

**REGISTER TO
ATTEND BY:
NOON
FRIDAY, JULY 8TH**

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, July 8, 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, July 8, 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.**

JULY 12 LUNCHEON MEETING:

When: Tuesday, July 12, 2005

Guest Speakers: Janis J. Winterhof, Attorney,
Cline, Williams, Wright, Johnson
& Oldfather L.L.P

Topic: Flexible Spending Accounts

Where: Holiday Inn
141 North 9th Street
Lincoln, NE 68508

Registration: 11:00 a.m. - 11:30 a.m.

Meal: 11:30 a.m. - 1:00 p.m.

Cost: \$15.00

Meal: Prince William Chicken, with veloute sauce, mushrooms, bacon and onions, Spring Mix Salad, Chef's vegetables and rice, rolls and butter, coffee or tea.

ABOUT OUR TOPIC: FLEXIBLE SPENDING ACCOUNTS

In May, the Internal Revenue Service modified its "use-it-or-lose-it" rule applicable to cafeteria plans, also called flexible spending arrangements. The modification permits a grace period of an additional two months at the end of the plan year, which provides participants more time to pay for medical and dependent care expenses. Janis J. Winterhof, an attorney with Cline, Williams, Wright, Johnson & Oldfather, L.L.P., will discuss the change, what employers must know to implement the change and highlight a variety of issues resulting from the change.

ABOUT OUR SPEAKER: JANIS J. WINTERHOF

Janis J. Winterhof is an attorney with Cline, Williams, Wright, Johnson & Oldfather, L.L.P., where she has spent a significant amount of her practice concentrating on employee benefit issues, including both welfare and retirement plans. Cline Williams represents for-profit, not-for-profit and governmental employers on all facets of employee benefits. The firm stresses compliance and strives to tailor benefit programs to meet each client's individual needs. Ms. Winterhof is a member of Cline Williams' employment law practice group, and she regularly consults with clients on the design of their employee benefit plans, prepares plan documents and amendments and advises clients on specific issues with their plans.

President's Message

Michele Spadt, President



Unfortunately, at the last minute, I was unable to attend the June membership meeting, however my "informants" tell me that it was an excellent session on a critical area of HR responsibility - documentation and record keeping. I'd like to thank Timothy Loudon of Berens and Tate, P.C. for coming to Lincoln to provide us with up to date information on a matter that HR professionals deal with on a daily basis. I'd also like to thank the Board members, especially Chris Gantz, for filling in for me on such short notice. She stepped up to the plate without a moment's hesitation, a true example of an HR professional at her best (as well as the mom of a baseball player)!

Can you believe that we are already 6 months into 2005?? I have to tell you, time has flown! Our chapter has made great progress in many areas in the first half of the year:

- we are currently 294 members strong, with 175 of those members belonging to SHRM,
- the Board is updating the LHRMA policy and procedure manual,
- LHRMA has signed a Chapter Charter with SHRM,
- there has already been one SHRM membership drive this year and another one is scheduled for October and November,
- the monthly newsletter is being prepared by a new printer and continues to provide relevant information in a timely manner,
- the legislative committee is very active in contacting our representatives and encouraging members to participate in the process, and
- our monthly meetings have been extremely educational and

attendance levels are topping the charts!

I take my hat off to the Board and committee members and thank them for a great first half of 2005!

As I'm writing this, I'm wondering what to pack for the SHRM 2005 Annual Conference in San Diego. I'm excited to have the opportunity to attend this year as it is always a fun-filled and informative conference. I generally have a difficult time choosing between sessions, however this year I already have one session circled on the agenda - "Winning With Wellness - And You Can Too!" is being presented by Nebraska's own Dan Krick and Tonya Vyhidal from Lincoln Plating. I'm sure I'll have a great review for next month's newsletter!

We have another great program planned for our July meeting. This session on Section 125 plans and relevant new regulations will be one you won't want to miss! I hope to see you all there.

Sincerely,

Michele Spadt

Michele Spadt, PHR

President

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource 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

TUITION ASSISTANCE

With the recent economic upswing, employers may again have financial resources available to establish or improve their employee benefit programs. One benefit that both employees and employers value is an educational assistance program. Employees who start or expand their knowledge or skills through continuing education are eligible for increased opportunities in their companies.

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

Tammie Lang, Executive Assistant
West Gate Bank
Tlang@westgatebank.com

Karen Henricksen, Director of HR
Bailey Lauerman
khenricksen@baileylauerman.com

Glenda Bills, HR Coordinator
Friendship Home
glendab@friendshiphome.org

Judy Ganoung, Fiscal & HR Director
Nebraska Advocacy Services, Inc.
judy@nas-pa.org

Leslie Peterson, HR Manager
Lincoln Snacks Company
petersol@lincolnsnack.com

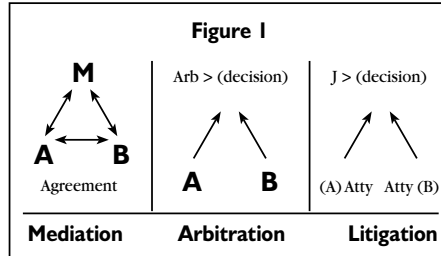
Welcome — you have joined an outstanding organization!

MEDIATION – WHAT TO CONSIDER

By Kelly Riley, PHR

The actuality is that every organization has conflict. Conflict can take on many different faces. Sometimes it is the healthy practice of “two heads are better than one”. In other words, two or more persons with differing ideas work together and develop the best solution to the problem. The solution usually is not the initial idea of any one person. Conflict can also be more stressful. An example would be when a worker believes that she has been discriminated against and the company (management) believes that their practices are non-discriminatory. For the purpose of this article, the more stressful type of conflict will be the focus.

When dealing with a conflict, one decision that needs to be made is how to address the conflict. Some options include mediation, arbitration, and/or litigation. (See Figure 1 for a visual of each of these processes.) Choices can include one or more of these options. For example, mediations can take place during the litigation process. If an agreement is not reached in mediation, the litigation proceeds. Or, mediation can be the first option and move on to arbitration or litigation if the mediation did not result in agreement. What path an organization chooses may already be outlined in company policy.



When two (or more) parties in a dispute choose mediation (mediation is a voluntary process and must be agreed to by both parties) a mediator(s) must be selected. Consideration should be given to style when making a decision on which mediator to use.

There are three primary mediation styles – facilitative, evaluative, and transformative.

In a facilitative mediation the mediator is not judgmental and does not offer solutions, give advice, or predict what might happen in a court of law. The parties are normally kept together so that, with the help of the mediator, they can hear the other parties’ perspective. The mediator’s role is to facilitate the process which includes asking questions to clarify issues, and to generate and evaluate options. The facilitative process focuses on interests (needs) of the parties rather than on positions (wants). Attorneys may or may not be part of the facilitative process. In some cases, attorneys are present in the mediation. Other times, attorneys are consulted during the session via telephone, between sessions, or after an agreement is reached to review/approve the written product.

In an evaluative mediation the mediator “evaluates” the position of each party. The mediator may point out weaknesses and/or predict what could happen in a court of law. An evaluation of the cost/benefit analysis of proceeding with litigation may also be part of the mediation. An evaluative mediator may make recommendations based on legal concepts of fairness, rather than bring out the interests (needs) of the parties. During an evaluative mediation, parties are usually in separate rooms with the mediator going between the parties in an effort to reach an agreement. Attorneys are normally present with their clients in an evaluative mediation.

In a transformative mediation the parties structure both the process and the outcome of mediation and the mediator follows their lead. Transformative mediation is based on the values of empowerment and recognition of the parties’ needs, interests, values, and points of view.

Organizations have different avenues to find a mediator. If the dispute is already in the litigation phase, and it is a federal case, the court can provide a list of federal mediators. (Federal mediators must be attorneys with advanced training pertaining to federal cases.) In all other situations, mediators can be located by: 1) contacting a NE mediation center that has been approved by the NE Office of Dispute Resolution, an administrative office of the NE Supreme Court (<http://court.nol.org/odr/about/medcenmap.html>); 2) asking the company’s corporate attorney; 3) using a referral; or 4) yellow pages. No matter how you locate possible mediators, be sure to talk with the mediator (or their office staff) to determine their style and what you can expect during the mediation.

ATTENDANCE DRAWING WINNER

Who Says There’s No Such Thing as a Free Lunch? Congratulations to Leslie Peterson, Human Resource Manager at Lincoln Snacks Company. Leslie, who is a brand new member, will receive free registration at the July meeting!

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.

JOBS, JOBS & MORE JOBS!

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

CHECK OUT OUR WEBSITE:

www.lincolnhhr.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.lincolnhhr.org

BOARD MEETING RECAP:

- Policy changes were reviewed and corrections will be made
- We are the only Nebraska chapter to have already received Chapter Champion status
- We will be taking donations for the LAP Back to School drive at both the July and August meetings

Do Your Severance Agreements Pass the Test?

by Mark A. Fablesen, Esq. • Rembolt Ludtke LLP

Whether it is a single-employee termination or a large scale reduction-in-force, many employers find that written severance agreements are a useful tool to eliminate uncertainty and reduce potential liability arising out of the termination. However, as one recent case shows, even Fortune 500 companies can't escape liability if their severance agreements do not strictly comply with the federal law that governs employment severance agreements.

In *Thomforde v. IBM*, (Case No. 04-1538, 8th Cir., May 3, 2005), plaintiff Dale Thomforde worked for IBM in Minnesota for 28 years as an engineer when he was selected for an involuntary reduction in force. IBM agreed to pay Thomforde severance benefits if he signed a written "General Release and Covenant Not to Sue" ("Agreement"). The Agreement provided, among other things, that by signing it Thomforde released IBM "from all claims . . . [he] may have against IBM of whatever kind . . . [including] claims arising under the [federal Age Discrimination in Employment Act ("ADEA")] . . . and any other federal, state or local law dealing with discrimination in employment . . ." Three paragraphs later the Agreement provided that "[y]ou agree that you will never institute a claim of any kind against IBM . . . including, but not limited to, claims related to your employment with IBM." However, in an attempt to comply with a federal regulation governing severance agreements, the Agreement later stated that "[t]his covenant not to sue does not apply to actions based solely under the [ADEA]."

Thomforde signed the Agreement, collected the severance benefits, and then sued IBM for age discrimination under the federal ADEA. IBM moved to dismiss the case based on Thomforde's voluntary execution of the Agreement. The trial court agreed with IBM, and dismissed the case. Thomforde

appealed that decision to the U.S. Court of Appeals for the Eighth Circuit (which covers Nebraska). The federal appeals court sided with Thomforde and reinstated his lawsuit against IBM. According to the Eighth Circuit, because the Agreement did not satisfy the "strict and unqualified" requirements of the federal Older Workers' Benefits Protection Act ("OWBPA"), it was not effective and did not bar Thomforde from suing IBM for age discrimination. Among other things, the appeals court concluded that the Agreement was ambiguous. While "[t]he intended effect of the Agreement was to release the employee's substantive claims under the ADEA, while preserving the employee's right to challenge the validity of the release through a lawsuit, as provided by the regulations (29 C.F.R. 1625.23(b)) . . . the Agreement does not explain how the [release and covenant not to sue] relate to each other or the limited nature of the exception to the covenant not to sue in light of the release of claims." Because the Agreement did not meet the OWBPA's strict requirement that it be written in a manner calculated to be understood by the employee, the Agreement was ineffective and Thomforde was permitted to sue IBM for age discrimination.

LESSON:

Adopted in 1990, the OWBPA amended the federal ADEA to provide for minimum requirements for a knowing and voluntarily release of claims under the ADEA. Regulations implementing the OWBPA provide that a waiver is not "knowing and voluntary" unless it meets all of the following requirements:

§ The waiver must be part of written agreement that is written in a manner calculated to be understood by such individual, or by the average individual eligible to participate;

§ The waiver agreement must refer to the ADEA by name in connection with the waiver;

§ The written agreement must advise the employee to "consult with an attorney prior to executing the agreement";

§ Under the waiver agreement the individual cannot waive rights or claims that may arise after the date the waiver is executed;

§ In exchange for the waiver, the individual must receive "consideration in addition to anything of value to which the individual already is entitled;

§ In instances of single-employee terminations, the individual must be given a period of at least 21 days within which to consider the agreement;

§ In instances where a waiver is requested in connection with an exit incentive or other employment termination program ("program" is defined to include voluntary and involuntary terminations affecting two or more employees) offered to a group or class of employees, the individual must be given a period of at least 45 days within which to consider the agreement;

§ The 21- or 45-day period runs from the date of the employer's final offer. Material changes to the final offer restart the running of the 21- or 45-day period, although the parties may agree that changes do not restart the running of the 21 or 45 day period. Moreover, an employee may sign a release prior to the end of the 21- or 45-day time period, provided that the employee's decision to accept such shortening of time is knowing and voluntary and is not induced by the employer through fraud, misrepresentation, a threat to withdraw or alter the offer prior to the expiration of the 21- or 45-day period, or by providing different terms to employees who sign the release prior to the expiration of such time period;

§ The waiver agreement must provide

See Legal Update on Page 6.

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. During the month of July South Pointe Pavilions will take free will donations at the Friday Night Concert series and give them to LAP and MaxTax will offer a FREE tanning session when you bring in a supply or cash donation every Wednesday in July. 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.



A FRIEND IN NEED

By: Mike Reynolds & Bill Hutto

When a friend or co-worker loses someone close, is stricken with a very serious illness, or experiences any of the many personal crises that are part of the human condition, we care and we want to help them through their bad times. However, it is not always easy to know **if** our help or suggestions will be welcomed, **when** is a "right time" to offer them, **what** to say or do when we have the opportunity.

"If" — Some people find it difficult to openly acknowledge their problem or sincerely prefer to keep their issues as private as possible. Likewise, some of us feel uneasy or ill equipped to get too close to people who are experiencing extreme sorrow or grief. Our best advice is to look for opportunities to work, travel, dine, etc with the friend or co-worker and then just "be there for them" should they want to talk about their problems. Don't bring the subject up yourself unless you know the person well and are reasonably sure that your questions or advice will be welcomed. A simple sympathy card can be an excellent opportunity to let them know that you care and want to help, if needed.

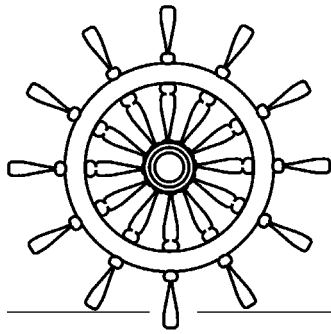
"When" — Is the loss or problem recent, or did you just hear about something that occurred much earlier? Are they possibly still in shock or denial? Generally, it is best to look for - or make, an opportunity to approach your friend or acquaintance fairly soon after you become aware of their problem. Often, however, the greatest need is days or weeks later when the initial rush of assistance has faded. A "how are you doing" check-in after some time has passed is maybe just what they need.

"What" — Being a good, compassionate and non-judgmental listener may be your best contribution. Avoid any urge you may feel to talk them out of their feelings, minimize the problem, or compare their problem with your personal experiences. If they ask for your advice, then certainly do your best to offer positive recommendations and share your knowledge about resources for further help. It is also important to extend your willingness and availability to continue helping later when the grief and pain return.

If you are the supervisor of the individual going through a personal crisis, here are some additional suggestions for ways you may be able to help:

- **Time:** The employee may need some time alone and/or time to be with others.
- **Rest:** Stressful times are exhausting. They may need some time off to heal emotionally.
- **Goals:** For awhile after a major loss, they may lose their sense of purpose and direction. You may be able to help them set small, obtainable goals.
- **Hope:** They may find hope and comfort from others who have experienced similar loss. You may be able to arrange such an opportunity.

Sometimes the very best thing you can do is remind your friend that help is available from a wide variety of community resources, to include their EAP if your employer offers the benefit. Counselors at the EAP have helped many people find positive coping strategies for their grief, anxiety, confusion, or other personal crisis. If Directions EAP is your provider, encourage your friend to call (402) 481-5998 or (800) 563-8201 for a free, objective, and professional counseling appointment. If your organization would like to learn more about Employee Assistance services, call Mike Reynolds at either of the numbers above.



DIVERSITY HUB

DIVERSITY AT BRYANLGH

A message brought to you by BryanLGH Diversity Initiative

TOP 10 MYTHS ABOUT LANGUAGE AND ABOUT PEOPLE WHO SPEAK OTHER LANGUAGES

- | | | |
|---|--|---|
| <ol style="list-style-type: none"> 1. People who speak other languages are ignorant, uneducated, or illiterate. 2. People who do speak English in addition to their first language are better educated and more literate than their counterparts who do not speak English. 3. If someone who speaks a language other than English greets you with: "Hello doctor, I'm feeling better, no stomach pain," you can rest assured that that person is relatively fluent in English. 4. Vocabulary in other languages is not sufficient to express complicated ideas or technical terminology. 5. The Vietnamese, Hmong, Cambodian, and Laotian people speak a common language. 6. Bilingual children who speak fluent English will certainly speak | <ol style="list-style-type: none"> 7. If someone who doesn't speak English smiles and nods during a conversation, this is a guaranteed indication that he/she understands you 100%. 8. People who do speak other languages will always indicate directly that they do or do not understand you, so you can be reassured that no miscommunication takes place. 9. People who do not speak English will certainly know someone who is fluent in English; or they may be able to read English even if they do not speak it. 10. If you have ever ordered a meal, gone shopping, or had a conversation with a bus driver in another language, you will be able to successfully | <p>negotiate an encounter/interview/clinic visit in that language.</p> <p>And finally... Interpreting is just saying something in two languages.</p> <p>Sources:</p> <ul style="list-style-type: none"> • CMS Guidance in designing, conducting, and implementing the 2003 national quality assessment performance improvement (QAPI) project on clinical health care disparities or culturally and linguistically appropriate services. • Regions Hospital Interpreter Staff, Interpreter's Day, 1998 <p>*****</p> <p>Questions or concerns...please feel free to contact Helen Fagan, Diversity Coordinator, BryanLGH Medical Center at 481-3812.</p> |
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LEGAL UPDATE

Continued from Page 4.

that for a period of at least 7 days following the execution of such agreement, the individual may revoke the agreement, and the agreement shall not become effective or enforceable until the revocation period has expired. The 7-day revocation period cannot be shortened or waived;

§ If the waiver is requested in connection with an exit incentive or other employment termination program offered to a group or class of employees, the employer (at the commencement of the 45-day period) must inform the individual in writing in a manner calculated to be understood by the average

individual eligible to participate, as to:

§ Any class, unit, or group of individuals covered by such program, any eligibility factors for such program, and any time limits applicable to such program; and

§ The job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program. Information regarding ages must be broken down according to the age of each person eligible or selected for the program and each person not eligible or selected for the program. The use of age bands broader than one year (such as "age 20-30") is not permitted.

See 29 C.F.R. §1625.22.

Properly drafted severance agreements are a legitimate tool for employers to reduce the risk involved in any termination. However, as the Thomforde decision makes clear, such agreements are not effective unless they comply with the very strict requirements of the OWBPA. Employers using severance agreements are encouraged to consult with experienced employment law counsel to determine whether their severance agreements comply with the OWBPA and this new court decision.

Fahleson is a partner with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or mfahleson@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.

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 - Friday, September 16 - \$149.00 for SHRM or state chapter members and \$179.00 for non-members. After Friday August 12th, rates increase by \$30.00. A limited number of

rooms are available at the Hilton Hotel across from the Qwest Center.

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 cocktails and food. If you are interested in being an exhibitor or sponsor for the numerous promotional opportunities, contact Lisa Falcone at (402) 964-5548 in Omaha. 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.

LHRMA BOARD MEMBERS AND OFFICERS



PRESIDENT
Michele Spadt, PHR
434-5549
michele@L-housing.com



PAST PRESIDENT
Chris Gantz, SPHR
472-2151
Cgantz@foundation.nebraska.edu



PRES.-ELECT - GOVT. RELATIONS
Cindy Mefford
474-7474
Cindym@eastmonttowers.com



PROGRAM CHAIR
Elizabeth Mark
334-4445
elizabethmark@mindspring.com



SECRETARY - PUBLICITY
Cathy Maddox, PHR
489-8858
cmaddox@hampton1.com



TREAS & REGISTR. CHAIR
Kari Andersen
434-9588
kandersen@secmut.com



MEMBERSHIP CHAIR
Carmen Wiles, PHR
483-9275
Carmen.wiles@nreca.org



DIVERSITY CHAIR
Joyce Welsch, SPHR
441-3871
jwelsch@ci.lincoln.ne.us



WORKFORCE READINESS CHAIR
Elly Hardekopf, PHR
475-1700
ehardekopf@molex.com



GPN LIAISON - TOTAL REWARDS ADVOCATE
Kent Mattson, SPHR, CBP, CCP, CEBS
467-7160
kmattson@ameritas.com



SHRM FOUNDATION REPRESENTATIVE
Russ Roberts
441-7949
fshrlncne@aol.com



CERTIFICATION DIRECTOR
Ruth Jones
479-9332
jones@danacole.com

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