

HRLA  
of Eastern  
Connecticut

HR Connections - DECEMBER 2013

Visit our Website at  
[www.HRLACT.org](http://www.HRLACT.org)



*The mission of the Human Resource Leadership Association is to provide HR professionals with a venue to enhance their knowledge and to share their expertise within and outside*



As 2013 comes to a close and each of us think about **what we have to be thankful for**, the HRLA Board of Directors would like to take this time to say **Thank You** to our **valued, dedicated HRLA members**. It is our membership that makes HRLA the **extraordinary Association** that it has become!

The **tremendous accomplishments** achieved this year:

- hit the benchmark number of **200+ HRLA Members**
- held **12 fantastic Events**
- held a **very successful** HRLA Open House in February
- hit a **record Event attendance level** –  
  - more than **ninety-five attendees** at the July Summer Social
- became the **sponsoring Chapter for the SHRM Student Chapter at ECSU**
- the Career Links Group ~ very successful with its **members obtaining positions**
- our **Committees and Board have grown**
- branched out to **new venues** and had fun with **new menus**
- HRLA members held **two off site panel presentations**



These **amazing accomplishments** are made possible by members stepping up and **volunteering!** Every bit is helpful from the **Greeter** at the door helping to make visitors feel welcome - to the **Program Coordinators** helping to put together the meetings, to the **Committee members** all doing their part - and everything in between. We thank you. Also, **to the members that are faithful attendees** - this is very much appreciated! The HRLA Board of Directors say **THANK YOU**. HRLA is known for being a warm and welcoming group due to You!

Please take this time to send in **your valuable 2014 Membership Renewal** so we can continue this mission

*“To provide Human Resource professionals  
with a venue to enhance their knowledge,  
and to share their expertise within and outside the Association.”*

Wishing you all a **very Happy Holiday Season** and see you at the Holiday Party!

*Janet*

and the HRLA Board of Directors





# HRLA's

## Annual Holiday Party!

**Jimmy Buffet's Margaritaville**

@ Mohegan Sun on December 5th 5:30- 8:00pm

Many members bring their significant others to this event.

CHANCE  
TO WIN \$100 Gift  
Certificate to  
Norwich Inn & Spa!

### Who Should Attend?

#### HRLA Members and Guests

HRLA Members \$35, Guests \$45

HRLA members can bring an HR Professional as a Guest and the Guest can attend for FREE.

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

**RAFFLES,  
FUN,  
DINNER &  
a great  
time!**

- ⇒ Don't forget to please BRING A CANNED GOOD for our FOOD DRIVE!
- ⇒ Celebrate the holidays!
- ⇒ Delicious Meal
- ⇒ Great Networking
- ⇒ Raffles
- ⇒ 2014 Board Members will be sworn in this evening!



### Join the fun of the YANKEE GIFT SWAP

If you would like to participate in the gift swap, bring a wrapped gift of \$10 - \$15





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The mission of the Human Resource Leadership Association is to provide HR professionals with a venue to enhance their knowledge and to share their expertise within and outside the association.

Join the group & conversations with HRLA on  
Facebook, Twitter and LinkedIn!

Get involved, help continue to  
*shape and grow* your professional HR Chapter...



If you are already a SHRM member, consider joining

## SHRM CONNECT

Make connections, join a discussion group, create a blog, and ask questions!

### Northeast Regional Student Conference:

CT, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT

April 11– 12, 2014  
Providence, RI

THANK YOU to Marc Halpert our featured speaker for last month's presentation and to our HRLA sponsors:



#### Chris Soleau and Associates

Alternative Funding Specialists.  
General Agents, Commercial Property and Casualty Agent



If you are an HR professional currently in transition, be sure to check out the Career Links Page on the HRLA website:



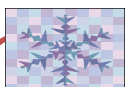
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**DECEMBER 2013**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



**JANUARY 2013**

Sun	Mo	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**FEBRUARY 2013**

Sun	Mo	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	



**December**  
HRLA Annual  
Holiday Party  
Come Celebrate With Us!

Thursday, **December 5, 2013 Dinner**  
Mohegan Sun- Jimmy Buffet's Margaritaville  
**Bring canned goods for Food Bank!**

**Note New Times: 2014**

**Breakfast Meetings: 7:30 - 9:00 AM**  
**Dinner Meetings: 5:00 - 7:30 PM**

**January**

**Security Awareness Risks  
& the HR Community**  
Thursday, **January 9, 2014 Dinner**  
Location: Holiday Inn, Norwich  
1.0 General Credit  
Featured Speaker: Michael Wanik

**February**

**LOOK: HRLA Annual Open House**  
Thursday, **February 6, 2014 Breakfast**  
**FREE—Open to all New HRLA Members and  
interested HR Professionals**  
**Presentation by the HRLA Board of Directors**  
*"What is HRLA & SHRM  
and how can it help YOU?"*

**BE SURE to renew your  
2014 HRLA Membership!!**

**[Click Here](#) for  
membership form**

# THANK YOU!



*to Eastern CT State University for the opportunity for our HRLA members to present  
to your students about the Human Resources Profession!!*

**HRLA members presented to the ECSU SHRM student chapter  
“A Day in the Life of an HR Professional”  
at Eastern CT State University  
Wednesday, November 6th.**

**THANK YOU to our member presenters:**

***Janet Welch, SPHR***

***Maria Krotsis, SPHR***

***John Pemberton, SPHR***

On Wednesday, November 20th, our professional association also presented to a larger general student population at Eastern CT State University with over 50 attendees!

**“The Interview: Tips for Preparing and Presenting Yourself”**

***Derry Kelly, SPHR***

***Lauren Main, PHR***

***Maria Fisher Proulx***

***Janet Welch, SPHR***

# THANK YOU

If you are interested in representing your professional HR Chapter in future opportunities, please let us know! **JOIN US!** We welcome all interested members! Some past presentations include:

**\* Norwich Free Academy**

**\* Eastern CT State University**

**\* University of Connecticut**

***Please contact Janet Welch at [jwelch@americanamb.com](mailto:jwelch@americanamb.com)***



**Thursday, January 9th, 2014**  
**Dinner Meeting 5:00 —7:30 p.m.**  
**Raffles, Delicious Dinner, Cash Bar**



# Security Awareness Risks & the HR Community

This cutting-edge presentation will cover security awareness risks and acts of manipulation that a Human Resource Department needs to be aware of.

## LOCATION

### Holiday Inn

10 Laura Blvd., Norwich, CT

HRLA Members \$35

Guests \$45

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

*Dinner, Door Prize, Cash Bar*

## WHAT YOU WILL LEARN

- ⇒ Threats posed by Email/Phishing/Spear-Phishing, Telephone Risks and “Dumpster” Diving
- ⇒ In-person Security Risks ~ What Type of Person is Attacking Us
- ⇒ What HR Departments can do to build a defense to thwart off these attacks.
- ⇒ What type of Policies & Procedures should be in place?
- ⇒ What type of Technical Controls are in place?



**Michael W. Wanik, CPP, CBCP**, is a holistic security executive who identifies and addresses both common and unique risks for business in the global environment. Board certified in both security management and business continuity planning, Michael is currently the Director of Corporate Security for a Forbes 100 company, operating worldwide. He was the Director of International Security for a Fortune 21 company for fourteen years and currently advises Connecticut Society of Human Resource Management (SHRM) members through his leadership role on the SHRM State Council. Michael also provides private consultation and strategic planning to senior business leaders, as well



Proudly Sponsored By:





Human Resource Leadership Association  
of Eastern Connecticut

Application for Membership  
TIN: 06-1591813



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

**Renewal Year: January 1, 2014 through December 31, 2014**

Membership Status:  New  Renewal (how many years an HRLA member? \_\_\_\_\_)

Membership Type:  Professional \$55  Associate \$55  Student \$25  In Transition Rate \$27.50

Mailing Location Preference:  Business  Home

Please complete (print clearly): **Please include a current business card.**

First Name \_\_\_\_\_ Last Name \_\_\_\_\_  
Employer \_\_\_\_\_ Title \_\_\_\_\_  
Work Address \_\_\_\_\_ Phone (work) \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Email address work \_\_\_\_\_ Fax # \_\_\_\_\_

**Home Address (required for database):**

Home Address \_\_\_\_\_ Phone (home/cell) \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Email Personal Address \_\_\_\_\_

*You will receive an email regarding your username and password for the HRLA website, [www.hrlact.org](http://www.hrlact.org), within seven days of receipt of application.*

**Are you a current Society for Human Resources Management (SHRM) member?**

*(Please note: Per HRLA's bylaws, all consultants must be SHRM members to join our chapter. Visit [www.shrm.org](http://www.shrm.org) for membership details and pricing.)*

Yes  No  Applying

If yes, please provide your SHRM membership number \_\_\_\_\_

*(Please note: If applying for membership, once you receive your SHRM number, please notify Denise Mangano @ [dlm@eastriverenergy.com](mailto:dlm@eastriverenergy.com))*

Gender:  Male  Female

Professional Certification:  PHR  SPHR  CBP  CCP  CEBS  CPC  
 Other (please specify) \_\_\_\_\_

How did you hear about HRLA? \_\_\_\_\_

**I hereby apply for membership and agree to adhere to the bylaws and participating in carrying out the objectives of the Human Resources Leadership Association.**

Signature \_\_\_\_\_

Date \_\_\_\_\_

Please forward completed application and membership payment made payable to "HRLA" to:  
Denise Mangano, AP/HR Manager, East River Energy, Inc., P O Box 388, Guilford CT 06437.  
PH: (203)453-1200, ext. 2027, FAX (203) 453-7704. Email: [dlm@eastriverenergy.com](mailto:dlm@eastriverenergy.com)

**\*Save \$10.00 for any membership type if you register and pay by 11/15/13\***

**\*Save \$5.00 for any membership type if you register and pay by 12/31/13\***