

The JuNcTion



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The JuNcTion is the periodic newsletter of JNT Consulting published electronically. For more information about JNT Consulting visit us at <http://www.jntconsulting.com>

ECONOMIC CHALLENGES GOODBYE TO 2008 WELCOME 2009 WITH NEW HOPE

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By any standard 2008 has been a very tough year for the US economy. The impacts of economic downturn are being felt across the world. We are now officially in a recession. Many people have been laid off from their jobs and unemployment is already at 6.5% and expected to go higher.



Corporations that were once well known have closed their doors. Industries from financial services to the auto industry, housing and retail are in trouble as a result of the recession. This creates consequences for businesses and every individual and their family.

With Barack Obama newly elected as the next US President much hope is being placed upon his administration and what it is able to achieve for our country. However, no single person or government can resolve all the problems that need to be addressed.

To be successful in 2009 means doing the extraordinary. It means focusing even harder on your customer, improving the quality of service, being very efficient and ensuring that the people that are employed in your business have the right skills, knowledge, attitude and capability to enable your company to survive and grow.

As a nation we are hopeful that our economy will bounce back to a sustained period of growth and vibrancy. It will take our collective focus and dedication to achieve these worthy goals.

JNT Consulting: Your Partner for Growth & Development



Given the current economic conditions, maintaining the necessary breadth of knowledge within your organization is very difficult. Leveraging the right expertise from a third party consulting firm is a very cost effective way of helping your business. JNT Consulting LLC is an International HR & Business Consulting company that can assist you with your needs. We will listen to your current issues and problems, then we will partner with you to achieve your goals. Our core business is to facilitate you having higher productivity, increased retention and a better return on human capital investment. We also develop and enhance your current policies and programs and implement strategic techniques with solutions that overcome the current challenges of your organization. As a specialist in our business we provide you with the best practices that enable your business to be extraordinary.

Many employers cannot keep up with the constantly changing employment and immigration laws. Companies are at higher risks without constant attention to these regulations and their impacts. JNT Consulting' HR Consultants will keep you informed of any changes that you need to be aware of. This will include I-9 compliance and management, export rules of controlled countries, immigration compliance if and when you hire or employ foreign workers, minimum wage, mobility management requirements, expenses management and their tax implications, anti-discrimination laws and equal opportunities to name but a few.

The human resources management function is essential in any company regardless of its size, type, structure and location. Hiring JNT Consulting LLC as your Partner for your Company's growth and development will definitely help you to become competitive during this era of economic uncertainty.

Upcoming Workshops HR Focused



Professional Competencies Development for Human Resource Professionals

You will learn more about
Managing the Risk of your
Human Capital:

- A. HR Business Partner
- B. HR Strategic Competencies
- C. Corporate Immigration
- D. Hiring Competencies
- E. Cross Culture Workshop
- F. Export Rule for Controlled Foreign Countries
- G. Managing Employee File
- H. I-9 Eligibility Training

See our Website for
Dates and Locations
- click on the Education link



The US Department of State recently implemented a **New DS-160 Form** that is a fully integrated online application form that will capture important information for persons applying for Non-immigrant Visas to USA. The following US Consulates are now using the new DS-160 Form: Nuevo Laredo, Monterrey, Montreal, Vancouver, Hong Kong and the Philippines. In Manila, Philippines a Consular Service Authorized third party issues the Form for a Non-immigrant Visa Application. To read further updates regarding this regulation please go to <http://travel.state.gov/>

Sharing Love & Care to Homeless Youths

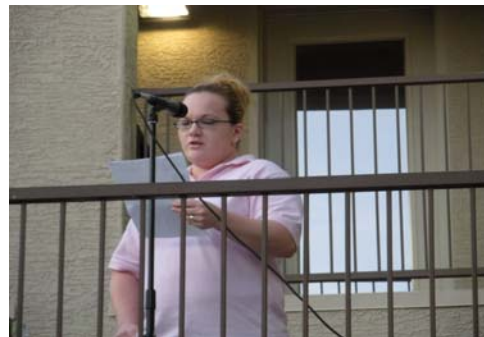
On November 13, 2008, Juntee Terrenal, joined other community supporters during the Open House of the new building of the HomeBase Youth Services <http://www.hbys.org>, a Transitional Living Centre.

Photos - Clockwise: Juntee Terrenal, President, Chris Debreceni, Sr. Director of Programs HBYS and Cheryl Bilancia, President of The Capella Group.





Amber, a Graduate from HBYS Program recently completed her BS Degree and is now fully employed. Sharing her transformation from the HBYS Transitional Living Center and now returning her success to the community. Martha Ostrom, HBYS President & Lafonzo, Current Resident, other HBYS Sponsors, Mary Pat Cox and Rebecca Arvizu, HBYS Staff with Juntee



Upcoming Events ...

- Please check News at: <http://www.jntconsulting.com>

Latest Professional Articles ...

- Please visit JNT Consulting Articles at: <http://jntconsulting.blogspot.com>

SHRM Leadership Conference held in Arlington, VA

On November 20 -22, 2008, Juntee Terrenal, MA, GMS, SMA's Sponsorship Director and Board Member participated in the conference and represented the SMA of Greater Phoenix Board, a 100 percent Chapter of the Society of Human Resource Management.



During the SHRM HQ Open House, Juntee met with Lon O'Neil, who is the new SHRM President & CEO to welcome him in his new role.

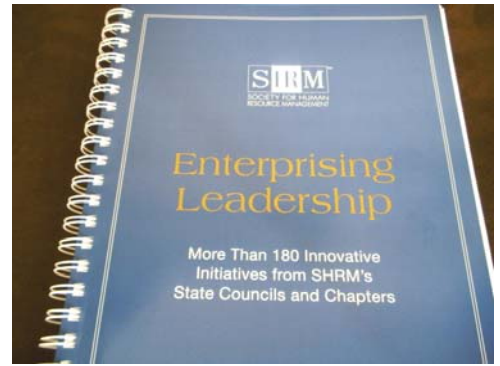
Pictured on the left with Lon and Juntee is Sharon Gardner, SPHR, FY09 Director of AZ SHRM State Council.

We would love to hear from you. Please email us at: info@jntconsulting.com

SHRM LEADERSHIP CONFERENCE CONT'D

SMA of Greater Phoenix' Program authored by Juntee Terrenal, MA, GMS, the "SMA Sponsorship Program for Growth and Development of Membership and Chapter" is one among the over 180 Innovative Initiatives from Chapters and State Councils across the globe. The Initiatives exemplify strategic capabilities of HR Leaders through leadership innovations and enterprise. SHRM published the "SHRM Enterprising Leadership" to reinforce leadership commitments.

There were six Chapters which were highlighted and won the Pinnacle Awards based on their program impact to the community and beyond.



"As a part of the celebration of SHRM's 60th anniversary, we're sharing these best practices with all of you. I invite you to read through the initiatives in this book and consider their reach and application within your own community or organization. This compilation is intended to be a reference tool for you to use on a regular basis—to develop new solutions, plan local projects, and network with your SHRM colleagues".

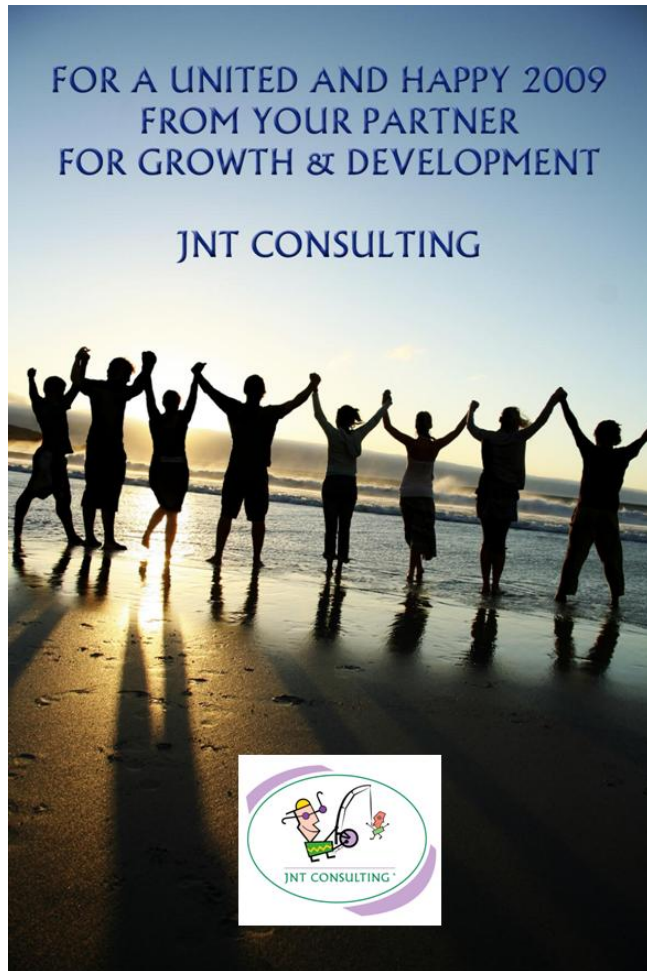
Janet N. Parker
Chair, Board of Directors (2007-2008)
Society of Human Resource Management

Collage of Events at the SHRM Leadership Conference held at the Marriott Crystal Gateway in Arlington, VA from November 20 - 22, 2008



We would love to hear from you. Please email us at: info@jntconsulting.com

HOLIDAY GREETINGS



We are Members of the following professional organizations and actively participate in their success;

Society of Human Resource Management
Worldwide ERC—Association of Workforce Mobility
Staffing Management Association of Greater Phoenix
International Society of Performance Improvement
American Council on the Teaching of Foreign Languages
British American Business Council
Arizona Relocation Alliance
World Affairs Council

We would like to wish you and your family a very Happy Holiday.

Your support, partnerships and friendship for the Year of 2008 are all acknowledged with our sincere appreciation.

Let us begin the Year of 2009 with our continued partnerships for growth and advancement.

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