



E-NEWS



A Note From Our President....

**Should auld acquaintance be forgot and never brought to mind?
Should auld acquaintance be forgot and days of auld lang syne?**



Volume

As many of you know, this old Scottish tune literally speaks to “the good old days”. Most years when I’ve celebrated the coming of a new year, I have reminisced about continued good health, fun family events or the birth of my granddaughter for instance. However....for me, I am happy to see the “auld acquaintance” of 2010 forgotten. With the 2010 tax, health insurance, and it seems every other employment law there was changing, plus the word “recession” on the tip of everyone’s tongue and in the news, I know for many of your organizations, 2010 was not the easiest to manage as HR Professionals.

BRING ON 2011!! As the incoming President for CCSHRM, I first want to thank Russ Knight for his guidance over the past 2 years. It is definitely going to be hard to fill those shoes...oh...I mean Crocs! :-). Being a part of this chapter for 4 years has given me insight and knowledge as to the hard work and dedication our President and all the Board Members and Volunteers do to make this an informative, but fun, chapter!!

In 2011, you will see some changes to our meetings, welcoming committee for new members, events to increase our membership as well as brief quarterly updates from Board Members on specific topics. I look forward to meeting our strategic partners, newly joined members as well as welcoming back our family of past members.

Happy New Year and hope to see you at the January luncheon!

Michele Lorusso, CPRW



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Meet Michele ...

Michele is Practice Leader of Darton Group Search, a boutique contingency search firm specializing in highly experienced finance and accounting professionals for direct hire roles. She is responsible for leading the company’s business development, recruiting, and public relations initiatives. When she joined Darton Group Search, she brought with her more than 20 years experience in the fields of HR, executive recruiting, project consulting and career development. In 2007 she joined our CCSHRM board most recently serving as VP of Finance. Additionally, she serves as the State Foundation Director for the SC SHRM council.



SHRM Hot Topic

SHRM: Proposed Rule to Scrutinize 'Unreasonable' Premium Increases

Proposed health care reform regulations announced by the U.S. Department of Health and Human Services (HHS) and published in the December 23, 2010, Federal Register are intended to increase transparency and scrutiny of proposed health insurance premium rate increases for individual and small-business plans. The intent is to restrain "unreasonable" premium increases.

The proposed regulations would allow HHS to work with states to require insurers to disclose and justify publicly unreasonable rate increases. Specifically, the regulations would:

- In 2011, require that all insurers seeking rate increases of 10% or more in the individual and small-group market disclose publicly the proposed increases and the justification for them. Such increase would not be presumed unreasonable but would be analyzed to determine whether they are unreasonable.
- After 2011, a state-specific threshold would be set for disclosure of rate increases, using data and trends that reflect cost trends particular to that state.
- States with effective rate review systems would conduct the reviews. If a state lacked the resources or authority to do thorough actuarial reviews, HHS would conduct them. Meanwhile, HHS would continue to make resources available to states to strengthen their rate review processes.

"Year after year, insurance company profits soar while Americans pay more for less health care coverage," commented HHS Secretary Kathleen Sebelius in a statement.

"The proposed rate review policy will empower consumers, promote competition, encourage insurers to do more to control health care costs and discourage insurers from charging premiums which are unjustified," added Jay Angoff, director of HHS' Office of Consumer Information and Insurance Oversight.

To read more click here: <http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/Unreasonable.aspx>

DECEMBER MEETING SPONSOR

Thank you to our December Meeting Sponsor.....Ogletree Deakins

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CCSHRM Member Spotlight



Ryan Parker, President, Winthrop University SHRM, earned the Professional in Human Resource designation in December. Ryan joins 863 other South Carolina HR Professionals who have achieved this designation. Congratulations Ryan!

Julie Voges, CCSHRM Board Member At Large, has been awarded a \$2000 scholarship from the SHRM Foundation to continue her education. Only 20 scholarships are given in each of the five domestic regions of the US. Each region receives 4 scholarships in the amount of \$2000 and 16 scholarships of \$750 each. Competition is intense with a very high ratio of applications. We are very proud of you, Julie!



Join or renew your CCSHRM membership today!
Visit our website at www.carolinasshrm.org for details!

Are you a Certified HR Professional?

Maybe it's time to consider becoming one. Certification can make a difference in your HR professional life. At CCSHRM, we applaud and celebrate the successes of our membership and encourage you to take the next step to become certified.

HR Certification can ...

- Raise your professional confidence because you have shown that you know and apply the core HR practices
- Set you apart from your peers when you apply for new professional opportunities
- Result in greater respect from the organization in which you work.

Available Certifications

Professional in Human Resources (PHR)

Typically has 2—4 years professional work experience in all HR disciplines with responsibilities that focus on the HR department rather than on the whole organization

Senior Professional in Human Resources (SPHR)

With 6—8 years of progressive and increasingly complicated HR experience, individual usually has ultimate accountability for the HR department. Focuses on the 'big picture' understanding the business beyond the HR function.

Global Professional in Human Resources (GPHR)

With HR responsibilities that cross national borders, individual understands the strategies of globalization versus localization of HR policies and programs.

For more information regarding HR Certification, visit www.shrm.org.

Certified HR Professionals

111,788 - Worldwide

1393 - South Carolina

3718 - North Carolina

As of August 2010 based on statistics provided by HRCI



Chapter Meetings & Events

Regular Chapter Meetings are held the 3rd Thursday of each month
 Hilton Garden Inn (Dave Lyle Blvd)
 11:45 am to 1:15 pm—Program and Lunch
REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT
WWW.CAROLINASSHRM.ORG

www.carolinasshrm.org

DATE	COMPANY	TOPIC	RESOURCE PARTNER
January 20	Business Meeting	Six Sigma Concepts for Today's HR Professional Presented by Dr. Almed Kamel, PhD	Compass Career Management Solutions
February 17	Business Meeting	Employee Wellness Presented by Cindi Ackrill	Benefit Controls

More about our January Meeting Topic....

Six Sigma Concepts for Today's HR Professional

Six Sigma is a quality management program that is applied in a product or service environment. Join us and learn more about the Six Sigma concept and how it impacts business (or HR) strategies' success.

Program will include goals, steps, and conceptual calculations.

2011 Strategic Partners

CCSHRM thanks you for your generous support as we continue to advance the profession and serve the professional!
 Looking forward to an exciting 2011!

