



HRD Network InfoExchange

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July 1, 2010

Where People and Ideas Meet

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Do you depend on your peers for valuable information?

Do you receive too many e-mails?

Do you want an easier way to store and access reference information?

Join the HRD Network Forum today
to share and access policies, procedures, surveys, etc.

- Sign up
- Pose your question to the forum
- Receive **one** e-mail asking for your feedback
- Access the responses at your convenience

One of the key benefits of HRD Network membership is the ability to communicate and collaborate with other credit union HR and Training professionals. To date, this has been accomplished primarily through e-mail communication. E-mail is a great tool, but can prove to be inefficient for discussion and sharing information to only those interested in the information. Most of you would probably agree that we get plenty of e-mail on a daily basis and would rather not see the "me too" e-mails that get sent to everyone, whether you are interested in the information or not.

To address this challenge and to streamline the communication process, the HRD Network has created an online forum. The interface and design of the online forum is more conducive to discussion, sharing information, uploading policies and forms, and has the added benefit of storing the information for future use. Also, you can access the forum anywhere you have internet access, even when you are away from your office.

Of course, you don't know whether you want to be involved in a discussion unless you know that the discussion is on the forum, right? Fortunately, we have a solution. Members will receive a weekly digest of the topics, questions, or discussions that have been posted to the forum. You can also sign in at any time to view previous information or just check out recent posts.

Signing up for the forum only takes a couple of minutes and will save you time and reduce the amount of e-mail you are receiving and storing. We hope you enjoy this added convenience. If you have any questions about the forum, please contact us at info@hrdnetwork.org. GET CONNECTED TODAY!



HRD Network Brown Bags

Beach Cities Area

(Formerly Long Beach/South Bay Area)

SAVE THE DATE

When: Wednesday, October 6, 2010

Time: 8:30—Breakfast hosted

Where: LBS Financial CU 5505 Garden Grove Blvd, Westminster, CA

Topic: *Leadership Competencies and the Importance of Workforce Planning*

Contact: Therese Levkulics at LBSFCU (562) 598-9007 x5210 or tlevkulics@lbsfcu.org or for more information.

Central California Area

Contact Shonna Shearson at Kern Schools FCU (661) 833-7944 or shonna.shearson@skfcu.org for information.

Inland Empire Area

The HRD Network is seeking a Brown Bag Coordinator for the Inland Empire Area. Those interested in becoming a Brown Bag Coordinator, please contact Gwen White at gwhite@hrdnetwork.org.

Orange County Area

The HRD Network Brown Bag Coordinator for the Orange County Area. Those interested in becoming a Brown Bag Coordinator, please contact Gwen White at gwhite@hrdnetwork.org.

Sacramento Area

Contact Jenee Rawlings at Yolo FCU (530) 669-6321 or jrawlings@yolofcu.org for more information.



San Diego Area

Contact Jose Ng at USA FCU (858) 831-8100 x511 or jng@usafed.org for more information.

San Francisco Bay Area

SAVE THE DATE

Thursday, September 23, 2010

9:30-12:30pm

"HR Legal Update with Special Guest Speaker Michele Patterson"

Sponsored by: MacCorkle Insurance Service

Location: 1st United Services CU, Pleasanton

Contact Rebecca Nixon at San Mateo CU (650) 562-1223 or rnixon@smcu.org for more information.

Southern Nevada Area

Contact Ann Johnson at Silver State Schools CU (702) 697-8025 or amj@silverstatecu.com for information.

Los Angeles Area

Contact: Janet Gaspard at LA Police FCU (818) 779-3316 or jgaspard@lapfcu.org for more information.

Trainers Network Northern California

Friday, Sept 17, 2010

Topic: TBD

Location: San Mateo CU

Friday, Dec 10, 2010

Topic: TBD

Location: Addison Avenue FCU

Contact Rebecca Nixon at San Mateo CU (650) 562-1223 rnixon@smcu.org for more information.

Trainers Network Southern California

Contact Kate McPike at the CA/NV Credit Union Leagues at (800) 472-1702 x6030 or katem@ccul.org for more information.

**** Meetings held the last Friday of every other month. Next meeting to be held July 30, 2010 ****

Mark your calendar
and plan to join your
colleagues
at these
FREE
Brownbag meetings!

HRD NETWORK INFORMATION EXCHANGE

The next InfoExchange will be sent out on **August 1st, 2010**. HRD Network Members should submit their job postings by the Friday before. Please send your job posting along with your logo in a pdf file to Nanette Daló at Allied Healthcare FCU at ndalo@ahfcu.org.

Job Listings & Resumes

HRD Network Members: if you would like information on how to place an ad with the HRD Network, contact Nanette Dalo at: (562) 933-0378 * Fax (562) 933-0921 * e-mail: ndalo@ahfcu.org. Please send requests of 200 words or less by Fridays at Noon. All members of our Job Placement Service are Equal Opportunity Employers M/F/DV.



Loving eCommerce and Social Media? Yep, us too.

How would you like to help take our online and social media initiatives up a notch? If you've worked hard to hone your marketing and design skills, love being up to your eyeballs in website content and development, and break out into a cold sweat when you're away from twitter for more than an hour, we need to talk!

Here at Xceed, we take our online presence very seriously... in a fun way. You'll be responsible for maintaining and strengthening our online brand, creating product, service, and event content online, executing email marketing campaigns, and reaching out to our audience through social media channels. Basically, there's a lot of really cool stuff going on over here.

Want to know what else you'll be doing?

- Researching and reporting industry eCommerce trends
- Ensuring accuracy and compliance of content across all channels
- Developing Xceed-branded banner ads, web graphics, etc.
- Helping to develop and test new online services

You should be self-motivated, creative, and bursting with great ideas. You should have solid experience with social media channels, HTML, Photoshop, Dreamweaver, and Microsoft Office. You should also have a knack for marketing tactics and current web technology. Experience within the credit union or financial services industry is also a huge plus.

Sounds like a good fit, right? Bring in your hunger for professional development and your award-winning personality to meet us. We'll reward your drive to achieve with a fantastic work environment and opportunity to learn a thing or two from a forward-thinking eCommerce team.

Xceed Financial is a great place to work. In fact, our brand identity reflects how we strive to Xceed the expectations of our members. Now, wouldn't you like to be a part of all this?

The statements above are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of associates so classified. All associates may be required to perform duties outside of their normal responsibilities from time to time as needed.

To be considered for this role, please apply online, or by submitting your resume to careers@xfcu.org, kindly stating the job title and location in the subject line.

Xceed Financial Credit Union prides itself on being an equal opportunity employer. We stand in support of equality for, and the advancement of, all people based on their qualifications and actions alone, without regard to color, gender, age, religion, national origin, orientation or disability.

No phone calls, please.

**Temporary Business Loan Processor – Req #21172**

USC Credit Union is a dynamic, fast-growing credit union near downtown Los Angeles with approximately \$350 million dollars in assets.

We are currently looking to fill a temporary position for an experienced Business Loan Processor in our Commercial Services Division. The Business Loan Processor will primarily be responsible for: determining missing items required for a complete SBA application, coordinating with applicants directly to obtain the items identified, acting as USCCU liaison to our third-party underwriting partner, coordinating the loan closing process with borrowers, and maintaining USCCU loan files to adhere to NCUA and other auditing agencies' compliance standards.

The ideal candidate will have a Bachelor's degree plus two or more years of loan processing experience. SBA file processing experience greatly preferred. Credit Union experience preferred.

For immediate consideration, please email your resume and salary history to hr@usccreditunion.org or fax to (213) 821-7203.

Fight On!!!

**Accounting Manager - El Segundo, CA**

Supervises accounting functions and preparation of reports and statistics detailing financial results.

Coordinate schedules, activities and reports with other departments.

Implement policies and procedures for the accounting department and insure that policies and procedures reflect current regulations, and are communicated to and implemented by direct reports.

Ensure that all activities are in accordance with generally accepted accounting principles and that the accounting records are maintained accurately and in compliance with laws and regulations.

Responsible for the Financial 5300 Call report.

Responsible for review of general ledger reconciliation, analysis of financial accounts, and preparation of journal entries.

Complete special projects as required by VP/Controller.

Maintain a highly motivated, well-trained staff.

Develop and maintain complex computer-based analyses and reports and provide regular reports to management.

Train one or more associates on the critical elements of this position. This also includes becoming trained and proficient on the basic requirements of the Accountant position, Senior Accountant position and Accounts Payable.

Minimum of five years accounting experience within the financial institution industry and two years supervisory experience. B.A./B.S. preferred in accounting or related field.

To be considered for this role, please apply online, or by submitting your resume to careers@xfcu.org kindly stating the job title and location in the subject line.

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No phone calls, please.



**LOS ANGELES
POLICE**
FEDERAL CREDIT UNION

The Los Angeles Police FCU is seeking 2 positions

**FINANCIAL ANALYST
INTERNAL AUDITOR**

Los Angeles Police Federal Credit Union (LAPFCU) has an exceptional career opportunity available. LAPFCU was started in 1936 and is a continuing leader in the credit union industry. Currently our asset size is \$738 million and growing. We offer an exceptional compensation and benefits package. In addition to the related experience required for each position, candidates with experience in a financial institution are preferred.

Financial Analyst Requirements

- * A self starter with exceptional analytical skills and experience in the areas of Financial Reporting & Analysis, ALM - Asset Liability Management, forecasting, budgeting, cost accounting, investments accounting, and other related financial analysis experience.
- * PC literate with advanced knowledge in Microsoft Office - Excel/spreadsheets with emphasis in VLook Up and conditional criteria formulas (SQL & Visual Basics highly preferred).
- * Required License and/or Documentation: Valid California driver's license and proof of current insurance coverage.
- * Excellent verbal/written communication and organizational skills are required.
- * Bachelor's degree in Business Administration/Accounting or finance major or equivalent is required.

Internal Auditor Requirements

- * Education: Bachelor's degree from a four-year college or university preferred with emphasis in Accounting, Finance, Business Administration, or Economics.
- * Training and Experience: Three to five years relevant experience in a financial institution, or other risk assessment, auditing or accounting experience. Public accounting background helpful but not essential.
- * Working knowledge of federal and state regulations and other laws pertaining to credit unions preferred.

Please apply to:

Los Angeles Police Federal Credit Union/Human Resources Department/
16150 Sherman Way Van Nuys, CA 91406

Job Code: HRD

E-mail: jobs@lapfcu.org Fax 818/782-9356

Resumes with salary history & requirements will be given preference.

To learn more about the Los Angeles Police Federal Credit Union, please visit our website at

<http://www.lapfcu.org/>

No phone calls, please. LAPFCU is an Equal Opportunity Employer.



FINANCIAL ANALYST

Established in 1935 and celebrating 75 years of providing financial services in the Greater Long Beach area, LBS Financial Credit Union (\$1 Billion in assets) is searching for an experienced finance professional to join the Accounting/Finance team. This position is located at the corporate headquarters in Westminster. This is a great opportunity to work for a well capitalized organization that provides financial services to over 120,000 Members. The successful candidate will report directly to the Chief Financial Officer and will be responsible for the creation and production of timely and accurate financial and analytical reports to internal and external users.

As a Financial Analyst for LBS Financial Credit Union, you will play a critical role in helping achieve the credit union's strategic objectives. LBS Financial Credit Union offers a collaborative work environment that promotes a culture committed to excellent Member service.

The responsibilities include: maintaining the Asset Liability Management system, creating and maintaining various complex cost and profitability reports as necessary and directed by the Chief Financial Officer, compile information for and assist with the filling of various tax returns and regulatory reports for the credit union, as well as act as a liaison with the external auditors and examiners. Advanced Excel skills are a must. Knowledge of Profitstar and Fiserv Users core processors is preferred. Bachelor's degree in accounting, finance or related field and minimum five years of related experience required in a large credit union, or other financial institution. Advanced degree or Certified Public Accountant is a plus.

For further information and to apply for this opportunity, please visit our website at www.lbsfcu.org/careers. Candidates are subject to successful completion of background, bondability, credit and prior employment verifications. EOE



Adding Value to the Neighborhood

HRD Network
PO Box 910
Redwood City, CA
94064-0910

www.hrdnetwork.org

Without a pattern...  ... it's NOT this easy.



Get Your FREE Job Analysis Report!

Have a job opening? Or maybe you've already placed someone in a position. And you are wondering, "Does this person really match this job or am I even looking for the right type of person?"

According to a study published in the Harvard Business Review, education, experience, job training and other commonly used factors for job matching do not predict job success as accurately as an Aptitude Assessment* that contains Job Matching.

The first step is determining the pattern for the job. We believe so strongly in using the best tools available that we are giving away a job match pattern to all of you in HRD! Simply CONTACT US and we'll send you the Job Analysis Survey (takes just 5 to 7 minutes to complete).

Then we will send your customized Job Analysis Report...
Simple as that.

Call or Email NOW!

800.877.5685 or info@plotkingroup.com



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MEASURING PEOPLE'S FULL POTENTIAL

*Normative Assessments, not psative

Where People and Ideas Meet

Serving Human Resources and Training professionals in Credit Unions
in California, Nevada and Utah since 1986.

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