

September 9, 2004

The logo for the Arizona Relocation Alliance (ARA) features the lowercase letters 'ara' in white on a red, torn-edge paper background. The background of the entire page is a light purple gradient with a white swoosh graphic behind the logo.

Arizona Relocation Alliance

Valuing Diversity—September Meeting

The Arizona Relocation Alliance is pleased to have Bernadette Phillips-Garcia, SPHR as our fall meeting speaker. Included here is her biography. Thank you, Bernadette!

Bernadette Phillips-Garcia, SPHR is a human resource management professional at General Dynamics, C4 Systems, headquartered in Scottsdale, AZ. GDC4S employs over 9,000 employees in the U.S., Canada, and abroad. The company specializes in command and control, communications networking, computing and information assurance for defense, government and select commercial customers in the U.S. and abroad.

Bernadette's Human Resources career spans

over 30-years, and includes a wealth of experience in developing and implementing HR strategies that are important in the 21st century workplace. Cutting edge companies, such as GD4S, recognize in a world that is constantly changing, the ability to attract, develop, and retain quality talent, regardless of individual personal characteristics, is a competitive business advantage. Through Bernadette's commitment to fair and equal treatment, she champions strategies that are deliberate and focused on internal systems and processes, as well as manager's personal behaviors in order to foster an environment where diversity, in the broadest sense, is acted upon

as a competitive business advantage. She believes it is important to know and respect people in and out of the workplace, as individuals, without labels or preconceived assumptions.

In addition to her diversity leadership responsibilities, she is an HR consultant to five business units within the company, advising them in areas of policy, staffing, retention, and employee relations. She also has oversight and liaison responsibilities for the company's relocation policies and processes. Bernadette attended Ohio State University and began her career as a registered nurse. She is certified as a Senior Professional in Human Resources (SPHR) through the Certification Institute for the Society of Human Resources Management, and is a member of ERC.



House Keeping

CRPs have been provided with a CRP credit form in their packets today. Please remember to fill in your details and fax it to ERC. Be sure to sign in as ARA will fax the signatures to ERC for verification.

Earn a \$50 American Express Gift Certificate! Any member who brings in a new corporate member by September 30, 2004 will receive this great incentive. Contact Laura Kovacs at realtymexcsrelo.com.

The **Global Mobility Specialist (GMS)** Designation is held by the following ARA members:

Cheryl Bilancia, Karen Rose, Juntee Terrenal, Sherry Enfield.



azrelocationalliance.com

Be sure to check the ara website to update your personal and company information. To join ara, download the membership application or contact Janelle at info@azrelocationalliance.com

Mark Your Calendars!

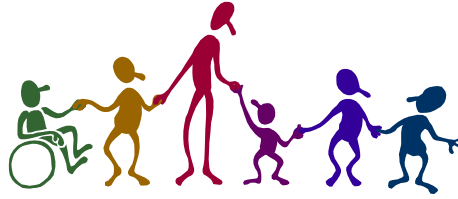
December 8, 2004—Annual ARA Holiday Party, Gift Expo and Charity Event—Realty Executives Relocation House

March 16, 2005—Annual Elections of New Officers & Directors. Chris Collie, Executive Director of ERC will be our speaker!

June 8, 2005 Annual Tucson Meeting—Bridget Monrad, Happy Tails Pet Travel & Can You Top This?

September 14, 2005 Speakers to be Jay Delich, SCRIP and Rob Geise of Orion Mobility

December 7, 2005 Annual Holiday Event



Holiday Gift Expo

Would you like to recommend a potential Gift/Craft vendor for our Annual Holiday Party on December 8th? A portion of the proceeds will be donated to charity. It is a great opportunity to do your shopping in a fun and stress free atmosphere while donating to a good cause! Contact Pat Moniak with questions.

Philanthropy

At the ARA Holiday Event last year our members generously donated needed items & food to the St. Vincent de Paul Society. They were incredibly grateful. We have an opportunity to donate again this year. We are also considering putting together care packages for members of the US Military stationed in Iraq. Please speak to Jenny Khan or e-mail her at jenny@realtymexecsrelo.com to find out more or make a suggestion!



Join an ARA Committee!

Marketing Committee—Chaired by Gus Ruiz. Members—Dwayne Prince and Eve Bocker.

Education Committee—Chaired by Pat Moniak. Members—Jan Mitchell, Jay Delich & Phyllis Fukuda

Website/Technology Committee—Chaired by Angie Enabnit.

Philanthropy Committee—Chaired by Jenny Khan.



Can you Top This??

Pat Moniak will be collecting relocation stories with the theme, “Can You Top This?” for an activity in 2005. As you go through your days, think about some of the fun, crazy, bewildering stuff that occurs and submit your story to Pat. E-mail Pat at pat.moniak@chamnessrelocation.com