

the SPECTRUM

A Publication of PRISM Human Resource Consulting Services, LLC



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Welcome!

Mary Beth Hartleb, J.D., SPHR



We have had a very busy few months at PRISM. I am pleased to announce another addition to our team. Beth Walker is an experienced financial consultant and published author who brings in-depth knowledge and the necessary credentials to the highly specialized area of executive compensation. I am excited to have her as part of our consulting team. At Prism, we continue to seek out only the best in the HR field bringing our team to your team. We cover all areas of HR policies and procedures, legal compliance, benefit administration, technology solutions and now, the highly specialized area of executive compensation.

We have also added Clearline Financial Group, All American Sport Park, Concordia Homes, Callaway Golf Center and Las Vegas Golf & Tennis stores to our client list.

I am also pleased to share that I have received the "Woman In Business Champion" Award from the Small Business Administration. This award holds special significance for me as it not only recognizes individual business achievements but what has been done to help other women business owners. This exciting event takes place on May 3rd at the Rio Hotel and will be a wonderful celebration of diverse business owners and the contributions they make to our economy and our society. Hope to see you there!

Mary Beth Hartleb

Welcome Beth Walker



As the published author of *An Employee's Guide to Stock Options* (McGraw-Hill, 2003), Beth focuses on comprehensive planning for executives and their families. Her experience as a corporate executive and her time spent consulting for companies like AT&T, Coca-Cola, and Chevron led Beth to understand that successful professionals often don't take the time necessary for planning, implementing, and managing their own financial circumstances, particularly in the complex areas of executive compensation like employee stock options, deferred compensation, and company-sponsored life insurance.

Beth created the Virtual CFO™ process, effectively integrating the fundamentals of comprehensive financial planning with the unique risks and rewards associated with executive compensation. She has completed comprehensive plans for clients at many Fortune 500 companies, including most publicly-held corporations based in Las Vegas. Beth also conducts dozens of financial education programs for companies interested in providing on-going instruction for their most valuable resource — their employees.

As a current faculty member for the National Institute for Estate Planners, Beth is educated in the most up-to-date tax and wealth-transfer planning strategies. She and her firm believe proper planning

demands a team of professionals and are committed to providing these critical resources to their clients. Working with a network of estate planning attorneys and CPAs allows Beth to offer well-researched, integrated solutions for her clients.

Licenses and Designations: Securities: Series 7, 63, 65

Insurance: Life, Health, Variable

Chartered Retirement Planning Counselor (CRPC), Certified College Planning Specialist (CCPS), Graduate Estate Planning Consultant (GEPC) »»[TOP](#)



Market Your Job Search News

By: Renee Myers

Recent Grads Get "F" In Job Search Skills



Many employers will soon be ramping up their efforts to hire recent college graduates and most graduates will not be up to the challenge. Employers have cited that students are poorly prepared for interviews, do not dress appropriately or can't relate their student experience to the real world of work.

Don't let your student become another unemployed statistic. Market Your Job Search.com is offering a discounted price on student packages. A perfect gift for your soon to be graduate, packages include one on one consultation, résumé development, video taped interviewing skills, image consultant session, a WAVE assessment to determine strengths and skills and more. Save \$70 when you purchase a student package by May 31, 2007. Visit <http://www.marketyourjobsearch.com> for more information.

Renee holds a Master of Arts degree in Organizational Management from the University of Phoenix and a Bachelor of Science degree in Hotel and Restaurant Management from the University of Houston. She also earned her Professional Human Resources (PHR) designation from the Society for Human Resources Management. Renee is an active member of the Southern Nevada Human Resources Association and the National Association of Women Business Owners — Nevada chapter. »»[TOP](#)

Employer Benefit Update:

By: Sandra Liechty

Retention Now the Top Benefits Objective



For the first time in five years, employee retention has trumped cost control as employers' No. 1 benefits objective.

A new MetLife [study](#) shows that 55% of employers rank retention as their top benefits goal. The percentage was even higher among companies in certain industries, including retail (62%) and services (59%).

"This is a significant change," says Ronald Leopold, MetLife vice president of international business. "We're at a tipping point. We've gone from a buyer's market to a seller's market where benefits are becoming a much more important lever to use in attracting the best talent and retaining people."

The value of the benefits lever is clearly shown by the link between benefits satisfaction and job satisfaction. Among employees who are highly satisfied with their benefits, 80% express strong job satisfaction now, up from 65% in 2005. "Benefits satisfaction, job satisfaction, retention and business success are cascading events that depend on one another," Leopold confirms.

However, many employers are missing the opportunity to increase employees' benefits satisfaction. Only

33% of workers feel strongly that their company effectively educates them on their benefits options. "Total compensation [statements](#) can be a simple, but effective tool for communicating value to employees," MetLife states.

Other key findings include:

- Forty-nine percent of companies offer executive benefits now, up from 39% in 2004.
 - Sixty-three percent of employers expect to increase spending on retiree benefits over the next five years, up from 27% in 2004.
 - Thirty-seven percent of employers offered financial planning as a benefit in 2006, up from 29% in 2005
 - Thirty percent of employers cited benefits administration outsourcing as an important cost-reduction strategy in 2006, up from 24% in the previous two years.
- MetLife polled 1,514 benefits decision makers and 1,202 employees.*

Sandra Liechty is Vice President of Group Services, CBC Inc. She has 25 years experience in human resource administration and group insurance with an extensive background in fully insured and self-funded plans. She currently serves as President for the Southern Nevada Human Resource Association (SNHRA). [»»TOP](#)



Legal Eagle Corner

By: Mary Beth Hartleb, J.D., SPHR

Class Action Suit Filed Against Wal-Mart



Wal-Mart, the world's largest private employer, must defend the biggest class-action lawsuit ever filed alleging gender bias and discrimination against more than 1.5 million women. The women claim that Wal-Mart paid women less than men in comparable positions despite having higher performance ratings and seniority, and that they received fewer, and waited longer for, promotions. The 9th Circuit Court of Appeals upheld a lower court decision that the case should proceed as a class action, instead of requiring each woman to file her own lawsuit. This is an important case for Nevada employers as Nevada is part of the 9th Circuit Court of Appeals and this decision will have a direct impact on companies in this circuit. Employers are encouraged to implement the following processes

to avoid such a claim in the workplace:

- Decisions related to promotions, demotions or lateral moves which may be viewed as offering better assignments or "perks" should also be closely scrutinized.
- Managers should be told that gender or other protected status should not factor into employment decisions.
- All decisions should have a final review by Human Resources.

Family Responsibility Discrimination

There is a new buzzword in discrimination called "family responsibility discrimination." Focused on the caregivers and "sandwich" generation who have responsibility for both children and ailing parents, employees are bringing discrimination claims against their employers under Title VII of the Civil Rights Act using gender discrimination...although Title VII does not provide explicit coverage for this type of discrimination.

There is some federal protection for caregivers, mainly under the Family Medical Leave Act. Many employers have also become creative with flexible work schedules, time off and leave of absence policies. Other employers are offering elder care insurance policies and Employee Assistance Programs. The Society for Human Resource Management suggests that employers have a written policy against family responsibility discrimination. As with any policy or program, employers should ensure that all employees are treated fairly, consistently and have equal opportunity to access employer provided programs and benefits. Any type of counseling or termination should be tied to clear performance measures and be well documented. [»»TOP](#)

HR Humor

By KATE McCLARE

A tongue-in-cheek article

originally published in the Weekly World News, 2002

Working With Idiots Can Kill You!

STOCKHOLM — Idiots in the office are just as hazardous to your health as cigarettes, caffeine or greasy food, an eye-opening new study reveals. In fact, those dopes can kill you!

Stress is one of the top causes of heart attacks—and working with stupid people on a daily basis is one of the deadliest forms of stress, according to researchers at Sweden's Lindbergh University Medical Center.

The author of the study, Dr. Dagmar Andersson, says her team studied 500 heart attack patients, and were puzzled to find 62 percent had relatively few of the physical risk factors commonly blamed for heart attacks.

"Then we questioned them about lifestyle habits, and almost all of these low-risk patients told us they worked with people so stupid they can barely find their way from the parking lot to their office. And their heart attack came less than 12 hours after having a major confrontation with one of these oafs. "One woman had to be rushed to the hospital after her assistant shredded important company tax documents instead of copying them. A man told us he collapsed right at his desk because the woman at the next cubicle kept asking him for correction fluid—for her computer monitor.

"You can cut back on smoking or improve your diet," Dr. Andersson says, "but most people have very poor coping skills when it comes to stupidity—they feel there's nothing they can do about it, so they just internalize their frustration until they finally explode."

Stupid co-workers can also double or triple someone's work load, she explains. "Many of our subjects feel sorry for the drooling idiots they work with, so they try to cover for them by fixing their mistakes. One poor woman spent a week rebuilding client records because a clerk put them all in the 'recycle bin' of her computer and then emptied it—she thought it meant the records would be recycled and used again."

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Community Calendar

Henderson Chamber of Commerce
Monthly luncheon, third Thursday;
www.hendersonchamber.com

Las Vegas Chamber of Commerce
Various meetings;
www.lvchamber.com/calendar

National Association of Women Business Owners/Southern Nevada Chapter
Monthly lunch meetings, fourth Tuesday of the month, Panevino
www.nawbolasvegas.org

Nevada Development Authority
Quarterly Breakfast meetings, Four Seasons; _
www.nevadadevelopment.org

North Las Vegas Chamber of Commerce

Breakfast meetings, 1st Wednesdays, Santa Fe Station
Luncheons, 4th Thursdays, Texas Station
www.northlasvegaschamber.com

Southern Nevada Human Resource Association
Monthly breakfast meetings, second Tuesday of the month, Palace Station.
www.snhra.org

Society for Human Resource Management Conference
June 24 – 27, LVCC »»[TOP](#)

Helpful Links

www.dol.gov
www.irs.gov
www.eeoc.gov
www.shrm.org
www.lvcva.com »»[TOP](#)

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