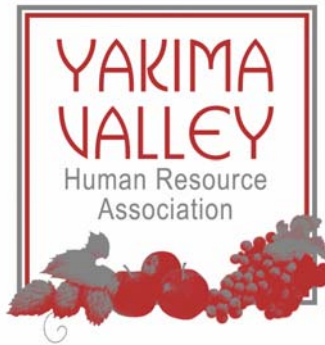


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Volume 8 Issue 7
July 2007

June 2007

Membership Meeting Program The 5 Hottest Topics in Employee Benefits! July 25th, 2007, 11:45am Clarion Hotel

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Dan Fisher, our guest speaker this month, is a published author in professional journals on topics including financial literacy, risk management and business ethics as well as employee benefits.

Dan's presentation will include these topics:

1. **A Brief History of Benefits**
2. **That's So Yesterday!**
3. **The 5 Hottest Benefit Topics**
4. **Current Benefit Trends**
5. **The Future According to Dan**

Dan's background and experience:

After graduation from the University of Washington, Dan began his career as a Certified Public Accountant and corporate cost analyst in Seattle. He became President of the Washington Society of CPAs in Bellevue, WA and is a member of the Council of the AICPA, in New York City.

Since 1989, Daniel W. Fisher, as President of FCG Benefits, has been providing insurance and employee benefit consulting services to business communities and to not-for-profit organizations in the Pacific Northwest. He lives in Yakima with his wife Renee, a WSU Cougar, and their two kids.

RSVP online at
www.yvhra.org

or:

E-mail: finance@yvhra.org



Marla Arbuckle
Tree Top

*My dream: To
travel all the time!*



Board Member Spotlight

Name: Marla Arbuckle

Company: Tree Top Ross Plant.

Length with Current Company: 2.5 years.

Position: Plant HR Manager.

HR Function: Recruitment, hiring, discipline/terminations, orientations, training, safety, administrative budget.

Current Board Position: Professional Development Chair.

Length on board: 2 years.

Other Board positions held: None.

Definition of what HR is to you: Ensuring a qualified stable workforce required to complete the job to be done. To maintain a safe environment and ensure all employees work safely.

Most amusing employee issue dealt with: Dealing with all employee issues has to be amusing or you'd go crazy.

Most horrifying encounter you have had in your career: Don't know - none stick out.

Best employee motivator: Positive feedback for job done and, of course, MONEY.

Favorite job function: Recruiting/Hiring.

Least favorite Job function: Discipline/Terminations.

Best HR Advice: Always treat employees fairly and with respect. Follow the policies/handbook or bargaining agreement consistently.

Describe your Dream Job: One that would allow me to travel the world.

How do you spend your time away from work? Golf, reading, travel.

"If I won the Lottery I would..." Definitely quit work; pay off bills; travel all the time.



Janna Diaz of
Tree Top
and
Elizabeth Hibbitt of
Holtzinger Fruit
They earned their
Professional of Human
Resource (PHR)
Designations
Two new PHRs!
Congratulations on your
achievement!

Employee Incentives:

Add some zip to your rewards programs:

Simon Giftcard:

What is the Simon Giftcard?

The Simon Giftcard® is a Visa® prepaid card that can be used to purchase gifts and services anywhere Visa debit cards are accepted, like the many retail stores and restaurants in Simon malls.



What makes the Simon Giftcard® different from other gift cards or gift certificates?

Your Simon Giftcard can be used anywhere Visa® debit cards are accepted. Unlike a store gift card or certificate which limits you to purchases only at that store, the Simon Giftcard can be used to make purchases anywhere Visa debit cards are accepted. The Simon Giftcard, good anywhere in the world Visa debit is accepted, is a premier employee and customer incentive.

Available from the Simon website,

www.simon.com/volume

Make your employee reward programs even more effective!

Contact Kim Harvey,
kharvey@simon.com,
(509) 783-2109

August 29, 2007
5:00 - 7:00 p.m.
Member Appreciation!
Ice Cream Social
At
The Soda Fountain



\$10.00 for members and guests

Join us after work on Wednesday, August 29, at the Soda Fountain for an Ice Cream Social! This event takes the place of our regularly-scheduled monthly luncheon.

Whether you are a YVHRA member or not, enjoy ice cream and networking with your peers. Bring a guest!

The Soda Fountain made a special reservation just for our organization for this evening. Join all of us at the Soda Fountain for a relaxing summer treat.

See our website for more information or email info@yvhra.org.

RSVP online at

www.yvhra.org

or:

E-mail: finance@yvhra.org

Our thanks to the Soda Fountain!!

The Soda Fountain is located at the Yakima Valley Museum
2105 Tieton Drive, Yakima WA 98902

Coming attractions

Do you discriminate unlawfully?

To take a quick survey (5-10 min.) and find out if you discriminate, even if you think you don't. Go to

<https://implicit.harvard.edu/implicit/research/>

There will be instant feedback for your score.

Diversity Forum Breakfast for Business Professionals

Coming: September 26, 2007

7:15-8:30 am

Clarion Hotel & Conference Center

The public is invited to attend.

\$15 for non-members, \$12 for members.

Pre-registration is required by Monday, September 24th.

Register on our website at www.yvhra.org

or email finance@yvhra.org.

For more information visit our website or contact Darline Charbonneau at 509-469-2333 or Karla Doncaster at 509-248-1720 ext 362.

- Yakima's changing demographics
- How diversity has affected the workforce
 - Resistance to diversity,
- Opportunities for a diverse workforce,
 - Diversity advantages.

Featuring:

Ester Huey, Southeast Community Center
Darlene Darnell, Catholic Family & Child Service
Patrick McCarthy, Yakima Specialties
Provident Horizon Group

October 3-5

REGISTRATION IS NOW OPEN!

Get ready to set sail in 2007 and register for the Northwest's next big Human Resource learning and networking event!

The Northwest Human Resource Management Association invites you to connect with HR professionals from across the Northwest at its 2007 Conference at the Meydenbauer Center in Bellevue Washington from October 3rd to the 5th. This will be a conference you won't want to miss. Hosted by the Lake Washington Human Resources Association, this year's theme is A Compass for Business: Navigational Tools for Delivering Results.

We have scheduled world-class, top-rated speakers who will be addressing some of the current trends and emerging topics in Human Resources today. These include keynote speakers Bruce Tulgan, Mike Losey and Scott Pitasky.

In addition to the keynote speakers, there are pre-conference workshops and breakout sessions. These sessions allow you to customize the agenda to your interests and are based on SHRM's HR Competency Toolkit. You'll gain tools that can build your personal skills and advance your professionalism, enabling you to deliver results and improve performance within your organization.

Learn about the latest products and services by visiting our exhibitors and sponsors. Included will be companies whose products and services may align with your organization's current or future needs. They are a wealth of information on the latest trends and solutions in the HR field. Don't miss the boat - register today at www.nhrmaconference.org

Toot Your Horn Opportunity:



Yakima Valley Human Resource Association is looking for sponsors. The purpose of the sponsorship program is to provide better programs, educational opportunities and resources to chapter members and the Yakima area business community. The ultimate purpose is to further the profession of Human Resources and further the advancement of the Human Resources Professional in our area. If you are interested in becoming a YVHRA sponsor, or would like more information about the sponsorship program, please contact Karla Doncaster at presidentelect@yvhra.org

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Karla Doncaster
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