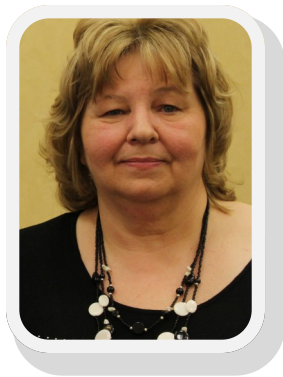


## President's Message

## Third Quarter Newsletter July — September 2016



**Karen Eichstaedt, Chapter President**

Hello, everyone, and Happy Summer!

When I have lived to see the day when respected HR guru Dave Ulrich says that if you are thinking about a new CEO, you should look long and hard at your top HR leader, I know our profession has arrived!

As the keynote speaker at the recent Tri-State SHRM Conference in Newport, RI, May 2-4, Mr. Ulrich noted that HR . . . and HR alone . . . knows, and is the expert on, people. So, think about THAT HR professionals, as you do your long-range career planning! There may be a CEO title in your future! He also gave some wise words about our profession. HR is not about HR anymore. It's not how great your payroll system is, or whether or not you have the latest performance management technology or HRIS. Those are just tools. HR's real gift to the organization is culture-creation . . . using our people knowledge to create workplace cultures where talented people can rise and deliver knock-your-socks-off customer service! I so agree! And, for someone whose first job was in "Personnel" (where you go to get hired or fired), it's been a long time coming. We should all be proud to be in HR.

A few other inspirational ideas I walked away with: from dynamic presenter Karen Hinds on "Resilience" . . . when life throws you curveballs and obstacles, make sure you "wrestle" it down for the hidden gift! An illness can teach you gratitude. A disappointment can lead to a better outcome. In a workshop on thriving on chaos, there were lessons from the sports management industry on the importance of grit and perseverance and pride and unselfishness as behaviors leading to winning teams.

They can be more important than technical know-how. But the biggest take-away for me was the importance of culture and HR's role as "culture-keeper"; protecting the culture from bad decisions, bad management and bad hires. Concepts to contemplate as you plan your goals. On top of a lobster clambake, dancing at the Rosecliff Mansion and hanging out with HR folks from the three states, it was a great trip to Newport!

Speaking of highlights, I am SO looking forward to the big Summer Social July 21<sup>st</sup> this year at the Haley Mansion in Mystic . . . networking, music, tapas-style food and lots of opportunities for relaxing and fun. See the flyer inside for more info, and don't miss this one! And if staring out at the ocean in Mystic isn't enough for you, come sail away with us to Martha's Vineyard on August 11<sup>th</sup>! We'll be boarding the ferry in New Bedford for an ocean view sail to the island for a day of sightseeing, strolling and sea-breeze air! Such a nice opportunity to just be with each other and enjoy the best of summer.

And save these dates, Board Members! Tuesday, August 9<sup>th</sup>, HRLA Retreat to discuss goals (Location TBD) and our annual Program Planning Meeting on September 22<sup>nd</sup> to set our calendar for 2017.

Not a board member yet? HRLA is looking for members interested in Chairing the following Core Areas: Diversity Chair; Sponsor Chair; SHRM Foundation Chair; Workforce Readiness. For further information, contact Karen or Janet!

See you all soon! *Karen*



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## BUSINESS SHOWCASE

### FREE NEW FUN EVENT:

### HRLA Members' Business Showcase!

October 6<sup>th</sup> 4:30 – 5:30 PM

Free Drink Ticket, Great Networking

As a value-added feature of membership in our HRLA Chapter, we will be hosting an HRLA business members showcase on Thursday, October 6th, from 4:30 – 5:30, prior to one of our “big-draw” events . . . the annual Legal Update with Holly Cini!

The showcase will feature up to 10 of our members who, in addition to, or as their full-time careers, offer HR-related business support services to the community. Our members offer a variety of services: from HR consulting to benefits administration to drug-testing programs. Each member will have a table in the exhibit hall where the event will take place, and may, free of charge, bring promotional materials, flyers and handouts to distribute among guests. It's a great opportunity to hear more about what they do . . . many of us are intrigued and would welcome the chance to talk to them beyond our brief table introductions!

If you are interested in displaying, it will be on a first-come, first served basis. Please let Karen or Janet know if you are interested . . . and why wouldn't you be! Our sponsors understand the benefit of having tables at events . . . it's how they network and grow their business base. At HRLA, we see our community encompassing all of us: sponsors, members, independent contractors, the educational and certification industries, in all the ways we support the HR profession. We would like to honor those of our members who also contribute to this community . . . and who knows! One day, it may be you!

**Please show your support by both signing up for a table, or committing to come early to visit with your colleagues. I am sure we will have a few prizes in store for those who do!**

Holiday Inn, Norwich, 4:30 – 5:30, prior to our Legal Update; hope to see you!

Special HRLA Tailgating Party

HRLA Cocktail – one free drink ticket

Bingo with Great Gift Basket as the PRIZE – visit “x” number of Tables and enter to WIN!

To sign up for a free table: First come, First served basis!

Contact Karen at [keichstaedt@ucfs.org](mailto:keichstaedt@ucfs.org) or Janet at [wjanet20@aol.com](mailto:wjanet20@aol.com)

We believe there will be room for about 10 tables – HRLA Members who support the HR Profession such as:

**HR Consultants - Benefit providers - HRIS provider - Voluntary benefit providers**



**Strategic HR New England  
October 23-25<sup>th</sup>  
Omni Mt. Washington Resort, NH**

***We create the experience, so that you can make a difference.  
Join New England's Top HR Talent in 2016!***

Strategic HR at the at the prestigious and historic Omni Mount Washington resort enters year FIVE to great critical acclaim!

This event engages a senior-level, strategic-thinking audience in every aspect of the conference. Programming is offered that encourages you to think big. And, a little magic has been added from the historic Mount Washington Hotel.

If you're ready to roll up your sleeves, we're ready to roll out the red carpet for you.

Engage with a senior-level, strategic-thinking audience in every aspect of the conference. Discover programming that encourages you to think big. Share HR lessons you've learned along the way. And take in the spectacular, historic Mount Washington Hotel.

→ **BIG IDEA Sunday!** Provocative topics from distinctive sources.

→ **STRATEGIC Monday!**

Planning for dynamic HR leadership, the world of business and finance, and creative inspiration.

→ **BRING IT HOME Tuesday!** Tools, resources, applications, and takeaways.

Visit the Retreat website at <http://www.StrategicHRne.com>.

Check out the gorgeous facility – the [Omni Mount Washington Resort](#)

***Special thanks to the SHRM State Councils in New England!***







**The Human Resource Leadership Association of Eastern Connecticut**  
**Summer Social**

***An Evening for You***  
***Relax, Recharge, Renew***



**Date:** Thursday, July 21, 2016

**Time:** 4:30PM - 7:30PM

**Location:** Haley Mansion  
Three Williams Ave, Mystic, CT 06355

**Price:** \$45 per person; Members and Guests  
(Includes two free drink tickets)

**Register Early at:** [www.hrlact.org](http://www.hrlact.org)

- ◇ **Networking** - Now's the time to catch up with old friends and make new ones. Socialize, relax and enjoy yourself at our luxurious Summer Social at the gorgeous Haley Mansion in Mystic ~ It's all about YOU tonight! This is a **Bring-A-Friend Event** so invite an HR Colleague to join you!
- ◇ **Music** - Stroll out on the patio enjoying the stunning views; listen to the music while you appreciate your delicious summer drink.
- ◇ **Fun Games** - Isn't it time YOU had some fun? Have a caricature done as a souvenir. Take a snapshot with friends at the photo booth, *and much more. . .*
- ◇ **Great Food** - It's ALL about the yummy food and we know that! Tapas style food stations including Asian, Mediterranean and Italian; passed appetizers; delicious deserts ~ and, guess who's back? One of our favorite sponsors, Ben & Jerry's!
- ◇ **Fun Bar** - with two free drink tickets just for YOU ~
- ◇ **Win** - We'll have lot's of terrific Door Prizes! Bring your business cards ~





## **CT SHRM State Council Webinar in conjunction with Siegel, O'Connor, O'Donnell and Beck**

**Date:** Thursday, July 14, 2016  
**Time:** 1:00 – 2:00PM  
**Cost:** \$20 for SHRM Members; \$30 for Guests  
**Credits:** Pending for 1.0 credits each for SHRM and HRCI Credits  
**Registration Link:**  
<https://blmediagroup.wufoo.com/forms/sexual-harassment-prevention/>  
**Webinar:**



Sexual Harassment Prevention – What Supervisors Must Know

### **Featured Speaker: Meredith Diette, Esq. from the law offices of Siegel, O'Connor, O'Donnell and Beck, P.C.**

An Employment law attorney and shareholder with Siegel, O'Connor, O'Donnell, and Beck P.C., Attorney Diette represents public and private employers before state and federal courts and administrative agencies, including the Commission on Human Rights and Opportunities, the National Labor Relations Board and the State Board of Labor Relations on a variety of employment-related matters such as claims of discrimination, wrongful discharge, retaliation, sexual harassment, unemployment and employee discipline.

### **Topic:**

- This interactive and dynamic program designed for supervisors, human resource professionals and business owners will review the law prohibiting sexual harassment in the workplace.
  - We will discuss what sexual harassment is;
  - Cover some suggestions concerning investigating complaints of workplace sexual harassment.

### **Learning Objectives:**

- Understand the law concerning workplace sexual harassment
- Identify and address sexual harassment in the workplace
- Respond to complaints of workplace sexual harassment



## Come Sail Away with HRLA

to

Martha's Vineyard  
on Thursday, August 11<sup>th</sup>

HRLA is planning an outing to **Martha's Vineyard** ~ we hope you join us!  
Sun, Fun, Beach, Shopping, Restaurants, Relaxing, Getting Together with HRLA Friends  
*Talk with your HRLA friends and plan on joining us*

Some travel information:

**1. Suggested Parking:**

Whales Tooth Parking Lot

**Note:** Visit this website for important Information

[http://www.portofnewbedford.org/documents/Kiosk%20Announcement%20Instructions%20\(2\).pdf](http://www.portofnewbedford.org/documents/Kiosk%20Announcement%20Instructions%20(2).pdf)

532 Acushnet Avenue

New Bedford, MA 02740

**Phone:** (508) 979-1456

Then - Take the Complimentary Shuttle to the Seastreak Ferry

**2. Ferry:** The Seastreak out of New Bedford, MA sails to Oaks Bluff, Martha's Vineyard.

<http://seastreak.com/ferry-routes-and-schedules/between-new-bedford-marthas-vineyard-ma/>

Use can this link to purchase your ticket; each person is purchasing their own ticket, etc.

As of this date, the website states that an adult round trip from New Bedford to Martha's Vineyard on August 11th is \$70.00

**Timeframe:** Many of us will be taking the 9:00 AM departure from New Bedford and arriving at Oaks Bluff at 10:00 AM; spending the day sightseeing and enjoying the Island; planning on returning on the 5:45 PM departure from Oaks Bluff arriving at the New Bedford Ferry Dock at 6:45 PM

**3. Gathering:** If you'd like to join us towards the end of the day, we will be meeting at **Martha's Vineyard Chowder Co Restaurant**, 9 Oaks Bluff Ave. at about 3:45 PM to enjoy a bite to eat, have a drink and share about our day prior to catching the 5:45 PM ferry back ~

The restaurant is within walking distance to the ferry.

For menu and additional information about **Martha's Vineyard Chowder Co.**,

<http://www.mvchowder.com/default.aspx> Phone: (508) 696-3000

**Questions about Martha's Vineyard:**

- Information; <http://mvol.com/> beaches, restaurants, shopping and *much more!*
- Southeastern MA Convention and Visitors Bureau: **Phone:**(508) 997-1250

**Registration** is for headcount purposes only.

- Questions – Contact Janet at [membership@hrlact.org](mailto:membership@hrlact.org)







Human Resource Leadership  
Association of Eastern Connecticut  
**Breakfast Event**  
Wednesday, September 21, 2016



**Trends and Best Practices in Leave Management and Workers Compensation**  
What are the Effective Strategies for the challenges facing HR Professionals and organizations today.



**Featured Speaker: Lisa Scotton, RN, M.J.**  
**Assistant Vice-President Leave Management, AON**

Lisa is a registered nurse and graduate of Quinnipiac University. She earned her Master's Degree in Health Law from Loyola University School of Law. Lisa is certified in case management, occupational health and disability management. Lisa is an assistant vice president and lead clinician in Aon's Health and Benefits Absence Management Group. Lisa joined Aon in 2015 and has 14 years of absence and disability management experience. A solutions-focused absence management professional, Lisa has extensive experience working closely with mid and large market clients to develop clinical and absence protocols and return to work planning. Lisa has published articles on disability and clinical claims management topics and has been a presenter at national disability management forums. She is currently chair, elect of the Certification of Disability Management Specialists Commission.

**FMLA:**

- Non-Compliance Issues:
  - Where is the employer risk: DOL Investigations or Employee Lawsuits?
  - Examples of Recent FMLA Investigations and Lawsuits
- Mitigating Fraud and Abuse
  - Content of medical certification
  - Intermittent leave tracking and trending
  - Requesting Re-certifications
  - Use of 2nd and 3rd Medical Opinions

**ADAAA:**

- Compliance Considerations
  - Abandoning the "Full Duty or No Duty" RTW philosophy
  - § Inflexible leave policies (case law)
  - Interactive process - compliance and documentation
  - Return to Work / Stay at Work Programs

**Connecticut Paid Family Leave Update:**

- Workers Compensation – presented by Aon's Chris Iovino

**Bring-A-Friend! If they join HRLA,  
YOU receive a \$10 Dunkin Donuts Card!**



**Date:** Wednesday, September 21, 2016

**Breakfast Event:** 7:30 — 9:00 AM

**Location:** Holiday Inn  
35 Governor Winthrop Blvd.  
New London CT

**Registration:** [www.hrlact.org](http://www.hrlact.org)

**HRLA Members:** \$25

**Guests:** \$35

**SHRM & HRCI Credits Approved 1.0 General**

**Who Should Attend?**

HR Professionals ~ Supervisors ~ Managers ~ Students ~ Business Owners





## Human Resource Leadership Association of Eastern CT



### HRLA ANNUAL LEGISLATIVE UPDATE OCTOBER 6TH DINNER MEETING

HRLA is proud to bring you an evening of legislative changes, trends and information critical to your success as an HR Professional. This is the premier opportunity to get briefed on recent legal decisions that impact your daily work in significant ways.

HRCI & SHRM  
Credits Pending



## Legislative Update

### Who Should Attend:

- HR Professionals
- In-house Counsel
- Supervisors/Directors
- Business Owners

Come early – 4:30 – for the  
**HRLA Business Showcase**

**Thursday, October 6, 2016**

Dinner Meeting: 4:30 – 7:30 PM

Holiday Inn, 10 Laura Blvd., Norwich

**HRLA Member: \$35**

**Guest : \$45**

**Register at:**

[www.hrlact.org](http://www.hrlact.org)

Networking  
Delicious Dinner  
Door Prizes

Attorney Cini will outline and give updates on:

- Critical 2016 workplace law changes
- What to expect for 2017
- How to ensure you're in compliance
- CHRO and EEOC trends and initiatives
- Case Law impacting workplace practices
- NLRB Developments
- Wage and Hour Developments
- HR Best Practices

### Featured Speaker Holly L. Cini



**HOLLY L. CINI** is a Principal in the Hartford office of Jackson Lewis P.C. Ms. Cini concentrates her practice on employment litigation and preventive counseling. She represents employers in a variety of forums, including state and federal courts, the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission.

Ms. Cini has successfully represented employers throughout all stages of litigation, from administrative hearings to trials in state and federal courts through appeals before the Connecticut Appellate Court and the Second Circuit Court of Appeals. She litigates claims alleging discrimination, harassment, retaliation, breach of contract, whistleblower violations and a variety of other statutory and common law causes of action.

PROUDLY SPONSORED BY:

**jackson | lewis**

Preventive Strategies and  
Positive Solutions for the Workplace<sup>sm</sup>

**Time - our most valuable resource and tool.**

**How can it be manipulated, shared, divided and saved?  
Find out at HRLA's Dynamic & Interactive Half-Day Workshop**

## Thinking "Lean" in HR: Aligning People, Processes and Time



### Featured Speaker: Christina Danforth, HR Jetpack

Christina Danforth is an enthusiastic HR Trainer and Business Owner. After years of developing content and facilitating workshops, she launched her own company. [HR Jetpack](#) provides online education to HR professionals by HR professionals. While building her experience in human resources, she developed an expertise in lean processing and a passion for utilizing the Continuous Process Improvement philosophy. Christina sits on the board of the HR Association of Central CT as a Vice President and Co-Director of Professional Development. She is also the Director of Programs for the CT SHRM Council, holds a SHRM-SCP and SPHR and teaches the SHRM Certification Exam Prep course at Central CT State University.



**LOOK  
2.0  
Strategic  
Credits**

### Christina is presenting **Lean HR**

Imagine if you found out something you were doing was ineffective. Would you change it? Of course! But how do you know? Don't wait until your business leaders come to you questioning your HR department's practices. Find out how just one Lean HR concept will save you hours of work.

Attendees will be able to:

- Recognize Continuous Process Improvement concepts and tools
- Identify the value of using CPI in your HR department
- Use techniques to begin the Lean HR journey

### Featured Speaker: Susan Lesser, MBA, MS; Partner, nPlusOne Group

Susan Lesser, co-founder of nPlusOne Group, uses her business acumen and background in counseling to provide a distinctive level of guidance to her clients; one that improves their financial results by focusing on employees and the processes that align them to the company strategy.

With 25+ years in education and approximately 15 years as a consultant, Susan's accomplishments include: being the first female consultant at the UCONN Family Business Center, promotion of 45% of leadership trainees within 1 year of participation, sole consultant included on CBIA Manufacturing Summit Best Practices Panel and professorial duties at Central Connecticut State University.



### Susan is presenting **Time Management**

At its core, Time Management is about increasing your productivity and managing events (tasks in time). This can be achieved through understanding and organizing your world of work in order to retrieve information more quickly. It is also about focus and, as we all know, interruptions negatively impact focus. Learn ideas for the management of unnecessary interruptions. And finally, hear some tried and true techniques to help you "find" more time in your day.

- Introduction to "Getting Things Done" methodology
- Prioritization Basics
- Managing Interruptions
- Time Management Tips & Tricks

**Date: Wednesday, October 19, 2016**  
**Breakfast Event: 7:30AM — 12:30**

**Location:** Holiday Inn  
10 Laura Blvd.  
Norwich, CT

**Registration:** [www.hrlact.org](http://www.hrlact.org)  
**HRLA Members:** \$40  
**Guests:** \$50

**SHRM & HRCI Credits Approved**  
**2.0 General and 2.0 Strategic**

## Visit the HRLA Website

### Many FREE Events with Recertification Credits for YOU

There are fresh and interesting webinars, conferences, and meetings being posted on the HRLA Website almost daily thanks to our Website Guru Amy Gendron! These are located on both the front landing page and under *Events/Professional Events*. Check these out and visit often — many of these Events are FREE and have HRCI and SHRM recertification Credits.



### HR Job Postings:



Do you have an HR Job Opening at your company? At this time, it is FREE to post your HR Job on the HRLA Website! It's as easy as 1, 2, 3! Go to [www.hrlact.org](http://www.hrlact.org), scroll down on the front landing page; click on Job Posting under Employer Center. Fill out a few boxes and Voila — you're done!

### Have you Moved? Do you have a New Job?

Update your HRLA Website **Profile** if you move, change email address or obtain a new position, etc. We want to continue to stay in touch with you!



**NOTE:** If you come to a meeting and are not REGISTERED ahead of time, you may not receive the follow-up email with the **Recertification Certificate** and any other materials. It's best if you can register for our events ahead of time vs. being a walk-in. If you are a walk-in, be sure to inform the great volunteers at the registration table of your email address.

### Stay up-to-date

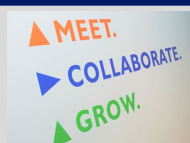
Join HRLA on LinkedIn and also on Facebook!



## HRLA Meetings & Board Meetings

### Board Meetings

Aug. 9th	Planning Update
Sept. 22nd	Programs Mtg.
Oct. 20th	Telecom
Dec. 8th	Annual Mtg. & Holiday Party



### HRLA Meetings

July 21st	Special Dinner Event	Haley Mansion, Mystic
August 11th	Come Sail Away	Martha's Vineyard
Sept. 21st	Breakfast Mtg.	Holiday Inn, NL
Oct. 6th	Dinner Mtg.	Holiday Inn, NOR
Oct. 19th	Special Breakfast Workshop	Holiday Inn, NL
Nov. 9th	Breakfast Mtg.	Holiday Inn, NOR
Dec. 8th	Dinner Event	Norwich Inn & Spa

## Welcome New 2016 Members!

**Welcome Back** to our former members and **Welcome** to our brand new members!



Lisa Bellavance  
Susan Martin  
Davina Pegge  
Tina Rice  
Lindsay Smith  
Jennifer Smyth  
Jennifer Land  
Sandy Boudreau





## Your Valuable HRLA Membership — Have you been thinking of joining HRLA? NOW is the Time!



### GOOD NEWS

Membership is only \$70. Even though our various costs (meals, etc.) continue to increase, the Board continues to manage our expenses to achieve our goals and keep the overall budget in balance. This has permitted us to keep this year's dues unchanged.

HRLA helps you meet your professional goals in several ways including:

- An opportunity to network on a monthly basis with colleagues facing similar problems and challenges.
- Monthly topics that are pertinent and of concern to HR professionals.
- An annual meeting on diversity in the workplace.
- An annual meeting on Legal Updates - always a "hot" topic for companies of all sizes.
- Information on SHRM-CP and SHRM-SCP; PHR/SPHR certification classes.
- Full access to all areas of our website.
- The opportunity to post jobs at no cost—or look for a new job.
- The chance for recertification credits at many of our 2016 programs.
- A chance to be a part of one of the best local SHRM chapters in New England.

**THANK YOU**  
for joining us!

Joining is as Easy as 1, 2, 3:

Click on <http://www.hrlact.org/> Click on the "Becoming a Member" tab , Click on "Becoming a Member" again, Scroll down to "Become a Member", Enter your profile & pay on-line or mail in your check!

Please contact Janet or Denise if you have questions or concerns. E-mail: [membership@hrlact.org](mailto:membership@hrlact.org)

## We Want YOU!

The 2016 HRLA Board is up and running strong! But, there is still room for YOU!

The Nominating Committee is in search of the following Volunteers

### Committee Positions

Membership Committee:	Assist with mailings, flyers
Logistics Committee:	Assist with finalizing details, set-up
Greeters & Registration Desk:	Assist with Event registration
Communications Committee:	Assist with Newsletter, Marketing

### Board Positions

Workforce Readiness Chair - Diversity Chair - Career Links Chair - President Elect

*Contact Karen or Janet for further information!*

**WELCOME:** Lisa Seymour - to the Membership Committee!  
Seth Handyside - to the Certifications Committee!  
Jennifer Kelly - to the Go-To-Team!



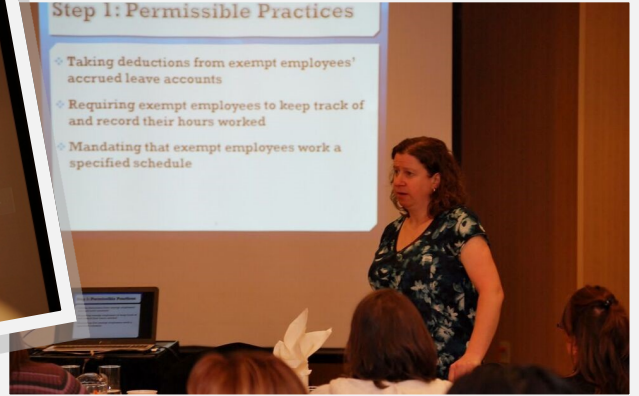
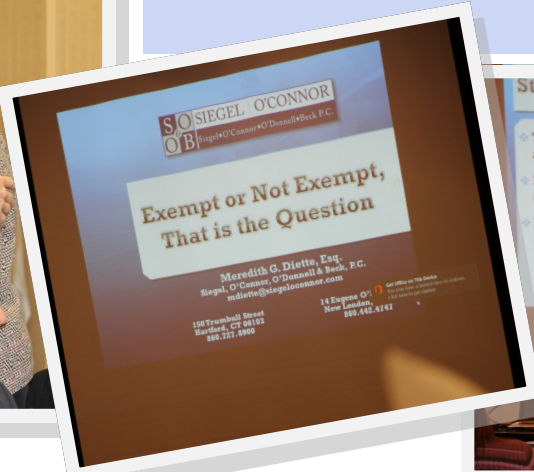
SHRM Regional Director Dan Griffiths  
and HRLA Board Member Janine Dunn



**Maria Fisher-Proulx,**  
MFP Human Resources Management, LLC.



## April Dinner Meeting: Interesting & Engaging 60+ attendees!



FLSA changes effective 12.1.2016 - Exempt or Non - Exempt

Presented by Meredith G. Diette Esq.



**Susan Lesser and  
Janet Welch**  
nPlusOne Group

Children's Books - Donations for Toys for Tots



HRLA Board Members received  
Thank You flowers from Karen





Susan Lesser, nPlusOne Group



## May Breakfast Meeting Fantastic turnout - over 60 attendees



Gary D'Orsi  
HMC HealthWorks



Left to Right: Jennifer Linicus, HRLA Scholarship Chair; Nick Dauckas, from Kardas Larson; Dajon Caple, HRLA Scholarship Award Recipient; Carol Kardas, from Kardas Larson; Gary Larson; Karen Eichstadet, HRLA President; Gerry Kardas. Missing from Photo: Christine Yanelli, HRLA Scholarship Award Recipient. ~ Congratulations to our Award Winners ~



## June Breakfast Meeting The Role of Cultural Fit in Hiring!



Rey Longoria from **Tiaa-Cref** - our Sponsor



Featured Speaker Claudio Fiorani, **nPlusOne Group**



Programs Chair Katie Quackenbush introduces  
our Featured Speakers



Susan Lesser,  
**nPlusOne Group**



Very interactive presentation - counting our coins!

## The 2016 Margot Larson Excellence in Human Resources Scholarship Recipients

~ Christine Yanelli and Dajon Caple



### HRLA – ***Thank You from Christine Yanelli!***

I want to thank H.R.L.A. very much for my second scholarship award which was presented on May 12, 2016.

Margot Larson was an amazing and inspirational lady and leader whom I've had the pleasure of meeting and knowing through my wonderful association with H.R.L.A. over the past 10 + years.

Unfortunately, I wasn't able to attend the May 12th meeting because I was at the library the night before finishing up my finals. As it was, I got home at midnight. If I'd also attend the meeting, I would have been a zombie at 7:30 a.m. and I was leaving for vacation the next day. And, I had also had to work that day.

Now, I deeply regret that decision and I should have made the time and worked until midnight if necessary -- especially if I'd known I would be the very lucky recipient of this prestigious, first, *Margot Larson Scholarship Award!!*

Thank you and H.R.L.A. very much, once again, for this tremendous honor.

*Christine*

Christine Yanelli, SHRM-CP, PHR  
Manager, Human Resources  
Scient Federal Credit Union

## Thank you for your support, HRLA

I am writing to express my sincere gratitude to H.R.L.A. for being selected as a recipient of the 2016 Margot Larson Excellence in Human Resources Scholarship. After hearing wonderful stories of Margot's life and passion by her husband and friends at the H.R.L.A. breakfast, I was thrilled to learn of my selection for this honor and I am deeply appreciative of your support.

I am currently seeking a SHRM-CP certification with hopes of achieving my short term goal of becoming a *Human Resources Manager*. The financial assistance you provided will be of great help to me in advancing my career goals, and it will allow me to concentrate my time preparing for the SHRM-CP.



*Sincerely,*

*Dajon Caple*

*UCFS, Human Resources Assistant*

Thank you again for your generosity and support.

I promise you I will work very hard to keep Margot Larson's legacy alive.

## 2016 Chapter Leadership

President:	Karen Eichstaedt <a href="mailto:president@hrlact.org">president@hrlact.org</a>
Secretary:	Sandra Lamotte <a href="mailto:secretary@hrlact.org">secretary@hrlact.org</a>
Treasurer:	Maria Fisher-Proulx <a href="mailto:treasurer@hrlact.org">treasurer@hrlact.org</a>
VP Membership:	Denise Mangano <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
Membership Engagement Director:	Janet Welch <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
Co-VPs Programs:	Gail Perrelli & Katie Quackenbush <a href="mailto:programs@hrlact.org">programs@hrlact.org</a>
Legislative Director:	Meredith Diette, Esq. <a href="mailto:legislative@hrlact.org">legislative@hrlact.org</a>
College Relations Director:	Jessica Linicus <a href="mailto:collegerelations@hrlact.org">collegerelations@hrlact.org</a>
Career Links Chair:	Open Position <a href="mailto:careerlinks@hrlact.org">careerlinks@hrlact.org</a>
Certification Director:	Sandy Spencer <a href="mailto:certifications@hrlact.org">certifications@hrlact.org</a>
Co-Directors Communications:	Ilie Saracovan Jodie Bartnicki <a href="mailto:communications@hrlact.org">communications@hrlact.org</a>
Community/External Relations Director:	Janine Dunn <a href="mailto:communityrelations@hrlact.org">communityrelations@hrlact.org</a>
Marketing Director:	Gary D'Orsi <a href="mailto:marketing@hrlact.org">marketing@hrlact.org</a>
Board Members at Large:	Joy Baldrige Maria S. D'Amelia

## OUR CORE VALUES

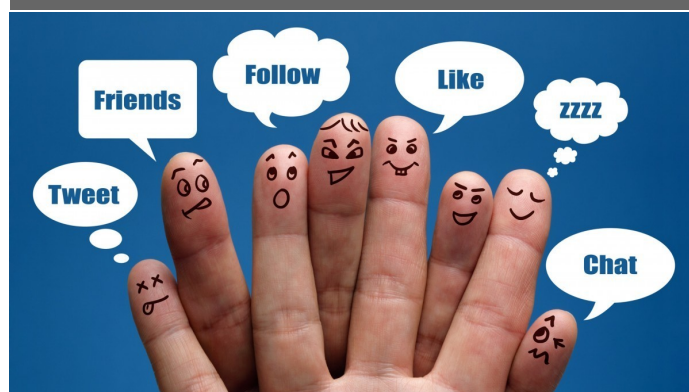
**Collaboration**—We reach out to other professional discipline for mutual development; we build strategic partnerships.

**Community**—We promote civic service and support efforts to meet the needs of the local community.

**Development**—We provide opportunities for professional growth and networking. We promote excellence in human resource practices.

**Innovation**—We foster an environment for generating ideas. We seek opportunities to be leaders and facilitators of change.

**Integrity**—We promote the highest ethical standards and behaviors.



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