

February 4, 2008



February 14th



Please welcome the following 2008 NEW MEMBERS to the HRD Network:

Brandi Stankovic – BLS Consulting
Anne McClure – Cabrillo Credit Union
Diane Jarecki – LBS Financial Credit Union
Jane Long – San Diego County Credit Union
Jan Larsen – Solano First FCU
Leida Mateo – SONEPCO FCU
Cindy Smolinski – Southland CU
Heather Malafronte-Smith – 1st Pacific CU
Nicole Shores – 1st Pacific CU
Brian Blake – Telesis Community CU
Janice Carmo – Safe America CU

**It's Not Too Late To Make
Your Reservations NOW For The
22nd Annual HRD Conference
February 20–22, 2008
At the Westin Hotel
in Pasadena, CA**

Don't forget to **RENEW** your **HRD Membership** to continue receiving this InfoExchange. The **Membership Renewal Form** is attached at the bottom of the InfoExchange.

"The quality of a person's life is in direct proportion to their commitment to excellence."
~Vince Lombardi (1913-1970)
Hall of Fame football coach

BROWNBAG UPDATES

Here are upcoming HRD Network Brownbags:

Central California Area

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

Inland Empire Area

Contact Emily Pearl at Service Plus CU (909) 680-1998 x104 or epearl@servicepluscu.org for information on the next scheduled meeting.

Long Beach/South Bay Area

Contact Diane Jarecki at LBSFCU (714) 893-5111 x5205 or djarecki@lbsfcu.org for information on the next scheduled meeting.

Los Angeles Area

Contact Janet Gaspard at LA Police FCU (818) 779-3316 or jgaspard@lapfcu.org for more information on the next scheduled meeting.

Orange County Area

When: **February 2008**

Contact Courtney Lynch at Wescom CU (888) 493-7266 x4653 or clynch@wescom.org for information on the next scheduled meeting.

Sacramento Area

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

San Diego Area

Contact Jose Ng at USA FCU (858) 831-8100 x511 or jng@usafed.org for information on the next scheduled meeting.

San Francisco Bay Area

Contact Dawn Smith at San Mateo CU at (650) 562-1276 or dsmith@smcu.org for more information on the next scheduled meeting.

Southern Nevada Area

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

Trainers Network (Southern California)

Contact Kate McPike at the California Nevada Credit Union League (909) 581-3434 or katem@ccul.org for more information on the next scheduled meeting.

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

HRD NETWORK INFORMATION EXCHANGE

1

If you would like information on how to place an ad with the HRD Network, Call Nanette Dalo (562)933-0378 * FAX (562)933-0921 * email: ndalo@ahfcu.org
****PLEASE SEND REQUESTS OF 200 WORDS OR LESS BY FRIDAY AT NOON****
All members of our Job Placement Service are Equal Opportunity Employers M/F/D/V.



16150 Sherman Way • Van Nuys, CA 91406 • 818/779-3316

Branch Representative

Under general supervision, but in accordance with established policies and procedures, provides a variety of member service functions, such as interviewing members who submit applications for consumer loans, evaluate member loan requests and makes sound loan decisions, within established policies and lending authority; processing share, checking and loan transactions; cashing checks, selling money orders and travelers cheques; processing mail, maintaining account records, etc. Is responsible for providing a high quality of customer service, cross-selling Credit Union services and balancing the department's daily activities and totals. Responsible for maintaining the Credit Union's Quality Service Standards. Handles IRA transactions, deceased accounts and reporting of the sales of negotiable instruments. Prepares Loan month end reports.

Education: High school diploma, GED or equivalent required.

Training and Experience: Prior banking/financial services experience including lending and new accounts.

Required License and/or Documentation: Notary License.

LAPFCU offers an exceptional benefits & compensation package! All positions are based in Van Nuys unless stated otherwise. In addition to the related experience required for each position, candidates with experience in financial background are preferred. **MS Office skills required.** To apply, please send resume, salary requirements and position applied for to: **Los Angeles Police Federal Credit Union**, Human Resources/Job Code HRDN, Fax: 818/782-9356, email: Jobs@LAPFCU.org. For more information, visit our website: www.lapfcu.org EOE.

[020408-022908]

and services, developing new tactical marketing programs and literature that are effective in reaching our potential members, communicating our unique position that separates us from our competition to our stakeholders, and ensured the most appropriate channels are being used effectively.

The ideal candidate will have a strong track record of accomplishments in tactical marketing and business development, particularly in a consumer oriented firm. Your candidacy will leap to the top if you've also got a strong track record of success in a financial services environment.

We will experience unprecedented levels of success because of your marketing impact. You'll be recognized as the hero who helped propel us to a new level of awareness among our vast potential membership. Your professional learning curve and opportunities will be almost vertical.

If you would like this story to be yours, send us a copy of your resume along with a half-page write-up of your most significant tactical marketing accomplishments. We think your accomplishments are much more important than your resume and we'll read them first.

Send to CBrown@TycoElectronics.com and reference "Bring Us More Members" in the subject line. See www.TycoCU.coop for more information on us.

[020408-022908]



We're a \$590M asset credit union with 64,000 members served at 13 branches by 190 employees on in San Luis Obispo and Northern Santa Barbara counties. With competitive pay, incentives and outstanding benefits, we are offering the following career opportunities:

BUSINESS SERVICES OFFICER (Lompoc)

Provides administrative and operational support to Business Services Department by serving as department liaison, conducting training, performing report generation, research, loan document review and notarization, records maintenance and accounts audit. Requires minimum 5 years of comparable business banking experience.

BUSINESS DEVELOPMENT OFFICER (San Luis Obispo)

Establishes and maintains business relationships, develops and implements marketing plans for referral resources, partners with branch mgrs to identify business members, implements effective telemarketing program, makes effective sales presentations, participates in loan process. Requires Bachelors in Business, Finance or Accounting or equivalent



BRING US MORE MEMBERS – Exclusive Financial Services Cooperative

Business Development Officer

We need a top-notch tactical business development officer. Fast forward one year from today. You'll have taught our member-owners the value of a financial cooperative while helping them get ahead financially, and position our credit union for future success and growth. You'll have done this in part by redefining our methods of promoting existing products



experience and minimum 5 years of small business loan sales experience. SBA loan sales experience is highly desirable.

COMMERICAL CREDIT ANALYST (Lompoc)

Conducts credit investigations and analysis for small business loans, coordinates loan documents, reviews loan packages, communicates with business loan applicants, reviews loan documents, credit analysis and appraisals. Requires Bachelors degree in Business, Finance or Accounting or equivalent experience and minimum 2 years business loan underwriting experience. SBA loan underwriting experience is highly desirable.

BRANCH MANAGER

Offering management career opportunities in our service area from Lompoc to Paso Robles, Branch Managers are responsible for achievement of branch sales goals, member service, employee development, coaching, motivation, supervision, and branch activities management. We desire branch operations and lending knowledge and 5 years increasingly responsible supervisory/management work experience in a financial institution.

Application at www.coasthills.coop or email resume to stacyl@coasthills.coop; mail to: CoastHills, HR, P.O. Box 200, Lompoc, CA 93438-0200; Fax 805.733.7812. Phone 805-733-7612. EOE/M/F/D/V

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*"In organizations,
unless ethical values are advocated and enforced,
the risk of unethical behavior remains high.
You get what you reward."
~ Michael Josephson*

SAVE THE DATE... 2008
for the HRD Network's

**Semi-Annual Conference
September 17-18, 2008
San Diego, C**



"Where People and Ideas Meet"

Dear HRD NETWORK MEMBER,

For those of you who have not renewed your membership, the HRD NETWORK would like to extend to you this invitation to renew your membership and continue your networking experiences with the many credit unions that belong to the HRD NETWORK.

Since 1986, CEOs, Managers, Vice Presidents, HR and Training professionals have met on a regular basis to participate in our programs and activities.

By renewing your membership in the HRD NETWORK, you tap into resources that contribute to your credit union's success. Our Association provides opportunities to meet, network with and learn from a wide cross-section of credit union leaders, human resources and training professionals.

We also partner with select HR and Training suppliers. These Associate Members come with the highest of recommendations and provide you with trusted, reliable resources when you

need them.

Our membership currently extends to over 100 credit unions throughout California, Nevada, Utah, Washington and Oregon. The HRD NETWORK is committed to continuing to provide valuable opportunities to learn and exchange best practices.

ADDITIONAL BENEFITS INCLUDE:

- *Access to resource list in the MEMBERSHIP DIRECTORY.*
- *White Page-Information Resource Kit*
- *Free LAWROOM.COM SUBSCRIPTION (a web-based employment law resource service for human resource information).*
- *INFORMATION EXCHANGE/JOB PLACEMENT EMAILS (enables members to share information and applications).*
- *Access to REGIONAL BROWN-BAG MEETINGS (lively discussions encompassing issues facing our credit unions).*
- *Attendance and participation in our ANNUAL AND SEMI-ANNUAL CONFERENCES which provide keynote speakers and interactive workshops.*
- *Recognition AWARDS AND SCHOLARSHIPS.*

Your HRD NETWORK membership provides your credit union access to all benefits for any participating member of your staff.

ANNUAL MEMBERSHIP DUES ARE AS FOLLOWS:

\$395.00 Credit Union-Asset base over \$100MM

\$295.00 Credit Union-Asset base under \$100.00MM

\$395.00 Associate Membership (vendors/non-credit union members)

\$1195.00 Passport Membership (includes all fees and reservations for both 2008 Conferences at a discounted rate)

Contact us today if you have any questions!

Gwen White

HRD Associate Member

Addvantage Group Staffing

800-695-7599

gwhite@addstaffing.com www.hrdnetwork.org

HRD NETWORK

STIMULATING GROWTH • PROMOTING EDUCATION • SHARING IDEAS • CREATING VALUE



2008 Membership Renewal Form

Yes! I would like to be an HRD Network member in 2008!

Your Name _____ Title _____

Credit Union / Organization _____

Asset Size _____ Number of Locations _____ Headcount (FTE) _____

Mailing address _____

Email address _____ Phone number _____

Total to remit:

Passport membership \$ _____
(annual dues + pre-payment for 2 educational conferences) or

Annual dues only \$ _____

Names of co-workers to appear in HRD Network Directory (add \$25 per additional person)

Name _____ Position _____ \$ _____

Name _____ Position _____ \$ _____

Total \$ _____

I wish to pay by:

Check payable to HRD Network (enclosed)

Credit card (Visa or MasterCard)

Card type (Visa or MC) _____ Name _____

Card number _____ 3 Digits _____ Expiration Date _____

Signature _____

Please remit by mail or fax to:
HRD Network, c/o, San Mateo Credit Union, PO Box 910, Redwood City, CA 94064.
Fax 650-364-1703