



# Monthly Newsletter

A 1991 Pinnacle Award Chapter  
A 2009 Superior Merit Award Chapter  
SHRM Foundation - Chapter Champion

## OCTOBER PROGRAM

October 2010

### Look What's Inside!

- Chapter Chatter ..... 2
- Additional Certified CRHRA Members ..... 2
- Diversity Committee ..... 2
- Legal Q&A ..... 3
- From the President ..... 4
- Evaluating HR Programs ..... 5
- Welcome New Members ..... 5
- Meet the Member:  
Paul Riley ..... 6
- Public Relations Committee ..... 7
- Student Chapter ..... 7
- Obesity & Workers' Compensation Costs ..... 8
- Social Networking Corner ..... 9
- Thank You to Our Diversity Dinner Sponsors ..... 10
- Upcoming Event ..... 10

# October Dinner Meeting Featuring Annual Diversity & Inclusion Awards

CRHRA's Board of Directors and Diversity Committee invite you to attend a dinner honoring the nominees and recipient of the fourth annual CRHRA Diversity and Inclusion Award. CRHRA's "A Celebration of Workplace Diversity" will be held on Thursday, October 14th, 2010 at the Desmond Hotel in Albany.

The award recognizes the top Capital Region employer for their creative and innovative strategies that promote and advance the concept and spirit of diversity.

#### The 2010 honorees are:

- AIDS Council of Northeastern New York
- Capital District YMCA
- New York State Department of Taxation and Finance
- Parsons Child & Family Center
- Pitney Bowes Business Insight
- Rensselaer Polytechnic Institute
- The Research Foundation of the State University of New York

The dinner will feature keynote speaker Dr. Bidhan Chandra, M.B.A., Ph.D.

**Dr. Chandra** who holds a mechanical engineering degree from India, an

**When:** Thursday, October 14  
**What:** Dinner Meeting  
**Where:** Desmond Hotel, Albany  
**Registration & Networking:** 5:00 p.m.  
**Dinner:** 6:00 p.m.  
**Program:** 7:00 p.m.  
**Cost:** \$35.00 Members  
              \$43.00 Non-Members  
              \$15.00 Students

M.B.A. in Finance and International Management, an M.A. in International Trade, and a Ph.D. in International Business from the State University of New York at Buffalo. His current scholarly work focuses on the cultural and behavioral aspects of offshore technology development and business outsourcing with India, and the mutual cultural adaptation of Indian and North American professionals working together in real or virtual teams. In this regard, Dr. Chandra travels frequently to teach and/or conduct research in India and Singapore and deliver consultation and training programs in India, the U.S. and other countries. Dr. Chandra is an Associate Professor &

*(Continued on Page 2)*

## Chapter Chatter

Theresa Trietiak, Talent Acquisition Specialist at Capital Communications Federal Credit Union received the credit union's TOP Support award in June. The award recognizes employees for outstanding efforts in support of members and fellow employees.

Diane Lustenader, SPHR, CCP, GRP of Lake Associates, Inc. has been selected to write the Variable Pay chapter of the Thomson Reuters Compensation Guide with a publication date in 2011.

Rue Heron from Taconic Farms, Inc. earned the SPHR designation in the May-June 2010 testing period and was inadvertently excluded from last month's printing. Congratulations Rue!

Rose Miller's Pinnacle Human Resources, LLC was granted certification as a Woman-Owned Business Enterprise through the Women's Business Enterprise National Council (WBENC), the nation's largest third party certifier of businesses owned and operated by women in the US.

### Additional Certified CRHRA Members

CRHRA is proud to recognize additional members who were successful in passing the PHR and SPHR exams during the May – June 2010 testing period:

Kristina Diman, PHR  
Deborah Fraser, PHR  
Rue Heron, SPHR  
Emily Mastrianni, SPHR

Congratulations on this tremendous achievement. Members who obtain certification receive a padfolio and a letter of recognition.

## DIVERSITY *(Continued from Page 1)*—

Academic Area Coordinator for the Management & International Business Center for Distance Learning at SUNY-Empire State College.

As usual, this year's dinner promises to excite and inspire, and we hope you will be in attendance!

### Diversity Committee

## Talent Has No Boundaries: Workforce Diversity Includes People with Disabilities

*By Teresa Toussaint*

October is National Disability Employment Awareness Month or "NDEAM". It is a federally-designated month and an annual opportunity to recognize businesses (public or private) that have taken steps to improve diversity representation in their workplace. It is also the month for statewide programs that highlight the abilities and skills of Americans with disabilities and the businesses that recognize this vast pool of talent. Its aim is to remove the attitudinal barriers and false assumptions about what people with disabilities can and cannot do, thereby enabling the productive employment of qualified people with disabilities.

In addition, there are financial incentives available when hiring individuals with a disability including tax credits, "work try-out" wage reimbursements, and "on the job" training wage reimbursements. If job-coaching services are needed to help an individual learn or maintain the job, Vocational and Educational Services for Individuals with Disabilities (VESID) can assist with that service at no cost to the employer.

The official theme for the 2010 October National Disability Employment Awareness Month is "Talent Has No Boundaries: Workforce Diversity - *INCLUDES Workers With Disabilities*". The theme serves to inform the public that workers with disabilities represent a diverse and vibrant talent pool for hire.

Locally in the Capital Region (in the counties of Albany, Rensselaer, Schenectady, Columbia, Green, Saratoga, Warren, Washington, and Schoharie), VESID celebrates National Disability Employment Awareness Month as a collaborative event with the Capital Region Employment Alliance (CREA) and the Job Service Employer Committee (JSEC).

This year's NDEAM Breakfast event will be held late October where four regional business winners and ten local businesses will be recognized for their leadership in workforce development and increasing employment opportunities for individuals with disabilities. The keynote speaker for this event is Andrew Taylor, President and CEO of Learner First. His inspirational presentation combines his professional experience with personal life challenges with a severe learning disability.

## Legal Q&A...

*Sara Delaney Vero, Esq.*

**Question:** *What remuneration must be included in an employer's calculation of an employee's regular rate?*

Answer: The Fair Labor Standards Act ("FLSA") requires employers to pay nonexempt employees at least minimum wage and overtime at time and one-half an employee's "regular rate" for all hours worked over forty in a workweek. Many employers mistakenly calculate overtime at one and one-half an employee's hourly rate for all hours worked in excess of forty. However, an employee's "regular rate" includes more than his hourly rate. Generally, a non-exempt employee's regular rate equals the employee's total compensation in a workweek divided by the total hours worked by the employee in that same workweek.



*Sara Delaney Vero*

The employee's total compensation includes all remuneration for employment paid to the employee except certain payment expressly excluded under the FLSA. The following are examples of payments that must be included when calculating an employee's total compensation:

- Salary, hourly or piecework earnings;
- Commissions;
- Shift differentials;
- Nondiscretionary bonuses such as production bonuses, attendance bonuses, retention bonuses, and cost of living bonuses;
- On-call pay;
- Meals and lodging; and
- Any other remuneration paid to an employee that is not specifically excluded under the Act.

Remuneration that may be excluded from an employee's regular rate include contributions to certain employee benefit plans, payment for hours not worked (e.g., paid vacation, sick, personal and holiday time), reimbursement for business expenses, gifts, discretionary bonuses, premiums paid for overtime work and work on Saturdays, Sundays and holidays, certain employer provided stock options, and certain recruitment bonuses.

Further complicating matters, additional compensation that is earned over a period longer than a workweek (such as an attendance or retention bonus) must be retroactively allocated over the period that it was earned, resulting in an increase in an employee's regular rate for this period. If an employee worked overtime during that period, his employer owes him additional overtime pay based on the increase the employee's regular rate.

Although correctly calculating an employee's regular rate may be time-consuming, it is necessary in order to avoid significant legal liability. Failure to pay proper overtime can result in liability for overtime owed for the previous three years for all non-exempt employees, liquidated damages in the amount of the unpaid wages, attorney's fees, costs, and, where a willful violation is found, civil penalties and imprisonment. Therefore, investing the time to accurately calculate an employee's regular rate today will save an employer thousands – if not millions – of dollars when the Department of Labor comes knocking at its doors.

*The information contained in this column is not intended to be a substitute for professional counseling or advice.*

*Sarah Delaney Vero counsels and represents employers in a variety of labor and employment related contexts and is associated with Bond, Schoeneck & King's Albany office. If you have a question you would like to submit, you are encouraged to do so by email ([svero@bsk.com](mailto:svero@bsk.com)), phone (518-533-3210), or fax (518-533-3299).*

***The CRHRA–PR Committee  
has launched the official  
CRHRA Facebook Fan  
Page. Visit us online  
and add us as a friend!***

## Your Officers & Board of Directors 2010-11

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Pitney Bowes Business Insight

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## From the President... *Tracy Spargo, PHR*

It is official; we have kicked off the 2010-2011 CRHRA program year. There was great membership turn out at the September meeting, including several new CRHRA members and student members. Thanks to Amelia M. Klein, we enjoyed an enlightening presentation on the new Health Care Reform Act.



*Tracy Spargo*

The October monthly meeting is shaping up to be another wonderful meeting highlighting diversity and inclusion in the workplace. This special event will be held at the Desmond and will feature a fantastic speaker, Dr. Bidhan Chandra, M.B.A., Ph.D. It will be a night of learning opportunities for all!

Many HR professionals are familiar with SHRM, but few may be aware of all the benefits of this great organization. With over 250,000+ members from all over the world and from all disciplines of human resources, SHRM can be a powerful resource with a wealth of experience available to you. SHRM offers access to industry best prac-

tices, sample forms, policies and general HR information, timely legislative updates, and the ability to ask specific HR questions of leaders in the HR field. SHRM also provides members with: (i) PowerPoint presentations to assist with training; (ii) spreadsheet templates that provide tools to calculate and compile HR metrics; (iii) useful publications; (iv) Health Care Reform Resources; (v) benchmark reports; (vi) HR Talk and SHRM Connect; as well as a (vii) SHRM Mentorship program. For more information, check out the SHRM website at [www.shrm.org](http://www.shrm.org), or pick up a packet at the registration table at the next CRHRA monthly meeting.

Registration is open for the October Monthly Meeting scheduled for Thursday, October 14<sup>th</sup> at the Desmond Hotel in Albany. Sign up now, and be part of the growing group of individuals driving HR initiatives forward in the Capital Region.

All the Best,

Tracy

### CRHRA Salary Survey Review Webinar

Join us on Friday, October 8, 2010 from 12:00 PM - 2:00 PM EDT for the CRHRA Salary Survey Review.

For more information visit the CRHRA website at <http://www.crhra.org/displaycommon.cfm?an=1&subarticlenbr=12> and contact Hope Derocha, PHR.

*SHRM Foundation News*

## Evaluating HR Programs

The SHRM Foundation co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs.

The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their

recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes.



Michele  
Wilkes-Hawkins

To order a copy of *Evaluating Human Resources Programs*, visit the SHRM Store online ([www.shrmstore.shrm.org](http://www.shrmstore.shrm.org)).

## Welcome New Members!

Welcome to the new CRHRA members who have joined our organization as of September 2010!

Michael Billok ..... Bond, Schoeneck & King, PLLC  
 Douglas Blanc ..... Liberty Enterprises  
 Melissa Collins  
 Regina DeSarle ..... Liberty ARC  
 Kristina Diman ..... Center for Disability Services  
 Darrick Fuller ..... GE Global Research  
 Hiroko Gier ..... Residence Inn by Marriott Tech Valley  
 Carma Hilicus ..... Golub Corporation  
 Patricia Jarvis ..... ValueOptions  
 Kathryn Jenkins ..... Seton Health  
 Clare Jones ..... Seton Health  
 Lori Mayer ..... Credit Union Association of New York  
 Brian O'Connor  
 Sarah Soules ..... Zayachek Mechanical  
 Sarah Viola ..... CDTA  
 Barbara Wisnom ..... The Third Zone

## AGENDA

### Thursday, October 14 Dinner Meeting

*The Desmond Hotel, Albany*

#### Registration &

Networking ..... 5:00 p.m.  
 Dinner ..... 6:00 p.m.  
 Program ..... 7:00 p.m.

#### Menu:

- Chicken Francaise
- Eggplant Parmesan

#### Cost:

- \$35.00 - Members
- \$43.00 - Non-Members
- \$15.00 - Students

*(12 credits or more)*

Please make your reservation online ([www.crhra.org](http://www.crhra.org)) or by mail (CRHRA, 1450 Western Avenue, Suite 101, Albany, New York 12203), or fax (518-463-8656). You may pay with an online credit card payment, by mail or at the door. Also, please be sure to check-in when you arrive.

**RESERVATIONS** and cancellations are required by noon on **FRIDAY** prior to the meeting. Reservations made and not kept will be billed to you. Please call CRHRA at (518) 463-8687.

We regret that we are unable to honor walk-ins on the day of the meeting. Casual attire is acceptable.

## Meet the Member: *Paul Riley*

By Daniel A. Jacobs

"I am focused on the job at hand," Paul Riley tells me, "and making sure the company is moving forward."

I sat down with Riley, Supervisor of Talent Acquisition for Price Chopper supermarkets, a Golub Corporation, in their new energy efficient and state of the art headquarters in Schenectady. I was provided a one-on-one tour of the six-story building that is home to approximately seven hundred employees. The tour included the café/cafeteria, production studio for in-house photography and advertising, conference rooms, training rooms and fully equipped fitness facility (open to all employees). I was completely impressed (and jealous).



*Paul Riley*

Price Chopper is a chain of over 115 grocery stores located in Connecticut, Massachusetts, New Hampshire, New York, Pennsylvania and Vermont. Price Chopper began as Central Market in 1933 and changed the name in 1973. The company has continued to expand with openings of new stores. As Supervisor of Recruitment within the HR department, Paul oversees three recruiters that handle all the store management positions, from assistant department managers to retail store managers. There is also a recruiter dedicated to technical colleges/internships and even one just for pharmacy recruiting. Paul is also responsible for maintaining operational budgets and handling all aspects of employee relocation. "Dealing with every level of management and having an understanding of what they go through on a day-to-day basis, can be the most challenging component of the position," he says.

Paul's father introduced him to Price Chopper at the formative age of sixteen. One could say there is a deep family history with the supermarket chain. His father held various store manager

roles and retired after forty-four years. He also has two brothers that have been employed for more than twenty years each, in managerial roles with Price Chopper. Paul got his start working part time as a front end clerk and later a front end specialist. He was in operations for sixteen years, before he landed his first human resources position. After spending a few years as a Recruitment Specialist, with an emphasis on hiring store level positions, Paul was promoted to Recruitment Supervisor, which he has maintained for close to four years. "My goal is to understand where the company is going," he says. "If it is a new store format...or a new store we are opening...it's making sure that we have the right people in place to fill those new stores when we open them."

What he enjoys most about his role is finding the right people for the company. "I want to make sure that we have the right managers in place that are going to develop the people underneath them and see that the company is going to grow," he says.

I asked Paul if he could recall his most memorable moment, after more than two decades with the company. He couldn't specifically remember the date, but described a blizzard in the late 80's. The Capital Region was largely without power and there was a great demand for batteries. The Watervliet store had power and at a time when the company could have sold the product for more, they actually reduced the price. He says, "it was about the community and how involved they are...they are always there to help out."

When not in the office, Paul can be found cultivating his new passion of the past six years: photography and assisting with many charitable organizations in the Capital Region. Riley says, "I like the interaction with the public. I try to help people out as much as possible."

In 2011, Paul will celebrate his 26<sup>th</sup> anniversary with Price Chopper.

Public Relations Committee

## Be Noticed in the Community as an Expert in Your Field

The Public Relations Special Expertise Panel continues to identify members whose proficiency in the functional areas of human resources support our media relations efforts to drive our chapter's goal of advancing the profession. As a Special Expertise Panel member your involvement would include responding or having an executive in your company contribute to media stories related to your area of expertise. There is no requirement to be a committee member nor would you be required to attend meetings. Rather, we are interested in your knowledge as a resource for our media contacts as we develop our visibility in the region and throughout New York State.



Debra  
Antonelli

Specifically, we are interested in expanding the panel with professionals who have a background in compensation analysis and/or chief executive officers of larger organizations. Come join this diverse group of over twenty seven distinguished individuals on the Special Expertise Panel whose contributions help to portray our industry in a positive, professional light.

If you are interested in advancing CRHRA, our profession and its impact on area businesses and legislators, please join the Public Relations Special Expertise Panel. For more information please contact Nora Gross, Special Expertise Panel Subcommittee Chair at (518) 862-0500 or [nora.gross@adeccona.com](mailto:nora.gross@adeccona.com) or Debra Antonelli, Public Relations Committee Chair at (518) 727-9363 or [PR@crhra.org](mailto:PR@crhra.org).

## Student Chapter

Our committee is very excited about working with the University at Albany – SUNY, Siena College, College of Saint Rose, Russell Sage College, and Bryant & Stratton College this year. We have some new activities for the students to meet Human Resources professionals on their campuses. If you are interested in volunteering in our mentoring program and/or on panels please let me know, Kelly Conroy – Student Chapter Chair ([students@crhra.org](mailto:students@crhra.org)).

## BS&K Labor & Employment Law Academy

*A Comprehensive Introduction to Employment  
Law Issues Affecting Today's Workplace*

### Fall 2010 Program

**October 20**

OSHA Basics /

Lifestyle Discrimination Concerns

**November 17**

Difficult Discipline & Termination  
Scenarios / Health Care Reform Update

**Ideal for New HR Professionals,  
Business Owners,  
Office Managers, and Others  
Performing the HR Function**

**The Troy Hilton Garden Inn**

**8:00 a.m. - 11:30 a.m.**

**Register online at [www.bsk.com](http://www.bsk.com)**

BS&K Clients: \$45 (per program)

General Public: \$50 (per program)

Additional information at [www.bsk.com](http://www.bsk.com)

Questions? Contact Ms. Toko Moyo at BS&K  
at [tmoyo@bsk.com](mailto:tmoyo@bsk.com) or 1-800-339-8897

HRCI Recertification Credit:

This program has been submitted to the HR Certification Institute.

*This program is intended for the  
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# Obesity & Workers' Compensation Costs

*Ken Moore Associates – Commentary*

In April 2007, a team of medical researchers at the Duke University published a remarkable study relating obesity in the workplace to the number of Workers' Compensation (WC) claims submitted by employees. The results were startling. Over a period of 8 years involving more than 50,000 employees the researchers were able to correlate Body Mass Index (BMI) to the number of WC claims and the dollar costs to a company.<sup>1</sup>

In the United States, all states plus its territories require by law that employers carry insurance under the general term WC. This form of insurance covers the cost of medical care and rehabilitation for workers injured on the job. It also compensates them for lost wages and provides death benefits for their dependents if they are killed in work-related accidents, including terrorist attacks.

Let us look at some details of the study.

BMI is a number calculated from a person's weight and height. It provides a reliable indicator of body fatness for most people and is used to screen for weight categories that may lead to health problems. It is a widely used diagnostic tool to determine weight problems within a population. It is calculated as weight in kilograms divided by height in meters squared. Most search engines will find sites that will calculate it for you.

What the researchers discovered was that there was a linear correlation between BMI and the rate and cost of WC claims. Employees whose BMI measured >40 had 11.65 claims per 100 full time employees (FTE), while recommended-weight employees had 5.80 claims. When calculating lost workdays, they determined that the effect on lost workdays was 183.63 for obese employees versus 14.19 per healthy employees. Furthermore, when calculating medical claim costs, they discovered that medical claims cost \$51,091 per 100 obese FTEs versus \$7,503 per 100 non-obese FTEs.

The claims most affected by BMI were strongly related to the following: lower extremity, wrist or hand, back, contusions or bruises, falls or slips, lifting, and exertion. The study further observed that the combination of obesity and high-risk occupation was particularly detrimental.

Obesity in the United States is viewed as an epidemic with associated high health care costs. A recent edition of Forbes magazine printed a story about a University of North Carolina study that found that a population's greater access to a Wal-Mart Supercenter or other big

box food retailer "was associated with lower body-mass indices and a lower probability of being obese".<sup>2</sup> The conclusion is that consumers buy healthier foods when their purchasing power increases.

WC is a significant cost element of the total employee benefit package. Indeed, it is one of only three benefit programs required by law in all 50 states (Social Security and unemployment insurance are the other two). Over time and experience, WC has evolved into a complex mosaic of rules and regulations that vex the best of HR, compensation and benefits managers, particularly in multi-state organizations.

It also vexes CEOs and CFOs who must budget for and pay additional premiums and expenses to WC insurance carriers that cover the employees. In 1982, WC cost the US \$22.8 billion. In 2002, the costs rose to \$72.9 billion.<sup>3</sup> In 2006, the costs increased to \$87.6 billion.<sup>4</sup> Absent a sensible national health care policy, health benefit costs in the US will continue to increase resulting in higher costs to the employees and employers and lower returns on investments for shareholders.

We acknowledge that obesity is a major concern in our American society. The media reports frequently on the subject and has termed it an epidemic. New York's governor is even proposing legislation requiring restaurants and other food vendors to put nutrition information on all of its menus. Some airlines are even considering if and how they can charge extra for obese passengers.

As more and more empirical research on obesity and its impact on business and society become available, it presents an opportunity for company leaders to incent its employees to achieve and maintain an ideal body-mass index and weight. There are dozens of individual diet plans available and many long-term weight loss programs. Some are excellent and effective programs. Others are not.

If a company wishes to address its increasingly unsustainable health care costs, studies like these will aid significantly in implementing and justifying corporate support for a healthy workforce.

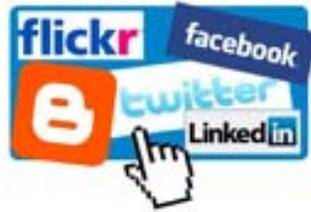
1. *Obesity and Workers' Compensation*, Archives of Internal Medicine, Vol. 167, No. 8, April 23, 2007, <http://archinte.ama-assn.org/cgi/content/full/167/8/766>
2. *Forbes*, June 8, 2009, p. 24
3. *SHRM White Paper*, John G. Kilgour, PhD., Revised, September, 2004 [http://moss07.shrm.org/Research/Articles/Articles/Pages/CMS\\_000039.aspx](http://moss07.shrm.org/Research/Articles/Articles/Pages/CMS_000039.aspx)
4. *Workers Compensation – Benefits, Coverage & Costs*, National Academy of Social Insurance, August, 2008, Table 1; [http://www.nasi.org/ur\\_doc/NASI\\_Workers\\_Comp\\_Report\\_2006.pdf](http://www.nasi.org/ur_doc/NASI_Workers_Comp_Report_2006.pdf)

## Social Networking Corner

# Tip of the Month

By Christy Krueger, Public Relations Committee

In light of all the Facebook security hype as of late, it seemed appropriate to create an article providing tips and tricks for this particular social networking site. Although these may seem like nothing new, even common knowledge, you would be surprised what people actually post out there.



First and foremost: do not post your full birth date in your profile. With identity theft at an all time high, let us not make it any easier for these crooks. If you have already input your birth date, fear not because you can fix it. While logged into Facebook click on **Profile**. Next, click on to the **Info** tab and click **Edit** within the **About Me** section. From the drop-down menu next to your birth date you can choose from the following: "Show only month & day in my profile." or "Don't show my birthday in my profile." Chances are those who need to know your birthday already do. Opt for the latter.

Second: create a STRONG password. This goes for any social networking site. A combination of letters, numbers, and even symbols is highly suggested. Not sure if your password is strong enough? Microsoft offers a free online password checker: [https://www.microsoft.com/protect/fraud/passwords/checker.aspx?WT.mc\\_id=Site\\_Link](https://www.microsoft.com/protect/fraud/passwords/checker.aspx?WT.mc_id=Site_Link).

Third tip: do not post when you are going to be away. Police scour Facebook now for leads in kidnappings, burglaries, etc. There is an old saying that to be a really good cop, you have to think like a criminal. Do not think for a second that criminals are not using Facebook to generate their own hot leads.

Lastly: check and double-check your privacy settings. With Facebook privacy changes appearing almost daily, it's probably a good idea to re-check your settings on a weekly basis. For almost everything in your Facebook profile you can limit access to only your friends, friends of friends, or yourself. Fortunately the Facebook developers have realized we all don't have a Ph.D. in Web Development and Privacy Settings. All your settings are easily viewed in a grid like format just waiting for your customization.

**BS&K**  
is pleased to sponsor  
the Fall 2010 PHR/SPHR  
Certification Study Group  
and to support ongoing  
education for the  
HR Community.

John M. Bagyi  
Michael D. Billock  
Nicholas J. D'Ambrosio, Jr.  
Sanjeeve K. DeSoyza

Nicholas A. Fusco  
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Whether your family needs child care assistance, mother's helpers, baby nurses or elder care companions, A New England Nanny's fully-screened, professional and experienced Care Providers are here to help in every situation.



**HOUSEKEEPING & HOUSEHOLD MANAGERS...**

Seeking reliable, trustworthy cleaning services, or in desperate need for some organization in your home?? A New England Nanny is pleased to offer professional housecleaning & household management services to Capital Region Families.



**HOMEWORK TUTORS & PERSONAL ASSISTANTS...**

From personal shopping or party planning, to help with moving and help with your little one's school work...all of A New England Nanny's personal assistants and homework tutors are college educated, experienced and professional.

**One Call For ALL Your Household Needs**

ASK ABOUT OUR PINCH HITTER CARE PROGRAM FOR YOUR COMPANY  
~ CORPORATE BACK-UP DEPENDENT CARE ~

# Thank You to Our Diversity Dinner Sponsors!

Without the sponsorships of these great businesses the Diversity and Inclusion Award Dinner could hardly be a success! The Diversity Committee and CRHRA's board wish to thank the following organizations for their continued support:

- BMPC/KAPL
- Bond, Schoeneck & King, PLLC
- Capital District Transportation Authority
- First Niagara Financial Group
- Lake Associates, Inc.
- Parson's Child & Family Center
- Strategic Resources, Inc.

Thank you again, and we look forward to seeing everyone at the event on October 14<sup>th</sup>, 2010.

Register now at [www.crhra.org](http://www.crhra.org).

## Upcoming Event

**Date:** October, 15

**Event Name:** Innovation for Performance and Organizational Success

**Sponsor:** H-M Chapter of the ASTD

**Event Description:** Participants work on interactive innovation challenges designed to provide insights about the strengths and weaknesses they bring to the organization. Participants return to work energized to lead, able to develop creative and innovative solutions with their teams. The second part of this series will be held on 11/19. Registration deadline: 10/12.

**Location:** Sunmark Federal Credit Union, 1187 Troy-Schenectady Road, Latham

**Time:** 8 a – 11 a

**Cost:** \$30 members / \$40 non-members / \$20 students

**Contact:** Nancy Reilly

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