



**CALIFORNIA ASSOCIATION OF
WORKPLACE INVESTIGATORS**

California Association of Workplace Investigators, Inc.
770 L Street, Suite 950 • Sacramento, CA 95814 • Tel/Fax 916.760.2442 • info@caowi.org • www.caowi.org

**Minutes of Annual Meeting of Members
November 6, 2010**

The Annual Meeting of Members of the California Association of Workplace Investigators, Inc. (CAOWI) was called to order by President Amy Oppenheimer at the Oakland City Center Marriott Hotel, 1001 Broadway, Oakland, California 94607 on November 6, 2010 at 2:00 p.m.

Substantially fewer than the number of members required to constitute a quorum were present, so no formal action was taken. The meeting consisted of an evaluation of CAOWI's First Annual Conference and suggestions for future conferences, and suggestions for the future of CAOWI in general. The comments and suggestions of the members present, which were written on large sheets of paper, are set forth below.

Positive Aspects of the First Annual Conference

- The conference focused on quality.
- The issues in the conference were linked to the big issues raised in the Best Practices Roundtables.
- The communications and e-mail updates before the conference were good.
- The conference content, online access to materials, the access to all the materials, and the bias issue were all appreciated.
- The HRCI and MCLE credits were good.
- The networking opportunities and diversity in the conference were positive.
- Having the Thursday night dinner set up by committee was good, however the seating was too tight so there was not much chance to talk.
- The variety of issues covered was good.
- The conference was well-organized.
- The conference was reasonably priced, and the pricing scheme that presented options was appreciated.

Possible Changes for Future Annual Conferences

- Venue (hotel vs. other); cost realities.
- Too tight, lots packed in; more time between sessions; sessions with a lot of technical content should not be the last session of the day.
- Schedule needs to balance on the last day or people will leave.

Board of Directors

Amy Oppenheimer, *President* • Cynthia L. Remmers, *Vice President* • Sue Ann Van Dermynen, *Secretary* • Walter Cochran-Bond, *Treasurer* • Barry Chersky, *Assistant Secretary* • Marilou F. Mirkovich, *Assistant Treasurer* • Nancy Bornn • James S. Cawood
Mary Egan • Pamela L. Hemminger • John A. Lohse • Debra L. Reilly • Jody Shipper • Vida L. Thomas • Martha Wood
Stephen P. Angelides, *Executive Director*

- Power strips for laptops (balanced with cost).
- 2 days vs. 3 days (2 full days vs. 1 full day and 2 half days)
- Survey options to narrow schedule; options with pricing.
- More interactive learning balance with questions.

Suggestions for the Future of CAOWI

- Diversity (want to consider in-house staff expansion, auditors, etc.); in-house communication and marketing to them.
- Speaker Bureau (NCHRA, PIRHA—15 chapters in Southern California introducing “standard of practice” high)
- Focus on building skills for HR managers
- Focus on HR manager training and their leadership who fund HR (priced right; consider audience)
- Southern California presence
- Local Circles
 - Meet 6 times per year
 - Giving them a focus (agenda)
 - Master calendar posting
 - Topics/handbook
 - Formalized structure
- Carefully consider growth/national focus—rebranding early is best for marketing purposes.
- Spread leadership—engaged people put to work
- ½ day North/South regional workshop—same content? Vary content?
- National organic growth and rebranding—domain names reserved:
 - AOWI
 - WAOWI
 - GAOWI
- A straw vote was taken among those three domain names, and AOWI was preferred.
- Webinar, article, or a regular column by Tuft/Harris on Attorney Investigators
- Insurance (ARCH vs. others)
- CAOWI Insurance

A quorum not being present, so no action being taken, and the comments and suggestions of the members present having been presented and recorded, and there being no further comments or suggestions, the meeting was adjourned by President Oppenheimer at 3:00 p.m.

Respectfully submitted,

Sue Ann Van Dermiden
Secretary