

## President's Message

Written by Michael Hoover

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Dear Friends and Colleagues:

Happy Holidays from your Independent Time and Labor Management Association!

As we try to strike that perfect balance between spending quality time with friends and family during the holidays and making that final year-end push, we have precious little time to think about anything but getting to the end of the year in one piece.

But if you make one New Years resolution for 2015, I encourage you to make an investment in your career by becoming WEO certified. Other than ability, experience and hard work, what does it take to be promoted today? Professionals who acquire industry-recognized certifications enhance their expertise in a number of diverse, critical areas.

WEO certification will increase the understanding, utilization and impact of time and labor management systems by providing education, timekeeping and time & labor management technology certification and professional recognition, research and collaboration so that employer and workers can benefit and improve operationally, strategically and financially.

For long-term job satisfaction, you'll need more than monetary rewards alone, however. Flexing your intellectual muscles by keeping current on industry trends is equally valuable. Enhancing your expertise by obtaining an advanced certification will require hard work, but it also will bring tremendous value to your career.

Visit [www.weo-cert.org](http://www.weo-cert.org) to register today!

On behalf of my family, and your colleagues on the ITLMA Board, please accept our warmest of wishes for the upcoming holiday season and a New Year filled with prosperity and success!

Sincerely,  
Michael Hoover  
President  
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