



July 21, 2008



SAVE THE DATE... 2008

## HRD Network's

Semi-Annual Conference  
September 17-18, 2008

### 2008 HRD Network Board of Directors

**Lisa Pesta, President**  
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Meriwest CU  
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**Kate McPike, CCUL Liaison**  
Sr. Training Consultant & Professional Networks Manager  
California & Nevada Credit Union Leagues  
Rancho Cucamonga, CA

### Conference Topics Include:

Trends and Anticipations  
Turning Staff into Stars  
Legal Update on Mileage, Marriage and More

### Best Practice Discussions on:

Performance Testing  
EE Surveys  
Performance Appraisal Systems



## The Doubletree Hotel San Diego ~ Mission Valley

7450 Hazard Center Drive, San Diego, CA 92108

It's not too early to register for the  
conference and to make your hotel  
reservations!

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*"It is not what we get. But who we become, what  
we contribute ... that gives meaning to our lives."*

~ Anthony Robbins  
Authority on leadership psychology

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**BROWNBAG UPDATES**

Upcoming HRD Network Brownbags:

**Central California Area**

Contact Shonna Shearson at Kern Schools FCU (661) 833-7944 or [shonna.shearson@skfcu.org](mailto: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 [eppearl@servicepluscu.org](mailto:eppearl@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](mailto:djarecki@lbsfcu.org) for information on the next scheduled meeting.

**Los Angeles Area**

When: **Friday, July 25, 2008**

Time: 12:00noon-2:00pm

Where: LA Police Federal Credit Union 16150 Sherman Way, Van Nuys, CA 91406 (Corner of Sherman Way & Valjean)

Topic: Discussion on Innovative Solutions to Rising Gas Prices & Other Roundtable Topics. Lunch will be provided by host credit union.

There is limited parking; additional street parking available on Valjean and Sherman Way.

RSVP by: Wednesday, July 23<sup>rd</sup>.

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

**Orange County Area**

Contact Courtnay Lynch at Wescom CU (888) 493-7266 x4653 or [clynch@wescom.org](mailto: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](mailto:jrawlings@yolofcu.org) for information on the next scheduled meeting.

**San Diego Area**

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

**Southern Nevada Area**

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

**Trainers Network (Southern California)**

When: **Friday, July 25, 2008**

Time: TBA

Where: America's Christian Credit Union 2100 Route 66, Glendora, CA

Topic: *Bring Your Favorite Icebreaker*

Contact Kate McPike at the California Nevada Credit Union League (909) 581-3434 or [katem@ccul.org](mailto: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**

The next Info Exchange will be sent out on **Monday, August 4, 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](mailto:ndalo@ahfcu.org).



**JOB LISTINGS**



**Accounting Manager**

The successful candidate for this position will coordinate all credit union accounting activities, including accounts payable and receivable, reconcile general ledger accounts, provide regular reports to senior management, prepare monthly financial statements and supervise the day-to-day activities of a staff of five. A thorough understanding of generally accepted accounting principles is a must. A Bachelor's degree in accounting, and two or more years of related experience plus supervisory experience is preferred.

We offer competitive salary and benefits package. Please send your resume and salary requirements to: Human



**TRANSMITTAL  
TO HRD NETWORK MEMBERS**

Visit us on the web at [www.hrdnetwork.org](http://www.hrdnetwork.org)  
Information Exchange Service... a benefit for our members

Resources, Contra Costa Federal Credit Union, 1111 Pine Street, Martinez, CA or e-mail to: [ckeagy@contracostafcu.org](mailto:ckeagy@contracostafcu.org).

[072108-081508]



The Employees of Tyco Federal Credit Union are committed to fostering an honest enjoyable and professional work environment that promotes team work, self fulfillment, opportunities to share and broaden knowledge, and pride in our accomplishments. We encourage initiative and are dedicated to supporting each other to strengthen our pledge resulting in a family atmosphere that provides for exemplary member service and living the credit union philosophy of people helping people.

Tyco Federal Credit Union is a successful, growing financial institution located in California's Silicon Valley and North Carolina's Research Triangle area. The credit union offers a very competitive benefit package, including:

- **Competitive Compensation**
- **Employee Stock Purchase Plan**
- **Employee Loan Discount**
- **Medical Dental and Life Insurance**
- **Tuition Reimbursement Program**
- **401k with Company Match**
- **CAL-Train Shuttle**
- **And Much, Much More...**

**Positions Available:**

**Learn the Ropes – Accounting Assistant**

We need a talented accountant who is looking to start learning from the ground level. Within the first few months you learn how many of our daily processes work as well as how to prepare reconciliations for many of our key general ledger accounts. Additionally, you will be responsible for our accounts payable, and will look for ways to make the process more efficient. The position will grow from here and take on more responsibilities as your learning curve dictates. The ideal candidate will have an accounting background with good attention to detail. Your background will help you master the day to day responsibilities, which in turn will allow you to continue to grow and take on additional tasks. Your future opportunity for growth will be enhanced by your interaction with our seasoned accountants, as well as your ability to process the responsibilities you have been given in a timely fashion.

If you would like to find out more about this opportunity, send us a copy of your resume along with a cover letter which explains why you think this is the right opportunity for you. Send to [creditunion@TycoElectronics.com](mailto:creditunion@TycoElectronics.com) and reference "Learn the Ropes" in the subject line.

**Wealth Advisor - Financial Service Representative**

Tyco Federal Credit Union, a growing financial services cooperative with an unique point of distinction and an even more unique strategic vision, is looking for a Financial Service Representative who enjoys the challenges of helping others in a fast pace and an ever-changing environment. The primary responsibilities of this position are to help members build wealth, while establishing long term relationships with them, through education and coaching and providing exemplary service at EVERY point of contact.

You'll help member-owners achieve financial success by opening new accounts, processing transactions and loan requests, and assisting with the overall financial literacy of the members. The ideal candidate will have a desire to become a financial planner or advisor, embrace technology and have a successful background of helping others, a history of showing initiative, and a track record of achieving results.

If you would like to find out more about this opportunity, send us a copy of your resume along with a cover letter which explains why you think you are the best person to help our members get ahead financially. Send to [Mike.Kamienski@TycoElectronics.com](mailto:Mike.Kamienski@TycoElectronics.com) reference "Helping Members" in the subject line.

**Vice President – Information Systems**

Create the world's first virtual credit union!  
Tyco Federal Credit Union is embarking on an ambitious, unheard of strategy of becoming essentially a virtual financial services cooperative. We need the most creative yet business minded programming talent available for our newly created position of Vice President – Information Systems.

Fast forward two years from today. You'll have made our online delivery channels even more robust that our branch offices and our member-owners receive the value of a financial cooperative that helps them get ahead financially. By doing so, you'll have positioned our credit union and yourself for future success and growth. You'll have done this in part by redefining our delivery methods, our interaction with the members and freed up other Credit Union employees' time so they have been able to devote more time to educating our members.

The ideal candidate will have a strong track record of creative programming accomplishments, effective team building and superior project management and



administration skills. These skills and experience will allow the VP-IS to run the small department efficiently, develop our dedicated IS Specialist and spend most of his or her time on creative solutions to address staff and member information needs.

We will experience unprecedented levels of success because of your unique impact. You'll be recognized as the hero who helped propel us to a new level of interaction. 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 creative software related solution to meet a need. We think your accomplishments are much more important than your resume and we'll read them first.

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**HR INFO**

**Wellness ROI**

Considering a wellness program? Employers that invest in health promotion initiatives see an average return of \$3 to \$6 for every dollar invested over a two- to five-year period, according to a study in the *American Journal of Preventive Medicine*.

Savings come in reduced medical costs, absenteeism, workers' comp claims and short-term disability.

**Wellness initiatives: 7 ideas:**

1. **Reward employees with premium reductions** for their participation in your wellness initiatives.
2. **Pay employees to attend smoking-cessation workshops**, and ban smoking on the premises.
3. **Get employees moving.** Buy pedometers and encourage them to walk at lunch. Host a walking competition. One Chicago firm paid \$1,000 to employees who completed a marathon.
4. **Provide free health screenings** and help employees set individual goals.
5. **Ask your insurance provider** if your employees can tap its online risk assessment or educational materials about prevention and treatment.
6. **Spread success stories** around the office. If an employee is healthy because of an early diagnosis and wants to share his or her story, publicize it in the employee newsletter or during a staff meeting.
7. **Form an employee wellness committee** to brainstorm ideas and recruit co-workers to get active. Approach a local gym for a group discount.

~ Resource: July 2008 Issue HR Specialist [www.theHRSpecialist.com](http://www.theHRSpecialist.com).

*"You cannot teach a man anything. You can only help him discover it within himself."*

~ Galileo Galilei

An astronomer, physicist, and philosopher

# HRD NETWORK

STIMULATING GROWTH • PROMOTING EDUCATION • SHARING IDEAS • CREATING VALUE