



E-NEWS



HR Professionals:

An Opportunity to Ask the Expert CCSHRM HR Roundtable September 15, 2011 11:30—4:15



As Human Resource professionals, we understand your need to continue to build your HR knowledge and stay on top of the legal aspects of your position.

The meeting time has been extended to provide you ample opportunity to ask those tough questions of our subject matter experts in topics regarding....

Using the speed dating format, you will then rotate to visit the other experts and continue your learning process.

This event is a 'free' benefit to CCSHRM members with a cost of \$25 for non-members.

Human Resources isn't easy...but we hope CCSHRM can help to make you fulfill your role as a respected leader in your organization.

- Legal issues
- Employee benefits
- Healthcare management
- Safety
- OSHA
- Workers compensation
- Career development
- EAP
- Corporate retirement planning.

As an added plus, we have applied for 3.25 HRCI credits for this event.

We've all been faced with tough workplace issues when we just needed to talk to an expert for guidance and/or reassurance we are on the right track to resolve them.

If you would like to submit your own questions ahead of time, you can do so as you register for the event.

To assist you, we will be holding our 2nd annual "Ask the Expert" roundtable discussions at our upcoming September meeting.

The meeting will begin with lunch at 11:30 then move immediately into the HR Roundtables where you will have 30 minutes to talk with our experts.

To register, visit our website at www.carolinasshrm.org.

We look forward to seeing you there!

Volume 9

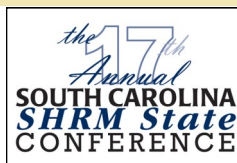


Inside this issue:

Member Spotlight	2
SHRM Hot Topics	
Guest column:	3
Current Prospective on Market Correction, our Economy, and S&P's Downgrade	
Upcoming Chapter Meetings and Events	4
Strategic Partners	4

Special thanks to Founders Federal Credit Union as our September meeting Sponsor and our CCSHRM Strategic Partners for providing our HR Roundtable subject matter experts.

Your CCSHRM Board is committed to providing educational opportunities to keep you abreast of the latest happenings as well as offering invaluable networking opportunities with fellow HR peers . We also enhance this experience through our strategic partners who provide advice and share their knowledge. Most of our special and regular monthly meeting sessions provide HRCI recertification credits. We welcome you to join us.



Save the Date!
September 28th thru 30th
Hilton Myrtle Beach Resort
Myrtle Beach, SC

For more info visit:
www.scsshr.org/2011_SC_State_Conference

Member Spotlight



Family Trust Federal Credit Union is among 27 companies to be named a finalist for Best Places to Work in SC 2011, according to the Best Companies Group. The competition is open to companies with at least 15 employees that have been in business a year or more. The selection process was based on employer benefit and policy questionnaires and surveys that measured employee engagement and satisfaction. Family Trust is among 17 finalists in the small to medium sized companies who will learn their rank at an awards dinner Oct. 4th in Columbia.

Established in 1957 by employees of Rock Hill Printing and Finishing, Family Trust now is a community based credit union open to anyone in York County with 43,000 members, six branches, and 144 employees. Family Trust was named one of SC's Best Places to Work in 2008. CSHRM member [Kaye Burks](#) currently serves as Vice President Human Resources Manager at Family Trust. Congratulations Kaye & Family Trust!

Volume 9

SHRM Hot Topics

Large US Employers Revamping Health Benefits for 2012

With the cost of employee health care benefits expected to increase in 2012 at more than twice the rate of inflation, large US employers are planning to have workers share more of the cost, according to a survey by the National Business Group on Health, a nonprofit association of 329 mostly large employers.

The survey, based on responses from 83 of the nation's largest corporations, was conducted in June 2011. It showed that more employers (73%) are adopting consumer-driven health plans and/or making other changes to their benefit programs as various components of the health care reform law take effect.

Employers estimate that their health care benefit costs will increase an average of 7.2% in 2012, according to the survey. That is slightly lower than the 7.4% average increase in 2011, but it's on a higher base and outpaces sharply the US economy's anemic growth and business conditions.

Article by Stephen Miller, CEBS (online editor/manager for SHRM)
Read full article @ <http://www.shrm.org/hrdisciplines/benefits/articles/pages/revampingplans.aspx>

SHRM Poll: Disaster Planning in Organizations, Ten Years After September 11, 2001 Terrorist Attacks

This SHRM Poll looks at organization disaster preparedness plans and how they have been impacted due to the terrorist attacks that occurred on September 11, 2001. The poll indicates that over 1/2 of organizations (61%) have either implemented or revised their plans since the attacks. Common provisions include offering/requiring more training about crisis and disaster management (48%), developing a business continuity plan (47%), and developing a communication plan for emergency situations (42%). Only 33% of organizations feel they are prepared "to a great or very great extent" and 42% "to a moderate extent."

Review full results of the survey @ <http://www.shrm.org/Research/SurveyFindings/Articles/Pages/DisasterPlanninginOrganizations.aspx>



BOARD MEMBERS

Michele Lorusso, President
CCSHRMPresident@gmail.com

April Simpkins, VP— Programs
april@hrsurveys.net

Kayci Black, VP—Finance
SHRM Foundation
kblack@employersassoc.com

Diane Borella, VP—Membership
Diane.Borella@sunbeltrentals.com

Jill Mikels, VP—Administration
Jill.Mikels@ycnga.com

Russ Knight, Past President
OLDRUSS@aol.com

Members At Large

Julie Voges
jvoges@chmuseums.org

Rita Revels
Rita.revels@schaeffler.com

Greg Day
President Elect/Non-Dues Revenue
gregday@talentconnections.net

CORE LEADERSHIP

Keith Wheeler
Special Events/2011 Professional of the Year
kwheeler@benefitcontrolsnc.com

Cheryl Forlines
Professional Dev/Govt Relations
ForlinesCheryl@JohnDeere.com

Christine Turner
ctturner@sces.org
Melissa Gladden
mgladden@carolinarecruitment.com
Workforce Readiness

Anicia Stevenson
College Relations/Scholarships
Anicia.Stevenson@comporium.com

Sherry Archie
Website/E News
Sherry.archie@foundersfcu.com

Our Current Perspective on Market Corrections, the Economy, and S&P's Downgrade

As you are surely aware, following the debt ceiling compromise, attention rapidly shifted to whether the government has what it takes to solve its budget problems. Add to this the fact that Italy is now in the forefront of debt problems in Europe and anemic economic news has been pushing investor sentiment downward, and you have a near-perfect recipe for a stock market correction. And a correction – defined as a 10% drop from recent highs – is exactly what we have experienced as major indexes erased their gains for the year. At times like this, we are wise to view events in the proper context and avoid letting brief periods of negativity derail our long-term strategies.

Market corrections are not unusual events.

- We saw losses of over 8% within 10 days on two separate occasions just last summer, but as previously mentioned, the year still ended up significantly.
- If you look at a table of the 10 worst days in the equity markets since 1987, you will see that the 4.3% drop we saw on August 4th doesn't even come close to the 10 worst days which averaged drops of 8.86%.

The economic data doesn't portend another recession.

- *Corporate earnings are rising rapidly.* With only 80 companies left to report, S&P 500 earnings are up 20% over last year.
- *Americans are spending money.* Car and truck sales were up 6.9% and chain-store retail sales were up 4.6% in July. Altogether, retail sales appear to have increased by about 0.7% in July.



In the grand scheme of things, recent market moves are really not out of the ordinary. In our assessment, the turmoil of recent weeks reflects the fact that fear is still dominating investor sentiment. Highlighting this, Wall Street's "fear" gauge – the VIX – jumped almost 36% on August 4th, and eventually ended the week with a reading of 32.05. Anything above 30 indicates a heightened sense of fear. What are people afraid of? While there are several factors that could be cited, we believe debt problems domestically and abroad are in the forefront.

Should you be concerned about the S&P downgrade of the U.S. credit rating?

While the full implications of the downgrade are not clear yet, we do have some initial observations we would like to share with you.

- Although S&P downgraded the nation's bond rating from AAA to AA+, Moody's Investors Service took the opportunity to reaffirm the United State's AAA rating. The U.S. now has a split rating from the two largest ratings agencies. The third-largest ratings agency, FitchRatings, also agreed with Moody's AAA rating.
- In confirming the AAA rating, Moody's recognized that the budget compromise is a first step toward achieving long-term fiscal improvement. The legislation passed on August 2nd calls for \$917 billion in specific spending cuts over the next decade and established a congressional committee charged with making recommendations for achieving a further \$1.5 trillion in deficit reduction over the same time period.
- This downgrade of the U.S. was based, not on an ability to pay bond-holders, but on political mayhem over the debt deal and the potential for further controversy in the years ahead. The Fed will still apply a 0% risk-weighted capital requirement on Treasury debt.

This move by the S&P definitely strikes a nerve. America's credit rating has never been downgraded before and people don't know what to expect. Even so, if it helps the U.S. get more serious about fiscal responsibility, it could turn out to be a very positive development.

In conclusion:

Successful investing is a long term project undertaken with risk and uncertainty. Equity markets do not move in a straight line, and neither do economic recoveries. We wish we had the ability to trade every move, but that just isn't possible.

Another thing we know is that fundamentals suggest the market is undervalued and getting more so as it drops. If we decide to sell out when the market is at a low point and buy back in when we see an upturn, we could cause our clients to experience unnecessary losses. Despite being painful, corrections like this historically run their course and then come to an end. We do not think that now is the time to take drastic action.



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 (unless otherwise noted below)
REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT
WWW.CAROLINASSHRM.ORG

www.carolinasshrm.org

DATE	TOPIC	RESOURCE PARTNER
September 15	Monthly Meeting (extended meeting time) HR Roundtable 11:30 am until 4:15 pm	Founders Federal Credit Union
October 20	Monthly Meeting	Details coming soon
November 17	Business Meeting	Details coming soon
December 15	Holiday Luncheon	Details coming soon



Not a member of
CCSHRM?

Join today and begin networking
with other HR professionals!

Contact Diane Borella at
diane.borella@sunbeltrentals.com)
or visit our website (www.carolinasshrm.org) to learn
more!



Special Thanks to Eric Mohn Law Firm
for sponsoring
our August CCSHRM Luncheon Meeting
Terminations for Cause

2011 Strategic Partners

