website. For questions, please call 206-368-0050.