

REGISTER TO ATTEND BY: NOON FRIDAY, AUGUST 5TH

Members that receive e-mail notification of upcoming meetings and workshops can now register by replying to the notice. When replying, put "Registration" in the subject line. The body of the message needs to include the name of the person registering. If more than one person from an organization is attending the meeting, the e-mail can include multiple registrant names. Be sure to indicate if someone is a guest.

For those members that do not receive e-mail notification of upcoming meetings, you can also register via e-mail by sending a message to: lhrma0048@yahoo.com.

Members can still register for meetings by calling LHRMA's automated voice mail system at 434-6554.

The same registration deadlines, late and no-show fees still apply if you register by e-mail or voice mail. The deadline to register for this meeting or to cancel your registration is by **noon on Friday, August 5, 2005. Let us know if you plan to attend.**

Remember... cancellations need to be called in to the voice mail system at 434-6554 or by email at lhrma0048@yahoo.com by noon on Friday, August 5, 2005. Remember......if you registered but do not attend the meeting, you will be charged an extra \$5.00 in addition to the cost of the meeting! Accommodating for late registrations cause a big problem for the restaurant in terms of providing enough food and seating space for late registrants. **Please try your hardest to register by the noon deadline.**

AUGUST 9 LUNCHEON MEETING:

When: Tuesday, August 9, 2005

Topic: Networking Round Tables —
Successful Communication in the Human Resource Field

Where: Apothecary Building, Ridnour Room
140 North 8th Street

Registration: 11:00 a.m. - 11:15 a.m. (Please note we have shortened the registration time frame in order to accommodate our networking program)

Meal: 11:15 a.m. - 11:45 p.m.

Program: 11:45 a.m. - 1:00 p.m. (The program will start promptly at 11:45 to ensure enough time for round table discussions)

Cost: \$15.00

Meal: Pasta Bar — Beer Cheese, Alfredo or Marinara, Penne Pasta, Meatballs and Italian Chicken Tenders, Garlic Bread and Tuscan Salad

ABOUT OUR TOPIC:

NETWORKING ROUND TABLES — SUCCESSFUL COMMUNICATION IN THE HUMAN RESOURCE FIELD

This networking session will be composed of round table discussions moderated by senior human resources professionals. The overall topic is communication. In the round table discussions, we will discuss how as human resource professionals, we can successfully communicate our message through recruiting, during termination and discipline, and while managing performance. Other topics will address the value of communicating benefits information and how to successfully handle the communication you receive as HR professionals.

Please bring your business cards to exchange during the networking sessions!

HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Elly Hardekopf, 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 elly.hardekopf@molex.com throughout the year.

President's Message

Michele Spadt, President



We had another great turnout for our July meeting! Our attendees appreciated the expertise of Janis Winterhof regarding changes to the Section 125 "use it or lose it" rule. Once further clarifications on the changes are issued by the IRS, Janis will be submitting an article for our newsletter to provide us with the updated information.

If you were unable to attend the July meeting, you missed a presentation by Lori Curry of the Lincoln Action Program. The Workforce Readiness committee has been working with LAP to organize LHRMA's participation in the Back to School Kick-Off (see enclosed flyer). LHRMA will be collecting donations of school supplies and/or money at the August meeting. The donations will be gathered and delivered to LAP to assist them in their efforts to ensure that all low-income children have the supplies they need to start the school year. Please help us in supporting this effort!

Great news! LHRMA has been notified that we have once again received the SHRM Superior Merit Award for 2004! SHRM awards this honor to chapters to recognize "excellence in chapter operations and a commitment to providing meaningful programs and services to your members". I would like to take this opportunity to thank Chris Gantz, 2004 LHRMA President, as well as the remainder of the 2004 Board and volunteers for their hard work and commitment to our organization. Without all of you, this would not have been possible. Congratulations!

On a much less happy note, I am sorry to tell you that our Program Chair, Liz Mark, will be moving out of state in August and will therefore be unable to continue in her position. Liz and her committee have the rest of the year's programs well underway, and the

committee will continue to ensure that the remaining meetings are as organized and educational as they have been all year. Liz has done an excellent job as Program Chair, and we are sad to see her go. We're certain that she will become involved in her Wisconsin chapter (Ruth Jones has already contacted them on her behalf), and they will benefit greatly from her talent and commitment. Best of luck to you, Liz!

Remember to keep an eye on your mailbox for the State Conference "HR on the Hunt" flyer. LHRMA doesn't have a monthly meeting in September, so save the 15th & 16th for the conference!

Finally, don't miss a great opportunity to "pick the brain" of the HR practitioner sitting next to you at our August 9th meeting. The agenda will provide an opportunity to share ideas, best practices and even "HR horror stories" with other LHRMA members. Hope to see you there!

Sincerely,
Michele Spadt
Michele Spadt, PHR
President

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHRResource for accuracy. Please contact Kelly Riley, PHR our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kelly at kelly@clarion-group.net, by telephone at 402.781-2054 or by mail to Kelly Riley, PHR, 1338 South 202nd St., Eagle, NE 68347.

HR TIP CONDUCTING INVESTIGATIONS

When incidents or disputes occur, Human Resource professionals often find themselves in the role of investigator. Investigations can be necessitated by accidents and safety issues, employee complaints of harassment and other misconduct. Effective collection and documentation of facts protects both the employees and the employer.

HRESOURCEARTICLES

WE WELCOME YOUR ARTICLES.

IF YOU HAVE SOMETHING THAT IS NEWSWORTHY FOR OUR NEWSLETTER PLEASE SUBMIT A REQUEST TO PUBLISH YOUR INFORMATION.

YOU CAN DO THIS BY SENDING IT E-MAIL TO THE SECRETARY/PUBLICITY CHAIR, CATHY MADDOX AT: CMADDOX@HAMPTON1.COM

New LHRMA Members

Lin Blodgett, HR Manager
NEBCO
linb@nebcoinc.com

Dawn Ruhland,
Compensation Specialist II
FBL Financial Group, Inc.
druhland@fbfs.com

Krist Herman,
Payroll/Benefits Administrator
Farmers Mutual of Nebraska
kherman@fmne.com

Sabrina Dahl, Employment Coordinator
Tabitha Health Care Services
sabrinad@tabitha.org

Welcome — you have joined an outstanding organization!

EXTRA! ★

EAP CORNER NEWS

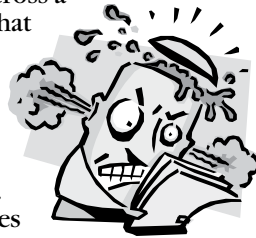
We're here to help.

WHEN IT STOPS BEING FUNNY

By: *Mike Reynolds & Bill Hutto*

We spend most of our adult life in the office or other job-site and it sure helps when everyone there is cordial and enjoys good natured humor. It makes our work day seem to pass faster; helps bond us with co-workers, and can actually increase productivity.

Conversely, if there are few, or no boundaries, on the jokes, actions, or comments allowed at work it can “**stop being funny!**” It is management’s responsibility to make the rules and insure that attempts at humor do not cross a line into inappropriate and uncivil behavior. Something that began as relatively normal banter digresses or escalates into hurtful and inappropriate behavior or subjects. Fortunately, there is not a universal list of what is appropriate humor - and what is not. That is a decision that considers the context, the subject, the timing, the players, etc., and relies on a full measure of *good judgment*. Humor that divides people, belittles or ridicules, discriminates or stereotypes is most likely “inappropriate.”



One serious risk of an uncivil work environment is the loss of good employees. This fact can be - and often is - the hidden cause of high employee turnover. When we find ourselves in an uncivil work environment where reporting or grieving these concerns is not truly welcomed, a healthy employee starts looking for the closest exit. The reasons given for leaving may be related to the new job opportunity or some other polite excuse, but the truth is they ran for the door to get out of the infected work place.

An even more serious outcome can be an EEOC complaint or a lawsuit for perceived damages of a “hostile work environment.” These harassment cases very often grow out of someone’s attempt to be funny or to tease another employee that strikes a sensitive nerve. Most employers have established policies to prevent this problem, but it still happens somewhere every day.

Many incidents of workplace violence over the past few years have been traced back to a work place that tolerated inappropriate behavior that the perpetrator or co-workers thought was funny. One that we experienced in another state involved an older male co-worker who was teased unmercifully by the mostly younger people in his office. They even left “messages from God” on his computer while he was going through a divorce and experiencing serious health problems. This story ends tragically with his suicide in the office. He could have just as easily elected to turn his anger and frustration directly on the people who made his bad situation even worse.

EAP counselors hear about these issues frequently because we are often the first place employees turn to for advice when they find themselves in an unhealthy situation at work. We’ve also helped many supervisors develop skills for knowing when and how to manage potentially inappropriate humor at work.

If you have Directions as your EAP provider, give them a call at (402) 481-5998 for an objective and professional review of your concern. If you do not currently have access to an EAP and would like to learn more about how we can help you with workplace issues like the one addressed in this article, call Mike Reynolds at the number above or at (800) 563-8201.

WILLIAM M. “BILL” CORDS

William M. “Bill” Cords, 73, Lincoln, died Friday (7/15/05). Veteran, U.S. Army Signal Corps, Korean War. Memberships: St. Joseph’s Catholic Church; American Legion Post 3; Knights of Columbus St. Joseph’s Council; Serra Club. Retired human resource officer, Cooperative Extension Service, UNL.

Survivors: wife, Marylu; sons, daughter-in-law, Mike and Mary, Lincoln, Dave, Omaha; daughter, Cathy Cords, Lincoln; brothers, sisters-in-law, Herb and Jane, Lincoln, Marvin and Lori, Sacramento, Calif.; sisters, brothers-in-law, Joyce and Roy Murphy, Omaha, Wilma and Ed Pearson, Mary and Max Cline, all Yankton, S.D.; grandchildren, Joshua Cotner, Briana Cords, Alexandra Cords, Sean Cords; aunt, Hazel Cords, Fremont; nieces; nephews.

Mass of Christian Burial: 10 a.m. Tuesday, St. Joseph’s Catholic Church, 1940 S. 77th St. Father Sean Kilcawley. Calvary Cemetery. Rosary: 7 p.m. Monday, church. Memorials, in lieu of flowers, to the church, Adoration Convent of Christ the King or Catholic Social Services. Butherus, Maser & Love, 4040 A. St.

ATTENDANCE DRAWING WINNER

Who Says There’s No Such Thing as a Free Lunch? Congratulations to Robert Schuerman, Human Resource Manager for United Farmers Cooperative. Roger will receive free registration at the August meeting!

JOBS, JOBS & MORE JOBS!

DO YOU HAVE ONE TO ADVERTISE OR ARE YOU LOOKING FOR ONE?

CHECK OUT OUR WEBSITE:

www.lincolnh.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 KELLY RILEY AT: **[KELLY@CLARION-GROUP.NET](mailto:kelly@clarion-group.net)** OR CALL **402.781.2054**

IF YOU ARE LOOKING FOR A HUMAN RESOURCE JOB THEN YOU CAN CHECK OUT OUR WEBSITE:

www.lincolnh.org

BOARD MEETING RECAP:

- Changes to the Policy and Procedures were discussed
- Slate of officers for the upcoming year were discussed

LEGAL UPDATE

Terminating an Employee on FMLA Leave

by *HARDING, SHULTZ & DOWNS* • *Lincoln, Nebraska and Denver, Colorado*

On April 11, 2005, the United States Court of Appeals for the Eighth Circuit, which covers Nebraska, issued a decision which provides important information on employer rights and obligations under the Family and Medical Leave Act (FMLA). The case, *Thornberry v. McGehee Desha County Hospital*, 403 F.3d 972 (8th Cir. 2005), involved a registered nurse (employee) who worked for ten years as a staff home health nurse with a hospital with above-average performance reviews. After her father's death and her divorce, the employee began missing work, leaving work to visit a casino, failing to read important mail, and not completing her work. Thinking that she was suffering a nervous breakdown, the employee also began taking three prescription drugs to treat her "emotional issues." The mental and emotional problems came to a head in August 1998 when the employee experienced significant mood swings at work, disrupted coworkers, and was not able to complete work assignments. The hospital administrator met with the employee and recommended that she take a month of paid medical leave to address her mental and emotional problems.

While the employee was on medical leave, she continued to show up at work in an over-medicated condition with mood swings which disrupted the workplace. The "final straw" was the appearance of the employee at work one day in a "short, tight dress" sitting on a chair which was leaning back with her legs "propped up on the chair and her knees apart." After observing this incident, the hospital administrator was told by another management team member that the employee should be terminated. The administrator decided not to discharge the employee which would require informing the state board of nursing but decided instead to ask the employee to resign. The administrator met with the employee and asked for her resignation, which was refused. The employee then went home and overdosed on Xanax. After

being released from the hospital the next day, the employee called the administrator and asked to resign with pay and severance benefits, which were agreed upon. After the resignation, coworkers assumed the duties of the employee and reviewed her unopened mail. They found mail from the State Health Department relating to Medicaid updates which were over five months old. Coworkers also discovered that the employee had billed Medicaid for services without proper documentation which required the hospital to repay Medicaid approximately \$40,000. Based upon these discoveries, the administrator concluded that she would have discharged the employee before her resignation date if she had known about such information.

The employee did not convince a federal court jury of her FMLA claim, and the district court entered judgment in favor of the hospital. On appeal, the United States circuit court concluded that the FMLA does not force an employer to retain an employee on FMLA leave if the employer would not have retained the employee if they were not on leave. The court concluded that the plain language of the FMLA does not shield an employee on FMLA leave from lawful discharge which could have taken place if the employee was not on leave. The circuit court, therefore, rejected any notion of strict liability against an employer if an employee is discharged while on FMLA leave or at a time when they could have been on FMLA leave.

The court's decision makes sense for a couple of different reasons. First, an employee on leave should not have more rights than other employees who are not on leave. An employee who has not been performing well, arrives for work inappropriately dressed and disrupts coworkers may get fired. An employee on leave who engages in the same behavior should not be protected from being fired under the Family and Medical Leave Act.

Also, it would be unfair to prevent an

employer from firing an employee simply because that employee was on leave. If the employer eliminates a department or a position while someone from that same department or position is on leave, the employer should not be forced to retain that person while on leave if the employee would have been let go otherwise. Insulating employees from discharge under the Family and Medical Leave Act would lead to these types of absurd results.

If an employer does decide to fire someone who is on leave, the employer should keep a couple of key points in mind. First, the employee may decide to sue the employer for interference with his or her rights to take time off under the Family and Medical Leave Act. If this happens, the employer will be required to prove that the employee would have been fired regardless of whether the employee had taken leave. Additionally, the date used to determine whether or not the employer has violated the Family and Medical Leave Act is the date of alleged interference with the employee's right to take leave. This means that the employer will have to show that on the particular date the employee was fired, the employer had a legitimate reason for doing so.

Although the Eighth Circuit Court is only one of two circuit courts who have been confronted with this issue, their interpretation of the Family and Medical Leave Act seems consistent with its purpose and also seems to produce the most logical results in the application by employers.

Editor's Note: This article is not intended to provide legal advice to our readers. Rather, this article is intended to alert our readers to new and developing issues and to provide some common sense answers to complex legal questions. Readers are urged to consult their own legal counsel or the author of this article if the reader wishes to obtain a specific legal opinion regarding how these legal standards may apply to their particular circumstances. The author, Jack L. Shultz, can be contacted at (402) 434-3000, or at [jshultz@hsllegal.com](mailto:Harding, Shultz & Downs, P.O. Box 82028, Lincoln, NE 68501-2028, or jshultz@hsllegal.com).

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REMEMBER YOUR FIRST DAY OF SCHOOL?

The Lincoln Action Program will be having their 16th Annual Back to School Kick Off the month of July and August and LHRMA wants to get in on the fun. We all know how important it is to have the right equipment to do the job, the same goes for children and school - they need the correct supplies to learn. To make it real convenient, the AUGUST meeting will be LHRMA donation day. Bring your supplies (or cash donation) to the monthly meeting and the items will get delivered to LAP. This is a great way to help out the community and to better prepare our future employees.

Items in need: Backpacks, notebooks, 1 inch binders, folders, loose leaf paper, pens, pencils, colored pencils, crayons, colored makers, scissors.

HUMAN RESOURCE EXHIBITORS WELCOME AT SHRM NEBRASKA STATE CONFERENCE—REGISTER EARLY FOR BEST EXHIBIT AND SPONSORSHIP OPTIONS

If you provide HR services or products, the upcoming 2005 SHRM Nebraska State Human Resource Conference offers a great opportunity to market to hundreds of human resources professionals statewide. The two-day conference will be held on September 15 and 16 at the Qwest Convention Center in Omaha. We expect over 500 HR professionals and managers in addition to about 70 exhibitors, volunteers, and numerous event sponsors. The Theme of the conference is HR on the Hunt. A Welcome to the Hunt Networking/Exhibitor Reception will be held the evening of September 15 from 5:00 p.m. to 8:00 p.m. for exhibitors and conference attendees to discuss services, network, and meet new or old friends. This provides an additional day for conference attendees to visit exhibitors with HR-related services and products. The conference resumes on September 16 from 7:30 a.m. to 4:30 p.m. Many opportunities are available to promote your services and products. Exhibit booths are available for all budgets on a first come, first serve basis. Space is limited. Also available are many other sponsorship opportunities.

For additional information regarding this exciting promotional opportunity, visit the SHRM Nebraska State Council web site at shrm-ne.org and click on State Conference and Exhibitor Information. Registration is available online. If you have questions or need assistance with exhibitor opportunities, please contact Lisa Falcone at lisa.falcone@conagrafoods.com or call her at (402) 595-4097.

ELIGIBILITY REQUIREMENTS FOR THE CERTIFICATION EXAM

PHR and SPHR certification is intended for professionals who have at least two years of exempt-level HR work experience.

To be eligible to take either exam, candidates must demonstrate that:

- At least 51 percent of their daily activities are within the human resource function.
- Those activities are at the exempt-level.

The exams reflect today's HR practices. Although two years of exempt-level HR work experience need not be current or sequential, the more recent the experience the more likely it will coincide with the exam's content.

HRCI also offers a special student/recent graduate category. Students and recent graduates can take the PHR certification exam at a reduced rate. Passing students/recent graduates must pay the balance of the exam fee once they have graduated and documented two years of exempt-level HR work experience. Student/recent graduate candidates are not eligible to take the SPHR certification exam.

To qualify as a student/recent graduate, candidates must take the exam no earlier than 12 months before their graduation date and no later than 12 months after

their graduation from a bachelor or graduate degree program.

Human Resource Certification is the symbol of professional achievement. Beyond experience and education, the PHR or SPHR designation signifies that you have mastered the HR body of knowledge. Certification provides:

- National recognition of your professional achievement.
- An aid for career advancement.
- A reminder to peers and coworkers of your professional achievement through the use of your certification designation on business correspondence and by displaying the certificate.

Certification exams are administered via computer during two testing windows each year - May 1 through June 30 and December 1 through January 31*. There is a Lincoln location to take the computerized exam. To request a certification handbook or find out more about the exam, visit www.hrci.org.

* The GPHR testing window is the first four weeks of the PHR/SPHR testing window.

If you would like to enroll in the Fall certification course, see www.lincolnh.org for more enrollment information.

PASS RATES

The following are pass rates for certification candidates during the past several administrations of the exam.

Examination	PHR Pass Rate	SPHR Pass Rate	GPHR Pass Rates*
Dec. 2001	67%	57%	N/A
May 2002	65%	53%	N/A
Dec. 2002	63%	54%	N/A
May 2003	65%	58%	N/A
Dec. 2003	65%	57%	N/A
May/June 2004	67%	59%	74%
Nov. 2004 through Jan. 2005	67%	60%	68%



University of Nebraska-Lincoln
College of Business Administration

Personal Financial Planning Courses

- ◆ College-level courses
- ◆ Classes conducted at the workplace
- ◆ 100-page resource book with additional material
- ◆ Worksheets for personalized planning
- ◆ Qualified and experienced instructors

“The University of Nebraska’s Personal Financial Planning course is a recent offering, and we chose to have two classes at Lincoln Housing Authority. This course was offered after hours, at our location and there was no soliciting.

The feedback we received from attendees was excellent. The instructors were knowledgeable and helped attendees get their finances organized, a questionnaire completed and a budget in place.

If you’re considering any type of educational offering this year, I would recommend this course.”

Michele Spadt, HR Manager, Lincoln Housing Authority

Why Offer Workplace Education Programs?

There are many difficult and confusing decisions employees must make as they plan their financial future. Faced with trying to blend their company benefits, Social Security, savings, and investments for a secure future can be a daunting task to do alone. Employees appreciate working for an organization that is concerned with their total well being and offers soft benefits such as convenient, low-cost financial education.

Continuing Education Financial Courses

Our classes provide the groundwork so employees can begin taking control of their financial future. We designed the classes to cover a variety of topics that apply to most people. At the same time, the use of worksheets personalizes exercises and identifies areas that might need special attention.

*We look forward to working with your organization! Please call the UNL College of Business Administration Business Seminars at **402-472-0861** or email at **business.seminars@unl.edu**.*

The University of Nebraska-Lincoln does not discriminate based on gender, age, disability, race, color, religion, marital status, veteran’s status, national or ethnic origin, or sexual orientation.



HRAM 2005 WORLDTWORK SEMINARS OFFERED

World at Work is a professional association dedicated to knowledge leadership in compensation, benefits, and total rewards. Certification can be achieved for a Certified Compensation Professional (CCP), Certified Benefits Professional (CBP), and Global Remuneration Professional (GRP).

For more information on the WorldatWork Association visit www.worldatwork.org.

The Human Resources Association of the Midlands (HRAM) is hosting the following WorldatWork certification courses in 2005:

September 21-23, 2005

T12-Outsourcing and Managing HR Service Partners

November 9-11, 2005

C11-Performance Management

YOU HAVE SEVERAL EASY WAYS TO REGISTER FOR THESE COURSES:

BY PHONE: Call WorldatWork customer relations at (877) 951-9191 to register over the phone.

BY E-MAIL: Fill out a registration form (www.hram.org/certification/world@work) and e-mail to customer relations at (customerrelations@worldatwork.org).

MAIL/FAX: Fill out the registration form (www.hram.org/certification) and mail or FAX a copy to WorldatWork. The mailing and FAX information are on the registration form.

ONLINE: Visit WorldatWork online and register at their website (www.worldatwork.org).

LHRMA members can attend these courses at the HRAM member rate so note on the registration form or when calling in that you are an LHRMA/HRAM member to receive the discounted rate of \$715 (compared to the normal rate of \$925). If you are not taking the certification exam, the cost is reduced.

If you have questions, contact Doug DenHerder at (402) 682-4539 or doug.denherder@ngc.com.

LHRMA HAPPENS!

HERE'S WHAT'S HAPPENING ON THE HOME FRONT.

The 2005 SHRM Nebraska State Human Resource Conference will be held on September 15 and 16 at the Qwest Center Convention Center in Omaha. The conference theme is HR On The Hunt. The 2005 Pre-Conference activities include the full day SHRM Academy Workshop: Building Business Strategy for HR Professionals to be held from 8:00 a.m. - 5:00 a.m. for only \$299! Normally, to attend one of these highly focused one day courses, the cost is \$495 if you are a SHRM member. In this session, you will investigate different strategic approaches used by organizations. Participants will review and discuss the strategic planning process, models of business strategy, their organizations' core competencies and capabilities portfolio. The session is limited to 50 participants to allow for personalized instruction and maximize peer interaction. A Workshop on Human Resources Legal Issues for the HR Professional will be facilitated by Ray Weinberg, sponsored by SilverStone Group, and held from 3:00 p.m. to 5:00 p.m.. A Welcome to the Hunt Networking and Exhibitor Reception will be held the evening of September 15 from 5:00 p.m. to 8:00 p.m., which includes refreshments and food.

The SHRM Nebraska State Conference offers quite a variety of training opportunities on September 16th including the Keynote with Margaret Morford, President of The HR Edge, Inc., a national management consulting and training company, whose clients include Lockheed Martin, Moog, Inc., Sara Lee Foods, Home and Garden Television, Allied Insurance and the U.S. Marine Corps. Also featured is Eric Chester, the premier expert on Generation Why; in fact, he coined the term. Mr. Chester's clients include Toys R Us, International Dairy Queen, Harley Davidson, Arby's, Bell South, and Discover Card Financial Services. Cy Wakeman, sponsored by Career Design, Inc./OI Partners, will be back by popular demand providing two training sessions. There are many other experts providing a variety of training programs in four key HR topic areas including: Staff Development, Strategic HR Management, Compensation and Benefits, and HR Skills Building. Register early for the best rates - \$149.00 for members (SHRM, HRAM, LHRMA, Central NE, GPHRMA, NAHRA) and \$179.00 for non-members. After Friday

August 12th, rates increase by \$30.00. The Hilton Hotel, connected by skywalk to the Qwest Center, has a number of rooms at very reasonable rates for the conference attendees.

Over 70 exhibitors are expected to provide information on the latest HR services and products available. The Reception on Thursday evening will provide the opportunity to network with your colleagues and visit with exhibitors over free cocktails and food. For additional information regarding this exciting training event, visit the SHRM Nebraska State Council web site at shrm-ne.org.

Mark Your Calendars



September - Nebraska State Conference - September 15 & 16 - See article elsewhere

October - Past President's & Volunteers Recognition

November - Diversity meeting and workshop - Immigration

WIN A FREE STATE CONFERENCE REGISTRATION

It's easy and rewarding to nominate an individual or a company for the **HR Professional of the Year** or **HR Employer of the Year** award. If you submit a nomination application for one of these awards and your nominee is selected, you will receive one free registration to the 2005 Nebraska Human Resource State Conference. It's SIMPLE! Answer these questions for your application:

HR Employer of the Year

1. How is the company advancing the HR Profession?
2. What are the best HR practices of this company?

HR Professional of the Year

1. What have they done to advance the HR Profession?
2. What is their HR experience? Provide a summary only.

Email information to Nancy Conway at nancy.conway@cabelas.com and put HR Nomination in the subject line. Nancy can be reached at (402) 323-4447 if you have any questions.

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LHRMA RESOURCE

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SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

SHRM LOCAL CHAPTER 0048

PLEASE CALL KELLY RILEY AT 402-781-2054, PHR WITH ANY CHANGE IN POSITION, COMPANY OR ADDRESS OR SEND HER AN E-MAIL AT: KELLY@CLARION-GROUP.NET