

March 17, 2008



President's Message

Introducing your 2008 HRD Network Board of Directors:

Lisa Pesta, President

VP Human Resources
Meriwest Credit Union
San Jose, CA

Jenee Rawlings, Director

VP Operations & Human Resources
Yolo Federal Credit Union
Woodland, CA

Janet Gaspard, Director

HR Manager
Los Angeles Police Federal Credit Union
Los Angeles, CA

E. Nanette Dalo, Director

SVP / Chief Operations Officer
Allied Healthcare FCU
Long Beach, CA

Ann M. Johnson, Director

VP Human Resources
Silver State Schools CU
Las Vegas, NV

Shonna Shearson, Director

Training Manager
Kern Schools FCU
Bakersfield, CA

Rebecca Nixon, Director

HR & Training Manager
San Mateo Credit Union
Redwood City, CA

Kate McPike, CCUL Liaison

Sr. Training Consultant & Professional Networks Manager
California & Nevada Credit Union Leagues
Rancho Cucamonga, CA

BROWNBAG UPDATES

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

When: **Friday, April 18, 2008**

Time: 12:00pm – 2:00pm

Where: TBD

Topic: TBD

RSVP: Janet Gaspard at LA Police FCU (818) 779-3316 or jgaspard@lapfcu.org.

Orange County Area

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!

"The best of us must sometimes eat our words."
(From: *Harry Potter and the Chamber of Secrets*)
~ J. K. Rowling: British fantasy author

HRD NETWORK INFORMATION EXCHANGE

The next Info Exchange will be sent out on **Monday, March 31, 2008**. Any information or job posting needs to be submitted by the Friday before. Thank you and please send your information to Nanette Dalo of Allied Healthcare FCU at ndalo@ahfcu.org.



JOB LISTINGS



**Allied Healthcare
Federal Credit Union**

Call Center Attendant
Location: Newport Beach

This full-time position offers a wide array of member service and communications skills. The responsibilities of this position include greeting members, answering incoming calls, preparing professional correspondence and assisting office/management staff. Responsible for answering high volume of calls and transfers them to appropriate departments in a timely and professional manner. Assists branch and other departments as requested or assigned. You will represent the Credit Union as the primary point of contact for our members.

Job Description and Requirements:

- * Be able to handle multiple phone lines
- * Answer all general incoming phone calls
- * Have a "team player" mentality with a "can do" attitude
- * Ability to communicate effectively
- * Microsoft computer literate
- * Be able to work in a multi-task environment
- * Must be dependable and punctual
- * Prior experience is desired

* Bilingual in Spanish is a plus

If you think this describes you, APPLY TODAY!

Allied Healthcare FCU offers a generous compensation package, room to grow in an evolving organization. To apply, please send resume, salary requirements and position applied for to: Allied Healthcare FCU, Human Resources/Job Code: Craigslist – Mail to: PO Box 93124, Long Beach, CA 90809-3124; or Fax to (562) 933-0921 or E-mail to HR@ahfcu.org. For more information, please visit our website at www.ahfcu.org.

[031708-041108]



Marketing Manager 2007-3216

AltaOne Federal Credit Union, the premier financial services provider for the Eastern Sierras is seeking a Marketing Manager who will improve the credit union's competitive position, consistent with its mission, within the market served; develop objectives, policies and programs for marketing activities of the credit union; plan, direct, and coordinate the efforts of marketing toward the accomplishment of overall objectives; supply advice and assistance to the vice president and other operating units within the organization.

Major Duties and Responsibilities:

Develops and directs all advertising and sales promotions with the VP. Develops multimedia marketing communications programs; tracks, reports and evaluates results. Directs marketing and sales planning (including an analysis of competitive products/services and selling techniques), legislation, budgets, pricing and distribution with the VP. May assist Vice President in developing, proposing, gaining acceptance for, and implementing strategic integrated marketing communications plans designed to meet the Credit Union's short- and long-term marketing objectives. Manages all public relations efforts including special events planning. Performs other job related duties as assigned.

Knowledge and Skills:

Experience: At least three years of similar or related experience. Prior financial services experience preferred.
Education: BA/BS in Marketing, Business or related field.
Interpersonal Skills: A significant level of trust and diplomacy is required, in addition to normal courtesy and tact. Work involves extensive personal contact with others and/or can be of a personal or sensitive nature. Work may involve motivating or influencing others. Outside contacts become important and

fostering sound relationships with other entities (companies and/or individuals) becomes necessary.

Other Skills: Project Management, Product Development and Leadership Skills preferred.

AltaOne's corporate headquarters is located in Ridgecrest, CA where we have an average of 350 days of sunshine yearly. Housing is extremely affordable. The community is family-oriented with great people, great schools and a very short commute. AltaOne offers a competitive compensation package including a 401(k) match. All interested applicants will need to apply at www.altaone.org. Go to Careers section. Equal Opportunity Employer.

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- Evaluate and help select various educational programs, including off-the-shelf programs, computer based training (CBT), online, video, etc., that support organizational goals

Basic Requirements:

- 5 years + training experience
- Travel is required
- College Degree preferred
- Three years experience in the financial services industry a plus

Please email your resume to the HR Department, cishii@xfcu.org.

[030308-032808]



**"If you believe it, you can make it happen.
That's all you need, is belief ~ and of course the
willingness to follow through on whatever
needs to be done on your part."
~ Barefoot Doctor: Author and practitioner of Taoism**

Trainer – Location: El Segundo, CA

Primary Functions:

- Extensive sales training background
- Proven experience with developing and implementing training programs
- Keep accurate records of associate education schedules, participation, and results
- Responsible for the development of educational programs based on identified changes in credit union policy, procedures, programs, and services or products
- Responsible for the review, evaluation and utilization of CBT software, ensuring that information is accurate and updates timely
- Responsible for maintaining appropriate educational materials
- Coordinate training schedules with managers and supervisors to ensure sufficient continued coverage in member service areas
- Conduct new associate orientation
- Assist associates with educational inquiries and requests and scheduling of classes
- Responsible for the development of hands-on educational courses on the OSI TCCUS platform
- Perform a variety of clerical duties related to the Education & Development Department
- Responsible for coordinating, scheduling, and conducting of educational classes
- Work with the Information Technology Department to coordinate roll-outs of computer upgrades and training

HR & Training News:

On January 28, 2008, President George W. Bush signed a bill that contained provisions amending the federal Family and Medical Leave Act (FMLA). These amendments are effective immediately.

The bill was a part of a broader Department of Defense spending bill that received final congressional approval last year. The two provisions to FMLA provide:

1. As much as six months of leave for family members (Spouse, son, daughter, or parent) to care for veterans who suffered an injury or illness while on active duty in the U.S. Armed Forces.
2. As much as 12 weeks of leave for family members of military personnel who are about to be deployed or have been notified of an impending call or order to active duty under a "qualifying exigency." This applies to employers with 50 or more employees.

Credit unions should amend their FMLA policy to reflect these new provisions.

Do not refuse the right of an employee returning from a FMLA

leave to his or her same position and benefits when he or she took the leave.

Employers should not that this time off may be in addition to California's own new law for spouses of military personnel.

The FMLA leave is available only during a single 12-month period.

The material in the above article is provided for educational and informational purposes only, and does not constitute legal or financial advice. Use of any material or information in this publication should never be a substitute for seeking the advice of an attorney or a certified public accountant.



SAVE THE DATE... 2008

For the HRD Network's
Semi-Annual Conference
September 17-18, 2008
The Doubletree Hotel
San Diego ~ Mission Valley



HRD NETWORK

STIMULATING GROWTH • PROMOTING EDUCATION • SHARING IDEAS • CREATING VALUE