

ABOUT OUR SPEAKER:
David W. Bracken, Ph.D.

David W. Bracken, Ph.D.,



serves as a Kenexa Executive Consultant. Dr. Bracken has expertise in organizational surveys, culture change, performance management,

competency models, selection/validation research and change management, but is best known for his thought leadership in 360 degree feedback used for decision making. Bracken has worked with Xerox, BellSouth, National Computer Systems, Personnel Decisions International, Towers Perrin, and Mercer Delta Consulting. He is the senior editor and contributor to The Handbook of MultiSource Feedback (2001) and has published many articles on 360 degree feedback, organization surveys, and assessment methods.

Dr. Bracken is a member of the American Psychological Association, The Society of Industrial and Organizational Psychology, the Society of Consulting Psychology, and the Society of Psychologists in Management. He holds a Doctorate degree and a Master of Science degree in Industrial and Organizational Psychology from Georgia Tech and a Bachelor of Arts from Dartmouth College.

NOVEMBER 13TH LUNCHEON MEETING:

**CREATING CHANGE ONE LEADER AT A TIME
USING 360 FEEDBACK**

When: Tuesday, November 13, 2007

Guest Speaker: **David Bracken**
Kenexa Executive Consultant

Where: Wilderness Ridge
1800 Wilderness Ridge Pl.
(Remember, 27th St. is closed south of PineLake)

Registration: 11:00 a.m. – 11:30 a.m.

Meal & Program: 11:30 a.m. – 1:00 p.m.

Cost: \$15.00

Meal: California Wrap Buffet, Dessert,
Coffee or Tea

TOYS FOR TOTS

At the November meeting, bring an unwrapped toy for a child ages 0-12. The toy will be collected by a representative of the U.S. Marines and used for Toys for Tots. Thank you for your support in this community effort.

ABOUT OUR TOPIC:
**CREATING CHANGE ONE LEADER AT A TIME
USING 360 FEEDBACK**

We will review the driving forces behind the wide-spread adoption of 360 feedback, its uses (including the development vs. decision making debate), and best practices in its design and implementation. We will also introduce a new definition of what a "valid" 360 process is, and how it can be implemented in your company. We will learn about this topic from a published expert on the topic. It will be an intriguing and informative session. HRCI Certification pending!

President's Message

Carmen Wiles, President



If you recall in my last President's message, I mentioned it would be nice to have a crystal ball to help predict the outcome of the Husker games at the time I write my message. Part of me wishes I still could, especially now, but part of me thinks I'm better off not knowing. In spite of our sad state of affairs, I will always be a loyal husker football fan and hold true to the fight songs words, "we'll all stick together in all kinds of weather". Pass it on!

I hope that those of you who attended our October meeting with speaker, Bob Evnen, a partner with Woods & Aitken, LLP, enjoyed his presentation and enjoyed the yummy pizza meal. I know I did and I especially found his comments about the new Wage Payment and Collection Act and how to establish your PTO policy benefit quite informative. I also appreciated hearing about some recent NE decisions involving promissory estoppel in employment cases. One thing I learned, be careful when you recruit someone away from their current employment and especially if they have to relocate from across the country.

I hope you are planning on attending our November meeting. We will not only have a great speaker, Dave Bracken, with Kenexa, speaking about 360 Degree Feedback, we will

also recognize all of our many volunteers with a small token of our appreciation. Volunteers help keep LHRMA a quality and superior association. We really appreciate the time and effort they put into their volunteer roles. If you were an active volunteer for any of the LHRMA committees this past year, please plan to attend so you can be recognized and awarded with a small gift. Please take a moment to read the list of volunteers for 2007 in this issue and take time to personally thank them.

November is also our annual business meeting so be prepared to vote on the slate of officers for the 2007 LHRMA Board of Directors. The slate is printed in this issue with some bio on each of the prospective officers. Please plan to come and support the nomination process. Several board members will no longer be serving on the 2007 Board and I want to thank each of them for their past year(s) of commitment and leadership to the Association. They are Kari Andersen, Treasurer, Joyce Welsh, Diversity Chair, and Kara Strong, Membership Chair.

With the holidays fast approaching and calendars filling up please mark the evening of December 11th off and attend our annual holiday social. It's a great time to get caught up on what's happen-

ing with your human resource friends and colleagues. This is not a formal meeting, rather it's a time to relax and visit with your fellow human resource professionals while enjoying some tasty appetizers, cocktails and refreshments. Please see this issue and our table toppers at November's meeting for more detail on this fun event.

Look for your membership renewal information in the mail and renew today for just \$50. What a deal! You can do this online at www.linconhr.org. The renewal deadline is December 31st. We use this information to put in our membership directory so it's important that you make sure and get this done; otherwise, you may not make our membership directory.

See you in November!

Carmen Wiles

WATCH FOR THESE EXCITING NEW UPCOMING PROGRAMS

Dec. 11th: Networking and Holiday Social, Dino's Eastside Grill, 5:00-7:00 pm

Jan. 8th: Author of a new Leadership book, Stomp the Elephant - Craig Ross

Reach Out to the Students

LHRMA members can use the LHRMA Website to advertise Student Internships or Summer Jobs. The three Student Chapters will be told that they can look on the LHRMA website, throughout the school year, to find job openings as well as internships. Please use this as another FREE advertising tool to get qualified interested candidates to help fill your open positions. Send job postings to Kathy Harper at: lhrma0048.yahoo.com.

LEGAL UPDATE

Federal Protections for Sexual Orientation and Gender Identity on the Horizon

by **Mark A. Fablesen, Esq.** • **Rembolt Ludtke LLP** • *Lincoln, Nebraska, and Denver, Colorado*

Most Nebraska employers understand that they cannot discriminate against applicants or employees based upon their race, color, sex, religion, national origin, age or disability under federal law, and that our state law adds marital status to this list of protected classes. However, under federal law and Nebraska law, sexual orientation and gender identity are not protected classes. Employers need to understand that this could soon change on the federal level.

For the last 32 years legislation has been introduced in Congress seeking to prohibit sexual orientation discrimination in employment. Traditionally known as the Employment Nondiscrimination Act, or “ENDA,” this legislation now appears to be gaining traction, in part due to the fact that 19 states and the District of Columbia have adopted legislation prohibiting job discrimination based on sexual orientation. A hearing was held before a subcommittee of the Education and Labor Committee of the U.S. House of Representatives on September 5, and the legislation (H.R. 2015) is expected to be considered by the entire House before the end of the year.

Unlike prior versions of this legislation, the latest version of ENDA seeks to add a new protected class for actual or perceived “gender identity.” The term “gender identity” is defined by the legislation as “the gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual’s designated sex at birth.” Many commentators agree that this definition is exceptionally vague and problematic. For example, based upon the proposed definition, it appears that an employee can self-identify what their gender is, and that this subjective declaration can change an unlimited number of times without notice to the employer. This provision also requires an employer to accommodate an employee undergoing or having undergone gender transition with respect to restroom and showering facilities. However, there is no requirement for the employee to provide advance notice to the employer of the gender transition so that adequate time exists for the employer to provide the required accommodation.

Currently, some 12 states and a number of municipalities bar workplace discrimination on the basis of “gender identity.” As one might suspect, adding federal protections for “gender identity” is very controversial, leading House Democrat leaders to considering removing all provisions relating to “gender identity” before the bill is considered by the full House.

Other provisions in this latest version of ENDA are also problematic. For example, Section 4(e) of H.R. 2015 prohibits adverse employment actions being taken against “an individual based on the actual or **perceived** sexual orientation or gender identity of a person with whom the individual **associates or has associated.**” Thus, in addition to protecting individuals based on their actual or perceived sexual orientation or gender identity, the legislation protects individuals who presently associate or *at some point in time* associated with that individual.

Observations: I was honored to be invited by the House Health, Employment, Labor and Pensions Subcommittee to testify on this legislation on September 5th. My testimony was as an employment law practitioner who spends the bulk of his day answering questions from clients about how

to navigate the myriad employment laws and regulations that employers must deal with on a daily basis. In my testimony, I stated that ENDA, in its current form, would add yet another layer of confusion for small and medium-sized employers. Given that a number of states and municipalities have already adopted sexual orientation and gender identity protections, and the majority of Fortune 500 companies have voluntarily adopted similar protections, I questioned whether a broad, new federal remedy (to be enforced through more costly litigation) was necessary at this time.

“Sexual orientation” and “gender identity” will not be the last proposed additions to the protected classes. It is anticipated that prohibitions against “appearance” and “obesity” (both already somewhat protected under the ADA) discrimination are also on the horizon. Employers are encouraged to stay informed on legislative efforts to add additional protected classes on the federal, state and local level, and to weigh in with their elected representatives when they feel it is appropriate.

Fablesen is a partner with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or mfablesen@remboltludtke.com. This article is provided for general informational purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.

BOARD MEETING RECAP:

- Renewal letters will be mailed out mid October.
Due back 12/31/07.
- Dec. 11 – Social at Dino’s
- Membership survey mailed by end of October

Slate of Officers for the 2007 LHRMA Board of Directors

The Nominating Committee has selected the following nominees for 2007.

In addition to these nominees, nominations will be accepted from the floor at our regular membership meeting on November 14th. Please be prepared to vote on this slate of officers:

Past-President

CARMEN WILES, PHR



Human Resources
Manager
Cooperative Benefit
Administrators, Inc.

President.....2007
President-Elect 2006
Membership Chair 2004-2005
Secretary/Publicity Chair 2002-2003
State Conference Committee 2000

President

CATHY MADDOX, PHR



Human Resources
Coordinator
Hampton Enterprises,
Inc.

President Elect.....2007
Secretary..... 2004-2006
Membership Committee 2002
Certification Facilitator..... 2001-2002
Calling Committee..... 1997-1998
State Conference Comm. ... 2004-2006

President-Elect /
Government Relations Chair
MARK PANKOKE, PHR



Sr. HR Manager
iUniverse

Programs Committee.....2004-2007

Programs Chair
JUDY GANOUNG



Fiscal & HR Director
NE Advocacy
Services, Inc.

Programs Committee.....2007

Treasurer /
Registration Chair

CINDY MEFFORD, PHR



Director of Human
Resources
Eastmont Towers

Past President.....2007
President 2006
President-Elect 2005
Treasurer/Registration 2002-2004
Membership Committee 2001
State Conference Comm. .. 2000, 2002
Job Fair Co-Chair 1999

Membership Chair
LIN BLODGETT, XMBA



Director of
Human Resources
Nebco, Inc.

Workforce Readiness.....2006-2007
SHRM State Council /
Workforce Readiness Council..2006-2007
SHRM Chapter Positions in CO & TX

Secretary

**ELLY HARDEKOPE,
PHR**



Senior Human
Resources Generalist
Molex

Secretary.....2007
Workforce Readiness Chair . 2005-2006
Certification Facilitator.....2001-2007
State Conference Comm. .. 1998, 2002

Diversity Chair
BARB BENES, PHR



HRIS Analyst
Novartis Consumer
Health, Inc.

Diversity Committee.....2006-2007



*Workforce
Readiness Chair*
JULIE SINGH

Personnel Officer
State of Nebraska, DAS - HR Central

Workforce Readiness Chair.....2007
Workforce Readiness.....2006

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource for accuracy. Please contact Kathy Harper our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kathy at lhrma0048.yahoo.com or by telephone at 402.483-4581 x 339.

Update your 2007 directory with the following changes:

- Darci Spence
Darci5450@msn.com
402-770-2292

New LHRMA Members

Sara Landgren
Director of HR
Univ. of NE Foundation
slandgren@nufoundation.org

Susan Crocker
HR Rep
Cabelas
Susan.crocker@cabelas.com

Welcome to LHRMA!

JOBS, JOBS & MORE JOBS!

Do You Have One To Advertise Or Are You Looking For One?

CHECK OUT OUR WEBSITE:
www.lincolnhr.org

IF YOU ARE AN EMPLOYER WHO HAS A LHRMA MEMBER EMPLOYEE, THEN YOU CAN POST YOUR HUMAN RESOURCE JOB OPENING ON OUR WEBSITE BY CONTACTING KATHY HARPER AT LHRMA0048@YAHOO.COM OR AT 402.483-4581 x339

IF YOU ARE LOOKING FOR A HUMAN RESOURCE JOB THEN YOU CAN CHECK OUT OUR WEBSITE, WWW.LINCOLNHR.ORG.



ARE YOU BUILDING CHARACTER?

By: Julie Gibson, LMHP, LCSW, Directions EAP, LLC

Have you heard the old adage that challenges build character? Some add the by-line –if you survive them! What does it take to see challenge that way—as growth opportunity. I think I've said before – 'hey wait, I've had enough challenges to be a real character by now!' Ever wonder why some people can tolerate, absorb additional stress, remain focused, even get more creative when they are faced with seemingly impossible, out-of-control sorts of circumstances? And for some, the same challenges might cause immediate shut down. Some feel a sense of hopelessness when they see no possible good solution to the issue. They often become emotionally paralyzed and unable to concentrate, even short tempered, maybe even physically unable to even show up for work. Why the difference?

Perhaps our previous experiences have conditioned us in either direction. Do you know both types of people? Maybe some have had to learn coping and resiliency skills because they didn't get them from parents, teachers, or previous employment situations. I've often observed people in both positions who seem to take on a distinct attitude about their situation. Some find it difficult to muster the strength to deal with one more major complication to their routine or plan. They seem mentally drained by the whole process and the worry and anxiety they put into thinking about it. They frequently describe going over and over the situation and finding no answers, often repeating the process when they lie in bed unable to go to sleep at night. They talk about tapping all their usual help sources only to get no viable help for the problems. Their job performance grinds to a screeching halt and they start thinking about- "is this stress really worth what I'm being paid?" Maybe even thinking I'm in over my head, it won't be long until everybody else knows that, and I'm fired.

I've watched this happen in so many people, even family and friends. I've probably even been there myself at some points in my career. But then I started noticing the persistent people. They seem to actually get energy from a challenge. One manager in a manufacturing business told me he'd "rather die than not be challenged. When I've got a real dilemma, a major challenge, I come alive." He said, "It's like the adrenaline starts my creative energies and I go into a mode of puzzle solving. I've trained myself to think outside the box. I've learned to put myself into every angle of the problem and see the picture from many perspectives." He talked about an eagerness to roll up his sleeves and dig into a problem that maybe not everybody could solve and many would have just walked away from. Somewhat ego-driven he wanted to be the one to solve the problems. He got his psychic benefit from stretching himself out of his comfort zone and actually growing because of the challenge.

So what would it take if we wanted to be more like that? How about beginning where that success starts – in your head. What are your natural instinctive attitudes about big problems? Many success stories teach us to embrace the challenge. Be grateful for ALL things. See everything as less than catastrophic, merely a challenge. Watch your language choices – is the problem humongous – impossible— horrific— beyond any hope or possibility; or just very difficult?

Does this mean there's a great solution to every problem? No, I don't think there's necessarily a perfect solution to every problem. We are sometimes forced to take things in entirely different directions than our original plans – going through Plans B,C,D,...But the person who sees those changes as a challenge – believes we will make the most of this. There is a way to get through this huge dilemma. We will grow through all of this. We will survive!

In the corporate world you already know the challenges we face on a daily basis. We deal with the pressures of finances, limited resources, environment, labor force challenges, stocks, buyouts, mergers, regulations, and the list goes on and on. The leaders who are energized by the challenges not overwhelmed, are the ones who will have job security because there is no end to challenge. I urge you to look around you. Begin observing the folks who seem to handle and even relish the challenge. Interview them – watch how they operate. Build your own repertoire of problem solving techniques and approaches. Expand your experiences by being willing to look at things differently. Cultivate a circle of friends who share your attitude. Know who you can talk to when you need to brainstorm outside-the-box thinking. The folks who thrive in the face of otherwise overwhelming challenges have cultivated an attitude of no problem is too big, nothing is totally impossible, whatever happens we will turn it eventually for good.

Be prepared for growth and be grateful for the challenges that come your way.


Time to Have Fun with Your Fellow HR Buddies!

In lieu of our December meeting, a fun social will be held, to allow everyone to unwind from their daily HR grind. What could be more fun than hanging out with your HR buddies?

LHRMA's 2nd Annual Holiday Social

When: Tuesday, Dec. 11th
Time: 5:00 - 7:00 pm

Where: Dino's Eastside Grill / 2901 S. 84th St.
Food: Free appetizers & cash bar



Who Says There's No Such Thing as a Free Lunch?

Congratulations to Karen Opp with Verizon. Karen will receive free registration at the November 2007 meeting!

Russ Roberts was the winner of the October sponsor drawing from Unico - a gift card to Barnes & Noble.

CHILD SUPPORT NEEDS YOUR HELP!

Did you know that there is an easy way for employers to make child support payments? Nebraska was one of the first state payment centers in the nation to have a website for employers to remit Nebraska child support payments.

LHRMA members Tom Hinds & Yvette Frank of the Nebraska Child Support Payment Center (NCSPC) are asking for your help. Currently there are over 3,000 employers using the NCSPC website to remit their employees' payments. It's fast, convenient and it's free. Not only will you be done faster, your employees will get credit for these payments faster and most importantly, the kids get the money faster. To find out how to save time and money contact Tom or Yvette at 471-1173 or 471-1183.

Help Achieve the Superior Merit Award

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Julie Singh, Workforce Readiness Chair, with any dates that you provide service to local schools or adults in regards to: career days, mock interviews, speaking on the HR profession, provide internships to students to gain HR knowledge, etc.. The following information would be needed: name, date of event, location/school name, hours spent or duration of program. Email your information to jsingh@notes.state.ne.us throughout the year.

SHRM New Member Enrollment Only \$99.00 Through November

From October 1 through November 30, 2007, you can join SHRM for only \$99!! This is a \$70 savings from the normal rate. This special rate applies to LHRMA members who have NEVER been members of SHRM or who have let their membership lapse for longer than one year. (This special rate does NOT include regular renewals.) Check out all the advantages to help you grow in your professions at www.shrm.org or email shrm@shrm.org. SHRM applications may be downloaded from www.shrm.org or may be obtained by contacting membership@lincolnhr.org. Complete a SHRM application and mail it with your \$99 check, made payable to SHRM, to:

Kara Strong
Membership Chair
PO Box 81066
Lincoln, NE 68501

Do not mail the application to SHRM; we will do that for you. We will include the subsidy portion with your application and your check for \$99. Enjoy the benefits of SHRM 24/7, 365 days/year online, and stay in the forefront of the HR management profession.

MANY THANKS AND KUDO'S

Organizations such as ours rely heavily on its volunteers, and we are very lucky to have people willing to help out where needed. We greatly appreciate all the time and effort that you give towards LHRMA. We will be recognizing our volunteers at the November meeting, and would also like to say thank you in this newsletter to the following people:

Registration Table

Kathy Harper - Coordinator
Veda Armstrong
Kenda Fink
Marilyn Crawford
Deanna Schuldeis
Shiela Cain
Tina Rhode
Stephanie Rudloff

Membership Committee

Kara Strong - Chair
Melissa Kletchka
Deanna Schuldie
Sherrie Bacon
Shawna Hilbert

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Beth Olson • Cheryl Lindner
Leon Holloway • Troy Brennan

Workforce Readiness Committee

Julie Singh - Chair • Lin Blodgett
Gerri Cotter • LaDonna Humphrey
Marian Layman • Nancy Shy
Jennifer Monroe • Lynn Willey

Certification Study Group

The Certification Study Group sponsored by LHRMA is designed to assist Human Resource professionals in preparation for certification examinations by the Human Resource Certification Institute. The following people facilitated at the Certification Study Group sessions:

Darci Spence - Director
Ruth Jones • Aaron Delahoyde • Sue Dedick • Jill Miller
Mary Lou Burns • Mark Pankoke • Cindy Thomson
Elly Hardekopf • Joe Huffman • Jeni Lautenschlager

SHRM NEWS

NEBRASKA SHRM CALENDARS

Are you missing your favorite **TIMETRACKER** calendar for 2008? The one with month and week at a glance features in the 7" x 9" size? These handy black covered calendars were available at the Society for Human Resource Management (SHRM) Nebraska State Conference in Omaha in September. There are still a limited number of these perennial favorites available, according to Ruth Jones who serves on the Nebraska State Council. You may receive one of the remaining calendars, with the SHRM Nebraska State Council name and logo on the cover, for a simple donation of ten dollars (\$10) to the SHRM Foundation. For more information or to make arrangements, contact Ruth Jones today at: jones@danacole.com



NEBRASKA SHRM STATE CONFERENCE

SEPT. 21ST
OMAHA, NEBRASKA



We have added the SHRM news feed to our web page: www.lincolnhir.org. There is a separate link on the top-left bar, plus we have a rotating box that hi-lites one item at a time on the home page.



Above: Gwen Stanley from the Norfolk Chapter won the basket raffle from LHRMA. Gwen will give the basket away at the next Norfolk Chapter meeting as a door prize.
Left: Committee members at the registration table.
Above Left: LHRMA members who attended the conference.

EXTRA! * EAP CORNER NEWS We're here to help.

The October EAP article by Kevin Mattran, Continuum EAP, did not print in its entirety. We apologize for this error - please see the complete article below.

WISHING FOR LOWER HEALTH-CARE COSTS? TOSS A FEW PENNIES INTO YOUR WELLNESS PROGRAM

By Kevin J. Mattran * CONTINUUM EAP

As buzzwords go wellness is a great one. We use it all the time. It pops up in workshop titles, strategic plans, awards presentations and more. I think one would be hard-pressed to find an HR professional who hasn't used the word at sometime in their career (or within the last week). We, as employers, have a responsibility to turn this buzzword into a lifestyle.

In an August 22, 2007 Omaha World Herald article, **Employers urged: Cure Health System**, writer Steve Jordan tells of a recent seminar by physician and author Dr. John Abramson. In his seminar, Dr. Abramson points out that out of 22 developed nations, the U.S. pays the most per person for health care and ranks last in long, healthy lives. Dr. Abramson goes on to say that employees believe that they are entitled to health benefits and are given no incentives to lead healthier lifestyles.

Much of the expense comes from unnecessary utilization of office visits, urgent care visits and trip to the ER. Think about the last time you went to the doctor and were told, "It's a virus, get plenty of rest and drink lots of fluids." Encourage employees

to use wellness and self-care programs like a 24-hour nurse line. Resources like these can give valuable information regarding the point at which one should see a physician.

Consider the following information from Blue Cross/Blue Shield. These are average costs and the number of can be reduced by a stronger focus on wellness.

- Heart attack \$23,000
- Coronary bypass \$77,000
- Cardiac stent \$35,000
- Cardiac cath \$10,000
- Treatment of back pain \$9,000

According to the Department of Health and Human Services, up to 70 percent of healthcare costs are likely due to preventable and/or modifiable health risk factors.

Out of every 100 employees:

- 27 have cardiovascular disease
- 24 have high blood pressure
- 50 or more have high cholesterol
- 26 are more than 20 percent above their ideal body weight
- 26 smoke
- 10 use alcohol to excess
- 60 don't wear seatbelts regularly
- 59 don't get adequate exercise
- 44 suffer from excess stress

Research at the University of Michigan finds that for each health risk factor reduced by an employee, the employer realizes about \$153 in claims savings and gains back at least one day of productivity.

I could go on with the data (there is plenty), but my purpose is to answer, "Where and how does EAP fit into all of this?" EAP has always been a cost effective way to deal with mental health issues, alcohol and drug issues, stress reduction and more. But many EAP's (Continuum included) are making a stronger commitment to wellness. Your EAP can be a valuable resource in helping develop your company's wellness program. We are still your best first call when it comes to short term counseling, drug and alcohol issues, and stress management training, but we can also provide valuable information and connect you with resources that will assist you in managing your wellness programs.

For many of us this is a learning process. Your EAP can often facilitate an exchange of ideas, provide forums for discussion and as always be a large part of that safety net when mental health issues trip your employees off that high wire.

Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP. For more information on this and other workplace issues, call us at (402) 476-0186 or email at consultant@4continuum.com

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No Photo Available

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LHRMA RESOURCE

NEWSLETTER IS PUBLISHED MONTHLY BY THE PUBLICITY COMMITTEE OF THE LINCOLN HUMAN RESOURCES MANAGEMENT ASSOC. IT IS PUBLISHED SOLELY FOR THE USE OF LHRMA MEMBERS. COST OF PUBLICATION IS PAID BY MEMBERS' DUES. BULK COPIES FOR DISTRIBUTION ARE NOT GIVEN OR SOLD.

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SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM LOCAL CHAPTER 0048

PLEASE CALL KATHY HASPER AT 402-483-4581 x 339. WITH ANY CHANGE IN POSITION, COMPANY OR ADDRESS OR SEND HER AN E-MAIL AT: LHRM0048@YAHOO.COM