



Portland Chapter

The Association of Accountants and Financial Professionals in Business



**IMA CPE Dinner Event**

**Tuesday, May 21, 2013**

Multnomah Athletic Club

**5:30-6:30** **Shane P. Swilley and Marcus Reed, Attorneys at Cosgrave Vergeer Kester LLP**  
**"Legal Issues on different stages of business development"**

- Cosgrave Vergeer Kester, LLP has been serving Portland area clients for more than 78 years.
- **Shane Swilley's** practice focuses on employment, business and commercial litigation in Oregon state and federal courts. He additionally provides advice and counsel to clients and businesses on employment law issues.
- **Marcus Reed** assists business people and privately held businesses in corporate formation, business transactions, business planning, ownership and asset transfers, employment issues, ownership agreements, shareholder disputes, real estate matters, financing, and regulatory compliance.

**6:30-7:30** Networking & Dinner

**7:30-8:30** **Christian Kaylor, Economist at State of Oregon**  
**"Portland Economic Trends"**

- <http://www.linkedin.com/pub/christian-kaylor/4/757/37b>
- **Christian Kaylor** is a Workforce Analyst for the Oregon Employment Department, serving Multnomah County. He provides data, analysis and advice relating to the Portland economy to local businesses and government agencies to facilitate intelligent decision making.

**IMA CPE Lunch Event**

**Wednesday, May 22, 2013**

**Location: Royal Oaks Country Club**  
**8917 NE Fourth Plain Rd**  
**Vancouver, WA 98662**



**11:30-1:00** **Jan Foster: "How to Hire Top Performers: A Systematic Approach"**

- We're all familiar with the traditional application-resume-interview-decision process. Although it's the method most companies use when hiring, it often results in poor quality of information (and poor quality of hire).
- We'll review a proven process to systematically attract candidates and narrow the applicant field and focus interviews on things that really matter in selecting top performers:
  - How to attract good applicants through online hiring systems
  - Avoid hiring candidates with poor integrity
  - Understanding which "interesting candidates" are likely to be top performers
  - Streamlining hiring through the use of valid assessment tools
- We'll hear several examples of how this process helped local employers avoid some serious hiring mistakes and prevented several employee dismissals and have time for your questions.
- Jan Foster works in affiliation with Performance Resources and helps organizations improve their hiring and employee development practices through an online hiring system (ATS) and online assessment tools that provide statistically validated and predictive data about who is most likely to succeed and provide the greatest value in a given role. She has over 25 years in sales and business development including 18 years in sales with Xerox Corporation in Chicago and Portland and has represented companies selling hardware, software and services, e-commerce software, high-end web development and custom e-learning. Jan is co-founder the Portland Strategic HR Forum, founder of a highly successful job transition network

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