

# News & Views online

Vol. 62 No. 6, June 2005

The monthly employee newsletter of the West Virginia Bureau of Employment Programs ♦ Available online at [www.wvbep.org/bep/](http://www.wvbep.org/bep/)

## Hire Vets First

story and photos by Bob Powell

Governor Joe Manchin III signed a proclamation May 11 at the state capitol declaring May "Hire a Veteran Month." The proclamation highlights the national "Hire Vets First" program in West Virginia that informs employers about the advantages of hiring veterans. Charles Stores, state director of Veterans Employment and Training Service for the U.S. Department of Labor, Ron J. Bythwood, DOL regional marketing representative for the President's National Hire Veterans Committee, and John R. Muckelbauer, chief of staff, U.S. DOL VETS, joined Manchin as he read the proclamation.

BEP is responsible for implementing the Hire Vets First Campaign in the state. Stores presented the Governor's proclamation to Don Pardue, Acting Commissioner, the next day. The National Hire Veterans Committee developed the Hire Vets First Campaign as part of their directive from President George W. Bush to raise employer awareness about the skill and training that veterans receive from being part of the U.S. military.



From left: Local veterans group; Governor Manchin, Ron Bythwood, DOL regional marketing representative; Charles Stores, DOL VETS state representative; John Muckelbauer, DOL VETS chief of staff; current members of the military.



From left: Don Pardue, Acting BEP Commissioner; Charles Stores, DOL VETS state representative.

Muckelbauer said that a program such as Hire Vets First is vital to a state like West Virginia because of the

state's connections to the military. "Nearly 75% of the state's national guard soldiers and airmen have been deployed to either Iraq or Afghanistan," he said. "They are one of the best group of fighting men and women in the U.S. today. The employers of the state deserve the best." Muckelbauer said that West Virginia is the 30th state to proclaim the beginning of the Hire Vets First initiative.

Ken Deel, field supervisor for the Employment Service Division's Veterans Programs, said that the Employment Service Division began mailing letters in late December 2004 to nearly 39,000 employers about the Hire Vets First initiative. The letters outlined services available through local One-Stop Career Centers to help employers hire veterans. The letter also included a toll free number for interested employers to find out more. About 60 employers have called the toll free number since the mailings began. ES has been mailing about 1,000 letters to employers each month and should finish the mailings by the end of June.

### *In this issue. . .*

Hire Vets First Proclamation .....	1
NASWA News .....	2
O*Net Training .....	3
Big Gold Star, WVIAP News .....	4
Job Fairs, In memoriam .....	5
Bureau Briefs .....	6
Employees of the Month .....	7
NASWA News, WVIAP News .....	8

### *Coming next month. . .*

Current Events  
Employee of the Month selections  
Unit profiles

## NASWA Briefs House Staff About Workforce Agencies Use Of New Hire Directories

NASWA staff met this week with House Committee on Ways and Means majority party aides to update them on state workforce agencies use of the state and federal directories of new hires. The meeting was held at the request of the Committee aides who are gathering information in anticipation of an oversight hearing on state implementation of the SUTA Dumping Prevention Act (P.L. 108-295) this June. President Bush signed the SUTA Dumping Prevention Act into law on August 9, 2004, requiring nearly all states to enact legislation during the 2005 legislative season to prohibit certain practices by employers to lower/avoid their state unemployment taxes. State legislation that meets the requirements of federal law is a condition of grants to states for administration of their state unemployment insurance (UI) programs. The new federal law also gives states access to the National Directory of New Hires (NDNH).

Enactment of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (P.L. 104-193) set in motion the creation of State Directories of New Hires (SDNH). According to a US Department of Labor (USDOL) Office of Inspector General (OIG) report released on September 30, 2004, 41 states use SDNH information in identifying UI overpayments. Of these states using SDNH information, 38 find it superior at detecting UI overpayments than the wage/UI benefit crossmatch method because it provides speedier results and increases detection rates. States that have yet to use the SDNH overpayment detection method cite competing information technology priorities and inadequate federal funds to successfully roll out the program.

State access to the NDNH is not yet available but a workgroup consisting of NASWA members, the Departments of Labor and Health and Human Services, and the Social Security Administration continue meeting to resolve implementation issues. Texas, Utah and Virginia recently piloted a one-time access to NDNH to analyze and evaluate crossmatch information with preliminary results yielding a 20 to 30 percent increase in potential overpayment/fraud detection cases. A final report on the pilot is expected in July. This summer, USDOL will issue operational procedures and guidelines for states to implement access to NDNH, with states beginning implementation as early as October. States must sign an HHS data sharing agreement that may require some states upgrade information systems to comply with the Computer Matching and Privacy Protection Act of 1988 (P.L. 100-501).

—NASWA Workforce ATM

The advantage of a bad memory is that one enjoys several times the same good things for the first time.

—Friedrich Nietzsche

## ETA Announces Data Collection For UI Profiling Models

The Unemployment Compensation Amendments of 1993 (P. L. 103-152) required states to develop Worker Profiling and Reemployment Services (WPRS) programs. WPRS is a system that attempts to identify UI claimants with a high probability of exhausting their regular benefits and directs them to re-employment services to hasten their return to work. Under this program, the worker profiling model is responsible for discriminating between those claimants likely to exhaust UI benefits and those who are not. Unemployment Insurance Program Letter (UIPL) 13-94 provides additional information on the WPRS program.

In spite of the importance the model plays, limited research has been done to determine how effective states are at targeting claimants most likely to exhaust their benefits. The Employment and Training Administration has proposed a study to improve state worker profiling models by:

- establishing an approach for evaluating the accuracy of worker profiling models;
- applying this approach to current state models to determine how effective they are at predicting UI benefit exhaustion; and,
- based on the results, developing guidance on best practices in operating and maintaining worker profiling models.

The estimated per state burden is 32 hours to complete the proposed mandatory one-time survey and data collection. Written comments must be submitted by July 26.

—NASWA Workforce ATM

## ETA Announces NEG Funds For BRAC Response

The Employment and Training Administration (ETA) recently announced the availability of National Emergency Grant (NEG) funds to help states initiate early community planning to ensure an effective workforce investment system response to worker impact resulting from decisions of the 2005 Defense Base Realignment and Closure (BRAC) Commission. Only those states that may be affected by the announcement of recommendations by the Secretary of Defense on May 13 are eligible to apply for NEG funds. Information on the availability of funds and application procedures is available in Training and Employment Guidance Letter (TEGL) 16-03, change 2.

—NASWA Workforce ATM

## ETA Proposes Extension Of The O\*Net Data Collection Program

On June 3, the Employment and Training Administration (ETA) published in the Federal Register a solicitation for comments concerning its proposed extension of the Occupational Information Network (O\*NET) Data Collection Program. The Federal Register also provides a full historical

continued on page 8

## April Was O\*Net Training Time In Region VI

by Mary Spellman

Region VI Workforce Investment Board Food Stamp, Employment & Training (FSE&T) staff enjoyed two days of O\*Net career exploration and career assessment training at the Fairmont WORKFORCE West Virginia Center on April 28 and 29. Staff members from Clarksburg, Fairmont and Morgantown were given the opportunity to learn the ins and outs of The Occupational Network (O\*Net) and the career assessment tools available to assist their customers. Barbara DeMary, Region VI WIB Director welcomed Cheryl Smith, Jennifer Welch, Jessica Bennett, Sandy Bennett, Dan Carnegie, Ginny Layton and Mary Spellman to the Fairmont One-Stop Resource Center on Thursday and Friday. The comfortable, friendly, and well-designed classroom environment encouraged learning and understanding.

Day one included an overview of how to search for occupations, navigate through reports and utilize the America's CareerInfonet Wages and Employment link. These two web sites, as trainer Spellman has said on many occasions "tell you everything you would want to know about being a ...". The Skills, Knowledge and Abilities required for the job are vital for those customers who are unfamiliar with specific job titles; but the Work Activities, Work Context, Job Zone, Interests, and Work Values assist that customer in ensuring a successful match.

Many of the customers served by FSE&T staff are struggling for success. Tools such as O\*Net can aid in the search for careers, not just jobs. The Related Occupations listings for each job title are useful for those customers that have certain skills, but who wish to secure more meaningful or higher paying positions. These occupations have similar job duties, but may require more training, experience, or specialized skills. A customer interested in the medical field can see that a Certified Nursing Assistant or Home Health Aide position is a stepping-stone to enter a multitude of occupational opportunities.

One of the greatest benefits of O\*Net is that this is accessible, easily navigable, industry data gathered by the federal government. A customer can access the site from One-Stop Resource Center computers or any other computer with Internet access. By exploring one occupation with a customer, a staff member can allow that customer to go out and explore as many fields as possible at their leisure. Staff can provide accurate, real-time requirements for a job; or, the salary levels available in a certain occupation. This allows the customer to see the information, lessening the chances for supplying incorrect information or misinterpretation.

The O\*Net career tools are available at every One-Stop office in the state. The Ability Profiler and the Work Importance Locator allow customers to explore not only their interests, but also their feelings about specific tasks or occupational areas. Customers new to, or reentering the labor force can consider their abilities and identify transferable skills and capabilities. These tools can be downloaded onto resource center computers, or hard copies can be provided to customers.

*News&Views online* is published by the Policy and Communications Section of the Fiscal and Administrative Management Division of the W.Va. Bureau of Employment Programs.

Joe Manchin III, Governor  
 Donald H. Pardue, Acting Commissioner  
 Mark Miller, Deputy Commissioner of Administration  
 Judith L. Howard, Editor  
 Contributors: Randy Bare, Linda Cooper, Allan Galloway, Cathy Green, Bob Greenleaf, Eva Hardman, Tammy Hesse, Francie Johnson, Dan Light, Bob Powell, Jonathan Reynolds, Wanda Smith, Mary Spellman, and Richard Westfall

Deadline for *News&Views online* is the first day of each month.

photo courtesy of Mary Spellman



Front row: (left to right) Mary Spellman, Trainer; Barbara DeMary, Region VI WIB Director; and, Jessica Bennett, Fairmont. Back row: (left to right) Sandy Bennett, Morgantown; Dan Carnegie, Morgantown; Ginny Layton, Fairmont; Cheryl Smith, Clarksburg; and Jennifer Welch, Clarksburg.

With this resource, FSE&T staff can help customers gain self-confidence and set small goals, while assisting those with greater skill sets to examine their interests and needs in more detail. If a client expresses negativity in regard to their employment potential, a staff member can use this tool to show that customer the possibilities available. With the Skills Search, a customer with no work experience can find occupations that may be suitable. This fosters individual self-actualization and self-determination, and optimally, it provides a good, sustainable match.

This section is dedicated to the dedicated—to those who make a difference in the lives of our customers—both internal and external.

## Big Gold Star Page



Sue Reneman, Fairmont Job Service

This is just a note of thanks to show my appreciation for your thoughtfulness and remembering me in my time of need.

You see, by you keeping me in mind, I now have a job with the DEPA. Even though it is temporary for now, it may turn into something more. With heartfelt thanks, God bless you.

A Job Service customer

Ellen Hubbard-Bumpus

I would like to take this opportunity to express my appreciation to you and everyone else involved in the WIA program for helping me through school. I now have a career opposed to a "job." And the future looks really bright indeed. It is unfortunate that so many people take advantage of government sponsored programs with no intention of seeing them through, and it hurts those who truly need help. Well, I made it and I am very pleased with myself. Thanks again, and please copy this letter and post it all over your office and send copies to everyone involved. Sometimes, things work.

A Job Service customer

### June Calendar of Events

**Flag Day.** June 14. A day to honor America and the flag.

**Father's Day.** June 19. To celebrate fathers everywhere.

**National Handshake Day.** June 28. Get a grip on a professional handshake today!

**National Headache Awareness Week.** June 5–11. To educate the public about the reality and severity of headache pain as a legitimate biological disease.

**Adopt-A-Shelter-Cat Month.** June 1–30. To promote the adoption of cats from local shelters, the ASPCA sponsors this important observance.

**Cancer From the Sun Month.** June 1–30. To promote education and awareness of the dangers of skin cancer from too much exposure to the sun.

**June Is Perennial Gardening Month.** June 1–30. June is the perfect month to celebrate the versatility and beauty of perennial garden plants.

—First Draft

## WVIAWP Spring Convention

by Mary Spellman

On May 11 and 12, the West Virginia Chapter of the International Association of Workforce Professionals (IAWP) held its annual Spring Convention at the Radisson Hotel and Conference Center in Morgantown. After a brief welcome from 2004-2005 President N. Earl Sweet Jr., Morgantown Mayor Ron Justice, introduced members to all that Morgantown has to offer business and industry and to the public.

Denny Burgess and Russell Fry gave presentations on the status of the Wagner-Peyser Act, the Workforce Investment Act, and Unemployment Compensation. Their information encourages all staff to do all they can to assist our customers. Jeff Smith gave an interactive and engaging presentation on the benefits of promoting individualized styles of work within local offices while standardizing the delivery of workforce services statewide. Smith, a retired Region VI Workforce Investment Board Director, found a unique way to incorporate his golf clubs into the subject matter—a goal he has had for some time.

District IV Director Sharon Mike, brought news from the international organization and encouraged us to attend the 2005 International Conference in New Mexico. In January, our chapter received a JumpStart Award for membership retention, which entitled us to one free registration. No chapter member will be able to attend the conference this year. As a token of our appreciation for her willingness to extend her service as district director, the chapter hopes to transfer the registration award to Mike.

At the business meeting, held on Thursday afternoon, WVIAWP members elected new officers, accepted changes to the current by-laws, and renamed the awards program, "The Florence Bias IAWP Awards Program," in honor of a lifelong member who recently retired from the bureau. It was a fitting tribute to all of her hard work as coworker, friend, historian, and active member of the organization.

The following members were installed as officers for 2005-2006: President, Angie Tingler; President-Elect, Tina Riggelman; Vice President, Pam Williams; Treasurer, Christine Robinett; Secretary, Mary Spellman; Historian, Hilda Flint.

A New Mexican-themed fajita bar reception with DJ Fat Willie followed the day's activities that included the installation of new officers, coronation of James Osborne as the Annual King/Queen fundraising competition winner, and the annual awards ceremony to honor those who consistently work above and beyond the mandates to which they are bound.

The following is a list of the awards and the honorees: Public Relations Award, Beth Blake, Huntington UC; Employee Performance Award, Shirlene Adkins, Huntington UC; Award of Merit, Alice McVey, Management Analysis; Retiree of the Year, Carla Bower, retired; LVER of the Year, Dave Ranck, Martinsburg Job Service; DVOP of the Year, Larry Ellison, Clarksburg Job Service;

continued on page 8

## Job Service, WORKFORCE West Virginia sponsor job fair

The Charleston Job Service Office of the West Virginia Bureau of Employment Programs and W.Va. Workforce Investment Board, Region III sponsored a job fair at the Charleston Civic Center on May 20.



Employers such as Home Depot, along with training providers, were the featured displays at the Charleston Job Fair on May 20. Charleston Job Service and Region III WIB sponsored the event, which featured nearly 25 local employers and training service providers.

The job fair included nearly 25 local employers and service providers from the around the Kanawha Valley, including WORKFORCE West Virginia partners such as Garnet and Carver Career Centers, W.Va. Department of Rehabilitation, and New Horizons. Charter Media, Home Depot, Charleston Newspapers and other employers were be among the employers at the job fair.

The staff of the Charleston Job Service was on-hand to distribute application information to job seekers and discuss services available to employers.

## Job Service, Partners Sponsor Job Fair June 7

The Huntington Job Service and Workforce Investment Board, Region II sponsored a job fair at the Big Sandy Superstore Arena in Huntington on June 7.

The job fair included displays from local employers and service providers from the tri-state area, including WORKFORCE West Virginia partners: Bureau of Senior Services Senior Employment Programs, Marshall University Career Services Center, Division of Rehabilitation Services, Business Services units from BEP and WIB Region II, and the Huntington Job Service.

The Marshall University Career Services Center offered a free one-hour workshop called "Gathering the Gear." The staff of the Huntington Job Service was also on hand to distribute

application information to job seekers and discuss services available to employers.

The event was organized in cooperation with the Lawrence County (Ohio) Workforce Resources Center and the Ohio Department of Job and Family Services.

## We've ALWAYS Done It This Way . . .

Please take this well-intended helpful hint. Check out the following intranet site, <http://intranet.state.wv.us/scripts/BEP/bepacro/default.cfm>, and see what has changed. You will find a list of commonly used acronyms and cost center names and locations for both central office and local office cost centers. Several local offices have had location and address changes in the past 24 months, and many central office cost center numbers and names have changed. Please review these lists and note the changes so you can help facilitate mail sorting and delays caused by use of old information.

You may also want to check out <http://intranet.state.wv.us/bep/ResourceCtr/default.htm> to see what new forms have been put on line, to verify phone numbers or e-mail addresses of coworkers or to view the PPPM. All these tools and more are at your fingertips. They have been created to make your job easier. Any suggestions for information/forms you would like to see on line may be sent to FAM Policy and Communications staff at [jhoward@wvbep.org](mailto:jhoward@wvbep.org), [rpowell@wvbep.org](mailto:rpowell@wvbep.org) or [rwestfal@wvbep.org](mailto:rwestfal@wvbep.org). If you need to send a hard copy of a form or other information, send it to FAM Policy and Communications, CC 5301.

## Retiree Notes

Annette Casdorff, Data Systems Division retiree, called recently to let us know that Payroll retiree Jo Robinson's husband, Raymond, died in late January. Our deepest sympathies go out to Jo and her family.

**Calling all retirees!** Please do not hesitate to send information to News&Views about your activities. I know several retirees in different areas get together for lunches, dinners, picnics and other activities. Let us know what is happening in your area. We want to share the news with everyone. You are still a valued part of this agency, so let us hear from you.

Do any retirees know of other retirees who do not currently receive *News&Views online*? If so, please let us know. Call Judy Howard, Bob Powell or Richard Westfall at 558-2612 and we will add them to the mailing list.

## In Memoriam

Lourella Mae Fisher Jarvis, UC Benefits retired clerk V, died May 21 in St. Albans.

Helen F. Johnson, retired Beckley JS manager, died May 20 in Piney View.

Lonnie R. Norvell, father of former MIS Director and current IS&C/MIS employee Robert Norvell, died May 26 in Cross Lanes.

## Veterans Awards for Excellence Announced

story and photos by Richard Westfall

Two bureau employees received awards recently for excelling in their services to veterans. These awards are given as a special provision of the federal LVER/DVOPS grant. This quarter's recipients are:



From left: Michael Cochran, disabled veterans outreach program specialist, Parkersburg JS, and Steve Daily, assistant director, ES Field Operations.

**Michael Cochran**, disabled veterans outreach program specialist, Parkersburg Job Service. Webster's dictionary defines a "team" as a number of persons associated together in work or activity. Each member puts the team's goals ahead of their own. Michael Cochran is a perfect example of a team player.

Michael has been a welcomed addition to the Parkersburg Job Service staff. His characteristics include:

- Patience and understanding with his customers;
- Treats his customers with respect;
- Is respected by his coworkers;
- Is a person of good moral understanding and values;
- A member of the Marine Corp League;
- Very giving and helpful;
- Always tries to give his customers an honest, straight forward outlook and realistic expectations;
- Goes above and beyond the call of duty;
- Is willing to learn something new and open to new ideas; and,
- Always seeking to do "the right thing."

**Zena Harris**, secretary, ES Field Operations. The Employment Service implemented the "Hire Vets First" campaign on January 1, targeting 38,000 employers statewide. Harris was instrumental in coordinating the implementation of the campaign, working with the RIA Division and MIS staff.

Harris continues to monitor the overall success of the campaign by ensuring letters are being routed to employers to increase awareness of the program. She also directs inquiries to the appropriate staff, and has spent countless hours performing these tasks.

Specifically, she has:

- Directed over 35 employers to LVERs to ensure that veterans are being served timely and professionally;



From left: Zena Harris, secretary, ES Field Operations; Valerie Comer, acting director, Employment Service Division.

- Her "can do" attitude ensures veterans are being served and is a testimony of her commitment to veterans receiving employment and training opportunities; and,
- Her effective communication skills and exceptional job performance have created a greater awareness of veterans services in the employer community.

Both Cochran and Harris will receive a cash award of \$1,172.50.

## Bureau Implements New Internet Security System

by Richard Westfall

The bureau recently implemented a new web security system called IPRISM. The system filters the web site content of all BEP staff computers and replaces the Websense system. The new system has been implemented to ensure the protection of BEP data from viruses. This system is more cost-effective to the bureau than its predecessor since many of the upgrades to the IPRISM system are automatic.

The IPRISM system rates web sites based on 63 different predetermined categories. It is not based on web page titles or key words, but IPRISM staff actually review each web address.

This system was implemented primarily to filter web content. However, it can also be configured to stop unwanted uploads and downloads, including unwanted software, pop-ups, advertisements, spyware and malware. It is also possible to configure the system to track how many hits a web site gets, which would be a good indicator of the usage of bureau-sponsored websites such as the MACC.

If a bureau employee attempts to visit a site that is restricted, the site will be blocked. If they have a legitimate reason for visiting the site (i.e. business-related), employees should forward a request through channels to their division director. The division directors will forward those requests to Deputy Commissioner Miller's office where the request will be reviewed and legitimate requests will be forward to MIS for addition to the exceptions list, allowing access.

After a little more than a year of service to BEP, **Jaime Light** has become a sterling example of dedication, initiative and “can do” attitude. As a facilities equipment/maintenance technician, Jaime’s tasks range from plumbing to electrical work to exploring cost-savings measures for the bureau. A regular work schedule is not something Jaime banks on during his work week. He often works through lunch or in the evenings to eliminate downtime for an employee or office. Jaime always keeps focused the bureau’s responsibility to the public.

Not only has Jaime become a valuable asset because of his talent and dedication, but he has also taken on projects that have saved the agency money. When Jaime took on the challenge of learning to dismantle and assemble modular office furniture, the agency realized a \$250 savings per unit. When Jaime completes a project, he places a follow-up call to make sure his customer is satisfied with the end result. Jaime has proven an easy choice as one of May’s Employees of the Month.



With more than 19 years of service, **Mike Romesburg** has worked with many of the bureau’s long-time employees. If the name isn’t familiar, let’s look at some of Mike’s work attributes. He is always pleasant, no matter the task or the circumstance. He always does a first-rate job. And, he knows his job and performs it well. Mike is the kind of coworker who can easily laugh at his own mistakes, but would never risk hurting someone else’s feelings by laughing at their mistakes. His coworkers find him focused, but approachable.

His coworkers say Mike stays pleasant and unflappable, some think it may be the running he does. They say he is not only happy, content and fun, but he is also healthy! Knowing Mike displays these attributes makes him exceptional in the minds and hearts of his coworkers. Because of this,

Mike has been chosen as one of May’s Employees of the Month.

At just less than 33 years of service, **Alice McVey** has had plenty of experience learning about people, equality and diversity—skills highly sought for an Equal Opportunity Officer. Alice’s dedication and work ethic are an example to others. She provides mentoring to agency EO representatives, which makes both Alice and the representatives better employees. According to nomination documentation, Alice is willing to accomplish a “hard right” rather than an “easy wrong.”

Not only does Alice lead the EO charge for BEP, but she also heads up Management Analysis Internal Security. Both tasks put Alice in a position to have to make less-than-popular decisions, but she can be counted on to make the fair decision, no matter what. Alice leads by example, and is a role model for leadership. For these reasons, Alice has been chosen as one of May’s Employees of the Month.



**continued from page 2**

background on the O\*NET data collection and additional information on the extension.

The O\*NET Data Collection Program is a continuing effort to collect and maintain current information on detailed characteristics of occupations and skills for over 800 occupations. O\*NET, which has replaced the Dictionary of Occupational Titles (DOT), integrates a powerful relational database and a common language for occupational and skill descriptions into a value-added tool for business, job seekers, and the workforce investment professionals who help bring them together. By providing information organized according to the O\*NET Content Model, the O\*NET database is an important tool for keeping up with today's rapidly changing world of work.

Written comments must be submitted by August 2, 2005, to Pam Frugoli, Skill Assessment Team Lead, Office of Workforce Investment, Employment and Training Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Room S-4231, Washington, DC 20210. Comments may also be submitted via e-mail to O-NET@dol.gov. The information collection request is available on the Workforce ATM by selecting Federal Register Notices on the Subject Locator.

—NASWA Workforce ATM

**West Virginia Bureau of Employment Programs**

112 California Avenue  
Charleston, West Virginia 25305-0112

---

**RETURN SERVICE REQUESTED****continued from page 4**

One-Stop Award, WVU Center for Excellence in Disabilities; Service to People with Disabilities, Kelli Gavran, WVU CED; The Lifetime Achievement Award, Jeff Smith, Region VI WIB; Citation Award, Scott King, Commander, VFW Post 1064; Specialized Customer Services Award, Pace Training and Evaluation Center, Star City; Clerical Performance Award, Michelle Blaney, UC Benefits and Technical Support; and, UC Performance Award, Ed Knapp, UC Employer Audit.

The evening came to a close with Latin music and a very engaging Salsa dance lesson taught by the husband and wife team of Maria Paula Cuecha and Alejandro Saenz. Everyone was out on the floor trying to keep up with this wonderful duo.

A retiree's breakfast was held on Friday morning. Former coworkers joined us in recognizing our retirees and our coworkers who have passed away. We enjoyed a breakfast buffet and light conversation before moving into our morning activities. Judith Sedgeman of WVU Health Sciences gave a great presentation regarding The Value of Innate Health to Avoid Burnout. Angie Tingler, the 2005-2006 Chapter President, gave closing remarks before the convention adjourned.

Plans are being made for the District IV Fall Institute, hosted by the West Virginia Chapter. We will keep you posted on the details as they become available. Contact officers for membership information.