

# HRCA Newsletter

Volume 1 Issue 27

July/August 2001

## July/August 2001 HRCA Newsletter Summary

By James Duran

Welcome to the HRCA 2001 Newsletter! Article submissions for the newsletter can be forwarded to me directly at jamesd@proqwest.com. Few members contribute articles to the newsletter. This is your newsletter, so please forward articles, reviews, and comments and or share your expertise with other members. If you've been to a conference or seminar lately for example, and you learned something you'd like to share with other members use this newsletter as a vehicle for expression. The feature articles in this issue are on ATS's, Applicant Tracking Systems. Articles in this newsletter include: An overview of ATS ratings; A How To, on

selecting an ATS; a list of the 15 largest temporary placement and headhunting firms in the

valley; a commentary on job board site selection strategy; a commentary on getting your money through arbitration; a product review of Talent Hook; our web site of the month; the latest



## August Meeting Update – Social

Our next meeting will be a celebration at Davids in Santa Clara, 5151 Stars and Stripes Drive, near the Santa Clara Convention Center and 49ers practice field. It will take place at the regular meeting time, 6:30, August 28. We will be celebrating our 10-year anniversary and some of our nominees for offices will be climbing soapboxes to tell us what they will do for us this coming year. Don't miss it, it will be a lot of fun including putting contests, a chance to see our new web site. Look for a separate flyer in this newsletter on the event!

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# Applicant Tracking Systems, ERE, Sumser and the Whole Enchilada

James Duran

I get several calls a year from Recruiters and Staffing Managers regarding ATS's (Applicant Tracking Systems). Usually, these calls go

something like "We're looking for a new ATS, quick, can you tell me what is the best one." Unfortunately, this is not a question that can be answered in 25 words or less. So instead, I refer them to websites that will help them put together the criteria for evaluating which system would best meet their needs. Luckily however, ERExchange (www.ereexchange.com) has put together a comprehensive study on this subject. ERE has completed and released an in depth study on ATS's comparing the experiences of customers in the ATS marketplace. The study is

available at <http://www.ereexchange.com/ats2001/> for \$795.00.

More recently, John Sumser of Interbiznet put together a summary of the most popular ATS's discussed in the ERE study in one of his daily articles available at the Interbiznet site ([www.interbiznet.com](http://www.interbiznet.com)).

The following table indicates the rankings of the 9 major ATS providers. Scores are from 1 (highest) to 9 (lowest) unless there was a tie. This data becomes much more interesting when arrayed in a quantified format. Factors used for the

Vendor	System Performanc	Vendor Performanc	Functional Performanc	Ease Of	Overall	Overall	Customer	Total Points/
Alexus	6	7	8	9	9	9	5	53/8
Brass Ring	5	3	3	5	6	4	3	29/3
Icarian	3	5	6	4	3	5	7	33/5
PeopleClick	5	7	4	2	5	7	6	36/6
Personic	7	8	9	8	8	8	9	57/9
Resumix	4	4	5	6	4	3	4	29/3
RecruitSoft	1	1	1	1	1	1	1	7/1
Rezlogic	2	2	2	2	2	2	2	14/2
Webhire	8	6	7	7	6	6	6	48/7

Some of Sumser's observations included:

- Usability has no immediate impact on overall customer satisfaction
- Overall functionality is much more important and likely to lead to a high level of customer satisfaction
- Given equal functionality, customer support seems to be the next most important item.

Some of my observations include:

- No variables correlating size of company with systems
- What's the relationship between cost and what you get?
- Who are: Alexis and RezLogic?
- Why did Personic (one of the local players) bomb out so badly?
- If WebHire has undergone a reverse valuation on the stock market, should we be worried about their possible demise?

## (Applicant Tracking Systems, ERE, Sumser and the Whole Enchilada continued)

Summarizing, if you don't know what you want, any system will do because you will learn from your mistakes. Today, it's very popular for these vendors to tout their products as "end to end"

solutions with an ASP/web interface (the software is hosted by a third party or ASP and all you need is web access). However, if you conduct a reasonable needs analysis, and the system meets your basic needs, the second single most important criteria is customer/technical support. If the system is down, it just doesn't matter

how good it is or what it cost. Therefore, the answer is technical support. In my book, if they don't rate highly in this area, it's a serious red flag. Lastly, much has been written about failing companies such as Isearch. Some of these companies have failed with little or no advance notice. There is no substitute for researching the



## Steps in Selecting an Applicant Tracking System (ATS)

James Duran

Here are the recommended steps involved in selecting an Applicant Tracking System (ATS). Any one of these categories can be explored in greater detail. For additional information, grab a copy of CareerXRoads 2001, by Mark Mehler and Gerry Crispin and look for Ed Struzik's article on this subject, buy the ERE study, or subscribe to ERExchange and look for conversations on this subject which never seem to go away. My perspective is as an in-house HR guy (over 15 years), with strong computer expertise (over 15 years) who evolved to an external employment consultant (over 15 years also) over several years. I spent several years working with various contact management systems, evolving into applicant

tracking systems, with interfaces to full fledged HRIS/HRMS systems such as PeopleSoft. Always consider the source of your information and it should suggest some ways to filter and digest the thinking. I actually went through this process several times with a few clients. One project took place over an 18-month period of time, retained as a Consultant by Novell in the early 90's, so whenever I hear simple answers I shudder to think of the consequences. I worked on this project full time for 18 months and was assigned to work closely with a Sr. IT guy and his boss, a Sr. DBA Project Manager, who also dedicated the majority of their time to the project over 1.5 years. I spent a lot of time in process analysis with various HR folks representing varied interests, lots of time with various vendors and a lot of time assimilating information and integrating data into reasonable recommendations I then had to interpret and sell. Obviously, the depth of the study varies according to the size of the employer who will eventually implement the

system.

Here are the steps:

**IT Involvement** – If you don't get them involved from the beginning, expect resistance and potential failure of the system product implementation

- Who owns the system? Work this question from the beginning while involving the IT group and ask this question as you go through the process.

**Process Analysis** – If you don't know what you are doing or what you want to do, how will you know if you have solved the problem?

- Define & Document Processes – Don't worry about how effective they are, just document them.
- Compare processes with desired results – now it's time to analyze them.

**Define Requirements**

- Functionality Issues & Feature Selection
- Benchmark & Trade-Offs Costs vs. Functionality – the

## Steps in Selecting an Applicant Tracking System, Continued...

- Open or Closed System – Do you have the source code and can it be modified by you, do you want to get into that or are you satisfied that the system comes with a given feature set and is difficult to customize or modify
- Links with the HRIS/HRMS – does the system interface well with your overall HR Information System?
  - Does it need to?
- Is the system diversity/EEOC compliant?

### Decide what the problem(s) is you are trying to solve

- Resume Tracking
- Applicant Tracking
- Requisition Tracking
- Skill Search Functionality
- Reporting: Cost per hire, sorting by source or any other parameter, fixed vs. ad hoc reporting

### Vendor Data Collection

- Product – How long has the vendor had the product on the market, how frequent are the Revs?
- Vendor – Is the vendor financially viable over the long term?
- Technical Support – What is the vendors' track record and cost

for supporting the product with other clients?

- References?

### Budget & Pricing

- Service & Support, Product Installation
- Service & Support, Ongoing Product Maintenance & Technical Support
- What's it going to take for your Staffing Department to run the system? DO you need to hire one, two or more people to run and manage the system?

Selection Decision/Committee – Make sure you put together a committee to make the final system selection so that you get the inputs and cooperation of all the stakeholders

### Process of Installing SW –

Does this happen in a day or over six months or does it go on forever?

### Data Conversion

- Cost – Free or additional cost item?
- Expectations – maybe it costs more than it's worth to get all you existing data converted.

### Training in use of New SW

- Getting your recruiters to use the new system – You can have the best system in the world, but if your

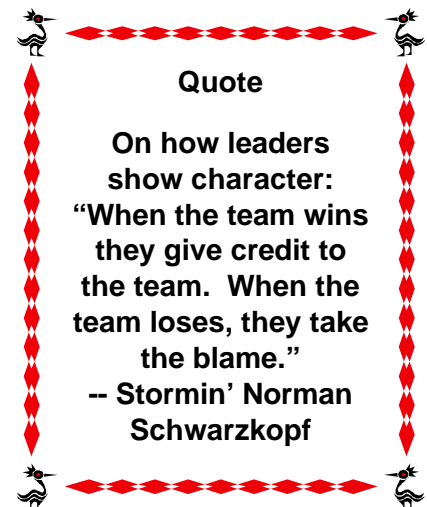
recruiters resist it, is it worth it? Make sure the vendor or employer have the resources to get all the stakeholders educated in how to use the system.

### System Champion / Project Management Expertise –

Get somebody to be the system champion at the needs analysis, selection and implementation process levels, then get somebody who will take ownership as the system champion once it is installed and running. These could be different people.

- Consider hiring an external consultant to conduct the needs analysis and selection who has a good handle on IT as well as recruiting problems and solutions. Ultimately, after implementation the system champion needs to be an internal person

Go back to step one and





## Lists: Largest Temp & Search Firms

Excerpted from San Jose Business Journal

Largest Temporary-Placement Agencies  
Ranked by average number of temporary placements in Silicon Valley in 2000

1 AppleOne Employment Services  
[www.appleone.com](http://www.appleone.com)

2 Nelson Human Resource Solutions  
[www.nelsonjobs.com](http://www.nelsonjobs.com)

3 Manpower Staffing Services  
[www.manpowersj.com](http://www.manpowersj.com)

4 Accountants Inc.  
[www.accountantsinc.com](http://www.accountantsinc.com)

5 Josephine's Personnel Services Inc.  
[www.jps-inc.com](http://www.jps-inc.com)

6 Silicon Valley Technical Staffing Inc.  
[www.siliconvalleystaffing.com](http://www.siliconvalleystaffing.com)

7 Trendtec Inc.  
[www.trendtec.com](http://www.trendtec.com)

8 Balance Staffing Services  
[www.balancestaff.com](http://www.balancestaff.com)

9 RemedyTemp Inc.  
[www.remedystaff.com](http://www.remedystaff.com)

10 Spectrum Personnel Inc.  
[www.spectrumpersonnel.com](http://www.spectrumpersonnel.com)

11 Crossroads Staffing Services  
[www.crossroads-staffing.com](http://www.crossroads-staffing.com)

12 Select Personnel Services  
[www.selectpersonnel.com](http://www.selectpersonnel.com)

13 Advanced Technical Resources  
[www.atr1.com](http://www.atr1.com)

14 Palo Alto Staffing Services  
[www.wehire.com](http://www.wehire.com)

15 Wollborg/Michelson Personnel Inc.  
[www.wmjjobs.com](http://www.wmjjobs.com)

## Largest IT Placement Firms

Ranked by technology workers

placed per week in Silicon Valley jobs in 2000

1 Advanced Technical Resources  
[www.atr1.com](http://www.atr1.com)

2 USCaden  
[www.uscaden.com](http://www.uscaden.com)

3 Silicon Valley Technical Staffing Inc.  
[www.siliconvalleystaffing.com](http://www.siliconvalleystaffing.com)

4 Technical Temps Inc.  
[www.technicaltemps.com](http://www.technicaltemps.com)

5 Unitek  
[www.unitek.com](http://www.unitek.com)

6 Montage Solutions Inc.  
[www.montagesolutions.com](http://www.montagesolutions.com)

7 Foxhunt Staffing Inc. (formerly Impact Inc.)  
[www.foxhunt.com](http://www.foxhunt.com)

8 Kelly IT Resources  
[www.kellyit.com](http://www.kellyit.com)

9 Mindsource Software Engineers Inc.  
[www.mindsource.com](http://www.mindsource.com)

10 Technology Search International  
[www.tsearch.com](http://www.tsearch.com)

11 Lloyd-Ritter Consulting  
[www.lrc.com](http://www.lrc.com)

12 Ajilon LLC  
[www.ajilon.com](http://www.ajilon.com)

13 Dedicated Onsite Consulting Inc.  
[www.docinc.com](http://www.docinc.com)

14 Complimate Technical Staffing  
[www.complimate.com](http://www.complimate.com)



## Site Selection Strategy – 1 + N

James Duran

Which are the best electronic recruiting job board sites for you to use? Some of the biggest ones are:

BrassRing: [www.brassring.com](http://www.brassring.com)

com  
CareerBuilder: <http://www.careerbuilder.com/index.html>  
DICE: <http://www.dice.com/>  
Flipdog: [www.flipdog.com](http://www.flipdog.com)  
Headhunter: <http://www.headhunter.net/>  
Hotjobs: <http://www.hotjobs.com/>  
Jobsonline: <http://www.jobsonline.com/>  
Monster Board: [www.monster.com](http://www.monster.com)

Peter Weddle, a well-known Internet Recruitment author and speaker, likens these primary job boards to big department stores. Although we may shop for many of our clothes at one store such as Macys or Nordstrom, there is a strong likelihood that we will go to other specialty stores for other items. For example, if I want to get a ski jacket, I am much more likely to go to REI, the NorthFace or AnyMountain

rather than to Mervyns or Macys because they specialize in what I want.

The basis then for Peters' 1 + N strategy is to use one of the big guys such as BrassRing or Monster, or any of the others listed above, as your number one choice general job board, and supplement it with a specialty site. If you work for a telecom company for example, you might use Hotjobs as your primary general-purpose web site and <http://www.telecomcareers.net> as your specialty site. Obviously, you want to make the best choices in general purpose as well as specialty sites. To do this, we advise you purchase the **Green Book** by Peter Weddle or else the **CareerXRoads** book by Gerry Crispin and Mark Mehler of CareerXRoads. Both do excellent reviews of hundreds

## HRCA Elections Update

James Duran



Enclosed with this months newsletter, you should find a separate one page announcement on Officer Elections for HRCA. Summarized, the process is as follows: Nominations are being entertained now through the end of the month. Nominations are to be forwarded to Helen Frederick at our business office: [hfgroup@pacbell.net](mailto:hfgroup@pacbell.net) Helen will send out a voting form sometime in early September, votes will be sent in to her and then we will announce our new officers at the September 25<sup>th</sup>

meeting.

Currently, nominations include:

Joe Compton, President  
Richard Holtry, Vice President  
Terrie Rayl, Treasurer  
Susan Fox, Secretary

Jan DiNouscio will serve on the Board of Directors as Past President, Bev Auton as the Generalist representative, Marketing is open (unless Joe does not get elected President) Newsletter, James Duran (moving from Secretary and Newsletter Editor to Newsletter Editor)

# Getting Your Money, Arbitration

James Duran

Today we live in a day and age where if you don't have your ducks lined up, and under guard, somebody is liable to steal one of them...

This is about safeguarding your interests and collecting monies due to you. Most HRCA members are independent HR or Staffing Consultants. In these capacities we work for clients either directly as a temporary hire, or directly as a 1099, or through a third party on a temporary hire or 1099 basis. In any of the above cases, the potential exists for some sort of dispute with the client or employer. Too frequently, the independent consultant is intimidated by a client with greater resources when it comes to fee or payment disputes. The sensible alternative is to secure an attorney to defend your interests, but your pocketbook screams out that you are unable to afford this from the perspective of financial or time commitment resources. The legal and court costs beg the question of whether it is financially feasible to pursue a claim even if you win.

A simple alternative is to go through small claims court. Another alternative is Arbitration or Mediation. If you go to [www.adr.org](http://www.adr.org) you go to the American Arbitration Association's web site. The "ADR" piece in the URL stands for Alternative Dispute

Resolution. I thought Arbitration and Mediation were the same, but they are not. As defined in this site:

## How Does Mediation Differ From Arbitration?

Arbitration is less formal than litigation, and mediation is even less formal than arbitration. Unlike an arbitrator, a mediator does not have the power to render a binding decision. A mediator does not hold evidentiary hearings as would an arbitrator but instead conducts informal joint and separate meetings with the parties to understand the issues, facts, and positions of the parties. The separate meetings are known as caucuses. In contrast, arbitrators hear testimony and receive evidence in a joint hearing, on which they render a final and binding decision known as an award.

The website has a specific section:

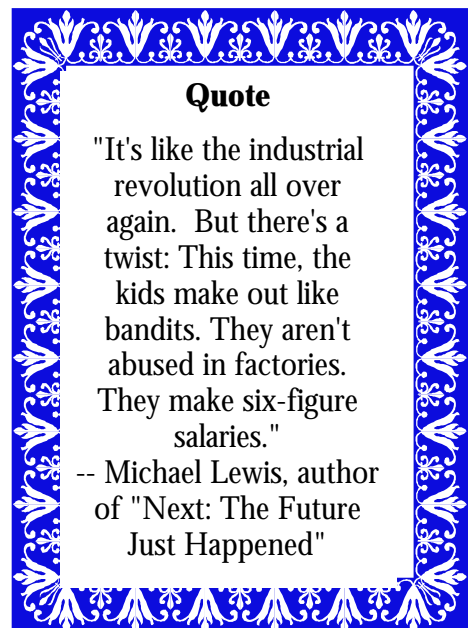
<http://www.adr.org/rules/guides/AAA035-0900.htm> that serves as **A Guide to Mediation and Arbitration for Business People**. In it, you will find a section on page 7 which includes a...

### Standard Arbitration Clause

*Any controversy or claim arising out of or relating to this contract, or the breach thereof, shall be settled by arbitration administered by the American Arbitration Association under its Commercial Arbitration Rules, and judgment on the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof.*

I strongly suggest you consider having this clause inserted into any contract you have with your employer or client to safeguard your interests. If you further read this section at the ADR website, you will find information on how to file a Demand for Arbitration claim to get your issues resolved. There's a lot more to how you want to structure your contracts, such as defining who pays under what circumstances, etc. I don't like living in a litigious society, but we have to be pragmatists, so take a look at this site when you have a chance. **This is not legal advice, consult with your attorney if you have any questions on this and after careful consideration, you can make your own decisions.** Finally, remember that the wisest decisions are made when you are fully informed and understand the possible consequences of your actions.

If you don't have these types of clauses in your contracts, you may find that although you are right in your claims against a client or employer, it is fruitless to pursue the claim on a financial



# TalentHook

James Duran

Phil Gonzalez is the owner and founder of TalentHook, a new recruiting software tool just released. TalentHook is a product of Resource Edge, Inc., a local company, currently located in Campbell, but planning to relocate in the near future, staying within the Silicon Valley.

The product enables a recruiter to manage activity from one primary screen. Some of its features include:

- Search multiple job boards (paid or free) and resume banks simultaneously
- Flip search companies to find candidates who have worked or still work there
- Search newsgroups to find resumes of candidates actively seeking employment
- Search universities, colleges and trade schools to find entry level candidates, interns or resumes of experienced alumni.
- Scan on-line communities to discover resumes hidden behind personal homepages
- X-Ray ISP's to uncover resumes not typically indexed by the mainstream search engines
- X-Ray organizations and military sites to extract passive

candidates there

- 'Bulk mailing' potential candidates with a hot job opportunity.
- Submitting candidates to a manager or multiple managers.
- Assists you in performing a reverse lookup to find out more about a candidate from an email address or phone number.
- Instantly know when a freshly retrieved candidate is already in your system.
- No more duplicate phone calls to the same prospect.
- End of awkward phone calls from unrecognized candidates.
- No duplicate resumes in your search results
- Access any tracking on a candidate, job or manager with the click of the mouse.
- If necessary, you can turn tracking completely off or configure it to work in harmony with your existing system.

## What do I like about this system?

TalentHook has gone the next step in internet recruiting. It needs a Windows based computer with an internet connection. Rather than force the recruiter to learn Internet Recruiting techniques which are constantly evolving, they have incorporated much of what you may have learned in an Internet recruiting

class into their technology! This system has the potential of obsoleting the need for an internal resume database. However, the most brilliant aspect of all is their pricing plan. For the last few years now I have looked at one ATS (Applicant Tracking System) after another. All of them purport to be end-to-end solutions. The most important solution they address is putting money into their owners pocket books because they are unanimously overpriced for what they do. TalentHook is the first significant system, with a host of features, which offers a low cost pricing model designed for individual Contract Recruiters, or full-fledged companies needing an ATS. Its basic cost is \$275/month per seat, +\$175 for the second seat and thereafter, billed in quarterly increments. Further, there is no installation or support costs as "catches". I am buying a seat now! Need I say more?

For more information: [www.talenthook.com](http://www.talenthook.com)

PS, I have no stock in this

## Quote

"We need to create a climate that's safe for change, and that means not criticizing people if they aren't 100% efficient every minute of the day."

-- Tom DeMarco, author of "Slack: Getting Past Burnout, Busywork, and the Myth of Total Efficiency"

## Web Site of the Month



### ExpatSpouse.com

www.ExpatSpouse.com, a global community, is an online self-help tool for expatriates and their spouses. The site provides networking, expert information, interactive training tools, articles on relocation, culture and family, message boards, local resources and various services on a subscription basis that facilitate the international living experience as well as the expatriate's business mission. For more information visit them at <http://www.ExpatSpouse.com>.

### Quote

"The best managers start with a radical assumption: Each person's greatest room for growth is in the area of his greatest strength."

Marcus Buckingham, author of "Now, Discover Your Strengths"

## EVENT CALENDAR 2001

### 4th Annual HR Technology Conference and Exposition

Baltimore Convention Center  
September 10 - 12, 2001  
LRP Publications, Conference Division  
1555 King Street, Ste. 200  
Alexandria, VA 22314

(703) 684-0510

(800) 727-1227

[www.hrtechconference.com](http://www.hrtechconference.com)

### BrassRing Job Fair

San Francisco, CA  
September 11-12, 2001  
Hyatt Regency San Francisco  
5 Embarcadero Center  
San Francisco, CA 94111  
(408) 970-8800

[www.brassring.com/cgi-bin/texis/vortex/exhibitor](http://www.brassring.com/cgi-bin/texis/vortex/exhibitor)

### BrassRing NetFair

Santa Clara, CA  
September 17-18, 2001  
Santa Clara Convention Center  
Santa Clara, CA 95054  
(408) 970-8800

[www.brassring.com/cgi-bin/texis/vortex/exhibitor](http://www.brassring.com/cgi-bin/texis/vortex/exhibitor)

### PIHRA 44th Annual Conference

(largest Western Regional HR Conference, a SHRM affiliate)  
Long Beach, CA  
Sept. 20-21, 2001  
Long Beach Convention Center  
800 734-5410  
Fax (213) 622-7450  
[www.pihra.org](http://www.pihra.org)

### The Future of Equity and Employee Engagement

September 27th - 28th, 2001  
The Hotel Sofitel  
Redwood City, CA  
[lhall@iquantic.com](mailto:lhall@iquantic.com) (Liz Hall)  
415 437-6210  
Fax 415 437-6250  
<http://www.rd.0mm.com/WKF129001>

### Pan Pacific HR Conference

3-5 October 2001  
Oahu, Hawaii  
E-Mail: [custsvc@shrm.org](mailto:custsvc@shrm.org)  
Tel: +1.703.548.3440 outside USA,  
1.800.283.shrm within USA  
<http://my.shrm.org/conferences/panpacific>

### WorkWorld Job Fair

By [hotjobs.com](http://hotjobs.com)  
Oct. 10, 2001  
Bill Graham Civic Auditorium  
San Francisco, CA  
917 438-1900  
[www.workworld.com](http://www.workworld.com)

### ELECTRONIC RECRUITING EXPO: RECRUITING, RETENTION & ROI

October 14-16, 2001  
Wyndham Palace Resort & Spa (Walt Disney Resort)  
[www.wyndham.com/PalaceResort](http://www.wyndham.com/PalaceResort) (for reservations)  
Orlando, FL  
[kate@erexchange.com](mailto:kate@erexchange.com)  
1-866-ERE-EXPO

### BrassRing Job Fair

Santa Clara, CA  
October 15-16, 2001  
Santa Clara Convention Center  
Santa Clara, CA 95054  
(408) 970-8800  
[www.brassring.com/cgi-bin/texis/vortex/exhibitor](http://www.brassring.com/cgi-bin/texis/vortex/exhibitor)

**BrassRing Job Fair**

San Mateo, CA  
 October 17, 2001  
 (408) 970-8800  
[www.brassring.com/cgi-bin/texis/vortex/exhibitor](http://www.brassring.com/cgi-bin/texis/vortex/exhibitor)

**National Association of  
 Personnel Services  
 40th Annual Conference &  
 Exposition**

October 24-27, 2001  
 Hyatt Regency, Chicago, IL  
[www.napsweb.org/2000confer.htm](http://www.napsweb.org/2000confer.htm)

**eCruiting Conference**

October 25-26, 2001  
 Javits Conference Ctr.  
 New York, NY  
 dflynn@kennedyinfo.com  
[www.kennedyinfo.com/e-recruiting/](http://www.kennedyinfo.com/e-recruiting/)  
 603 585-3101 X658

**NCHRA 17th Annual Conference &  
 Trade Show**

October 29-30, 2001  
 San Jose McEnery Convention  
 Center  
 San Jose, CA  
[www.nchra.org](http://www.nchra.org)  
 415-291-1992

**Leading Strategic HR in a  
 Global Economy**

Thunderbird Campus (SHRM as  
 co-sponsor)  
 Oct. 29-Nov. 1, 2001  
 Phoenix, AZ  
[www.t-bird.edu/execed](http://www.t-bird.edu/execed)  
 602 978-7033  
 Fax 602 439-4851  
 Email: [millikij@t-bird.edu](mailto:millikij@t-bird.edu) (Attn: John  
 Millikin)

**Human Capital Management  
 Conference**

Park Plaza Hotel  
 Oct. 30-Nov. 1, 2001  
 Boston, MA  
[www.dci.com/events/hcm/](http://www.dci.com/events/hcm/)  
 978 470-3880

**NACCB 14th Annual Conference**

Oct. 31-Nov. 3, 2001  
 Westin Century Plaza,  
 Los Angeles, CA  
[www.naccb.org](http://www.naccb.org)

**Comdex**

November 12-16, 2001  
 Las Vegas Convention Center  
 Sands Expo and Convention Center  
 Las Vegas Hilton  
 MGM Grand Conference Center  
 Venetian Resort/Hotel/Casino  
 (800) 472-3976  
[www.zdevents.com/comdex/](http://www.zdevents.com/comdex/)

**IHRIM Fall Conference 2001**

December 2-4  
 Marriott Eaton Centre, Toronto, Ontario  
 Contact Renee Levine at (416) 494-5860  
 or [rlevine@base.onramp.ca](mailto:rlevine@base.onramp.ca)  
<http://www.ihrim.org/>

**BrassRing Job Fair**

Santa Clara, CA  
 December 3-4, 2001  
 Santa Clara Convention Center  
 Santa Clara, CA 95054  
 (408) 970-8800  
[www.brassring.com/cgi-bin/texis/vortex/exhibitor](http://www.brassring.com/cgi-bin/texis/vortex/exhibitor)

**Workplace Diversity**

December 3-5, 2001  
 San Diego, CA  
 (800) 283-SHRM, (703) 548-3440 FAX:  
 (703) 535-6490  
[www.shrm.org/conferences/](http://www.shrm.org/conferences/)

**19th Annual Employment Law  
 And Legislative Conference**

Washington, DC  
 March 2002  
[www.shrm.org/conferences/leg/](http://www.shrm.org/conferences/leg/)

**25th Annual Conference & Expo  
 of the SHRM Global Forum**

(SHRM Global Forum is the former  
 Institute for International HR)  
 April 15-17, 2002  
 New York, New York  
 (800) 283-SHRM, (703) 548-3440 FAX:  
 (703) 535-6490  
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**Quote**

"The good news is that  
 women are finding their  
 way around the old boys'  
 network and the glass  
 ceilings. In other words,  
 instead of putting all their  
 creativity into their work,  
 they are putting time and  
 creativity into the politics  
 of the organization."  
 -- Judith Umbach

# A Note from the Board

## Joe Compton

Nine years ago, I got my first contract recruiting assignment after being a contingent and retained search guy for 6 years. Happy camper. Consultant! Worked hard.

After 3-4 months, it was evident that just about all the positions were filled, so I began my search for a new gig. Looked in newspapers, did the “who do you know” stuff. Took 3 months of intensive marketing, but found another gig. Happy camper. Consultant! Worked hard.

About 3 months into this, I was on site for some meetings and was informed that due to the recession (oooooh- the “R” word), all hiring was on hold and that I could go home. Sooooo so I began my search for a new gig. Looked in newspapers, did the “who do you know” stuff. Took 3 months of intensive marketing, but found another gig. Happy camper. Consultant! Worked hard.

By now, the true genius in me was waking up. (You can see that I was real quick on the uptake). My business model sucked. Work hard until you work yourself out of a job, then begin marketing

yourself so you can find one. With the market being poor at the time, that meant 3 months down time. I immediately regretted the training and lessons I had imbued on my children. I trained them to expect 3 meals a day and go to college after they had consumed about 6000 of them. Working half the time wasn't going to do it. Plus, I didn't like the role I got to play at home when not working. (Tell the truth, the wife AND kids wanted me out of the kitchen).

My realization was that somehow, I had to figure out how to market myself WHILE working. How do you do that when if offered an assignment, you can't take it? The answer came when a portly co-worker suggested that I become a member of the HRCA.

I already WAS a member of the HRCA. I actually went to a meeting (while I was in the marketing mode), but left early because I didn't know anyone and some guest speaker was babbling on about compensation or something. I joined the HRCA because of the lead list, nothing else. So, what was this group going to do for me?

So, I went to the next meeting, was introduced to some other people (mostly portly ones) and started using my marketing skills

to help them increase their membership and market the organization to potential client companies. I began to feel more comfortable with the people, but wasn't sure I fit in, after all, I was a flat belly!

Along the way, I listened to about 50 guest speakers, was involved with expanding the organization into other geographical areas, went to a half dozen weekend seminars, two HRCA golf tournaments, an HRCA weekend in Tahoe, and numerous other activities. I grew both mentally, and physically.

I understand a good deal about compensation, employment law, OFCCP, applicant tracking systems, and many other issues. I attended meetings discussing how to set up and market your business, how to avoid reclassification as an employee, and more about the Internet than I ever dreamed about 9 years ago.

Alas, I have joined the ranks of the portly. I have always been appreciative of the HRCA and how it helped me develop my business. As I sat down recently to pay a pile of bills, which includes my son's tuition, cable TV, and dues renewals to several organizations among others, I asked myself – do I really need all this stuff? Tuition – check,

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