

REGISTER TO ATTEND BY: NOON FRIDAY, JULY 7TH

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 7, 2006. 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 7, 2006. 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 11 DIVERSITY LUNCHEON MEETING:

FUELING THE TALENT MACHINE, TALENT SELECTION, DEVELOPMENT AND RETENTION

- Speaker:** Karen Silberman, Executive Director, SHRM Foundation
- When:** Tuesday, July 11, 2006
- Where:** Hi-Mark Golf Course Banquet Hall, 8901 Augusta Drive
- Registration:** 11:00 a.m. - 11:30 a.m.
- Meal & Program:** 11:30 a.m. - 1:00 p.m.
- Cost:** \$15.00
- Meal:** Buffet of beef tips, mashed potatoes, green beans, salad, cookies

We are delighted to have a gold level sponsor for our July meeting - Hirease. Please stop by their information table at the meeting to discuss background checks, drug testing and I-9 compliance. Their phone number and website information can be found on their full page ad, located in this newsletter. Our silver sponsor is Bellevue University who will have information available at the meeting addressing you or your employees needs for continuing education. We hope you will take the time to thank our sponsors and utilize this opportunity to obtain valuable information.

ABOUT OUR PROGRAM:

Attendees will see a video and participate in an interactive discussion concerning how to source talent, develop that talent and then retain those employees. This will be done using a benchmarked organization, Yahoo, as a case study. Yahoo is a technology leader and an employer of choice. This exciting topic will give you ample time to discuss ideas that each of us can put into practice.

ABOUT OUR SPEAKER:

KAREN SILBERMAN, SHRM FOUNDATION EXECUTIVE DIRECTOR

Karen Silberman joined the SHRM Foundation as the new executive director on April 18, 2005. Karen brings extensive experience in management, fundraising, and association work to the SHRM Foundation.

Since 2002, Karen served as executive director of the National Coalition for Promoting Physical Activity (NCPA) in Washington, D.C. NCPA works to promote policies and programs that encourage Americans to be physically active.

Read More About Our Speaker on Page 7 of This Month's Issue.

President's Message

Cindy Mefford, President



I didn't know learning about diversity could be so much fun! If you missed it, you missed a few laughs and some good information on building a diverse environment. Olivia's program titled "If you build it they will come....And hopefully stay" was sprinkled with some great humorous clips from videos that not only made us laugh but punctuated her point.

I am pleased to announce that Veda Armstrong of Family Services has taken over the role of Administrative Assistant for LHRMA. She began her duties June 1st and is already "jumping in"! She is in the process of developing a new look for our website and the ability to pay for monthly meetings and membership renewals on-line! I know many of our members have been asking for that feature as we are moving into a mostly electronic age. We will notify you as soon as the website design is complete and you are able to pay on-line.

I wanted to address our policy on guests at our monthly meetings. An individual who is not a member of LHRMA may attend a monthly meeting, but must be accompanied by a member of LHRMA. If the guest does not know a member they may contact a board member and go as the board member's guest. Guests may attend as a guest **only once** for the year and then should apply for membership if they wish to continue attending the meetings. If anyone has questions concerning this policy, they may contact me directly.

Also, just a reminder from the Registration Chair that if you do not receive a confirmation email stating that your registration has been received for a monthly meeting, then your registration has not been received. You may want to follow up prior to the registration deadline.

On a more positive note we are already six months into 2006 and have made quite a bit of progress so far! These are some of the accomplishments:

- We are currently at 330 members with 178 of those members belonging to

SHRM. That number is up 36 members from this time last year!

- All the Board member job descriptions have been reviewed and updated.
- We've held one SHRM membership drive already and plan to hold another in Oct/Nov.
- The legislative committee is still meeting to try and create our own wording for a reference checking bill to introduce in 2007.
- Our website is being redesigned to include on-line payments.

Thank you to all the Board and committee members who made this a great first of 2006!

As I write this, I am preparing for my trip to the SHRM 2006 Annual Conference in Washington D.C. This will be my first time attending the annual conference and I am excited about having the opportunity to attend! It is almost over-whelming trying to choose which of the excellent sessions to attend. The one I don't want to miss is the opening session with General Colin Powell. As a retired National Guardsman, I will be honored to see him in person. Hopefully I will have some great information to share next month!

Our next meeting will be July 11th at HiMark Golf Course (no we don't get to golf after the meeting). The topic is on talent management which is a program you won't want to miss! Don't forget to bring new backpacks or monetary donations for the Lincoln Action Program's Annual Back to School Kick-Off. The program provides children from low-income families with backpacks to give them a positive start in school. If you cannot attend but would like to donate, get your donation to Elly Hardekopf, the Workforce Readiness Chair prior to July 12th. Hope to see you at the meeting!

Cindy Mefford

HR Tip Ready for Disaster?

An active hurricane season is looming. Because the impact from these storms extends well beyond coastal areas, it is vital that residents in hurricane prone areas get ready in advance of the hurricane season. SHRM's Information Center has compiled resources to assist you in preparing your workplace for earthquakes, hurricanes, floods and other weather-related emergencies.

SUPPORT THE BACK TO SCHOOL DRIVE

LHRMA Board is asking for your help in supporting the Back to School drive for those in need this Fall when school starts. At the July 11 meeting bring a donation of (a new backpack, school supplies or money) and you will also have your name entered for a chance to win FREE registration to the September State Conference in Omaha. Your name will be drawn at the July Board meeting and winner will receive a phone call and also get their name put in the August newsletter. Thank you in advance for helping those in need.

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

LEGAL UPDATE

Proposed Regulations Would Create Safe-Harbor Procedures for Social Security “No-Match Letters”

by MARK A. FAHLESON, ESQ. • Rembolt Ludtke LLP

On June 9, 2006, the federal Department of Homeland Security (“DHS”) announced new proposed regulations that purport to make it easier for employers to comply with federal immigration law provisions, including employer obligations when they receive a “no-match” letter from the Social Security Administration (“SSA”).

Since 1993 thousands of employers have periodically received “no-match” letters from the SSA. These letters generally provide employers with a list of employees whose names or Social Security numbers on their W-2 Forms do not match SSA records. These “no-match” letters represent an attempt by SSA to correct errors in its database and to properly credit employees’ earnings. According to DHS, out of 250 million wage reports SSA receives each year, as many as 10 percent belong to employees whose names don’t match their Social Security numbers.

The proposed regulations review the legal obligations of an employer, under current immigration law, when the employer receives a no-match letter from the SSA or DHS. It also describes “safe-harbor” procedures for employers to use in dealing with such a letter. If followed in good faith, these procedures would provide certainty that DHS will not find, based on a receipt of a “no-match” letter, the employer in violation of their legal obligations.

Specifically, the proposed regulations identify steps deemed reasonable by DHS that an employer might take after receiving a no-match letter. If the discrepancy is not resolved within 60 days of receipt of the no-match letter, the proposed regulations

describe a verification procedure for employers to follow. The proposed regulations further provide that “[i]f the discrepancy referred to in the no-match letter is not resolved, and if the employee’s identity and work authorization cannot be verified using a reasonable verification procedure . . . then the employer must choose between taking action to terminate the employee or facing the risk that DHS may find that the employer had constructive knowledge that the employee was an unauthorized alien and therefore, by continuing to employ the alien, violation [federal immigration law].”

In addition, the proposed regulations seek to address employer frustration with being required to keep paper forms or to store the forms on microfilm or microfiche when all other aspects of their record-keeping have been computerized. The proposed regulations would give employers the option to sign and store Forms I-9 electronically, such as in PDF.

LESSON: While there are a number of valid reasons why an employer’s records may not match SSA’s (e.g., marriage, divorce, clerical error), sometimes a “no-match” letter may suggest that a particular employee may not be legally authorized to work in the United States or may be using false documentation. Employers must be especially cautious in responding to “no-match” letters and taking any

action against listed employees given federal and state prohibitions against national origin discrimination and the protections for legally-authorized workers under federal immigration law. While the proposed regulations clearly signal DHS’s intention to increase the sharing of information between SSA and DHS and to bolster workplace immigration enforcement efforts, the “safe harbor” provision is beneficial to employers in that it provides protection to employers that abide by its requirements.

The regulations are subject to a 60-day public comment period before they will be finalized. Employers desiring to examine the proposed regulations may review the published proposed rules at www.remboltludtke.com under “Legal News.”

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.

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KAROSHI ANYONE?

By Kevin J. Mattran

A friend of mine was telling me how busy he was at work. He went on and on about overtime, deadlines, bringing work home etc. As he rambled I interrupted with one word, "Karoshi."

The word caused some confusion. He asked if it was anything like sushi, told me he didn't like to sing in public, and then he asked if it was a new sports sedan. None of his guesses were correct. I was using the word as a warning to him. Karoshi is a Japanese word that means "death by overwork."

The first official Karoshi death in Japan was recorded in 1989. He was a 48-year old man who typically worked 15-hour days. The man had logged at least 100 hours of overtime monthly for the past year. He worked three consecutive 15-hour days just before he died.

Japanese workers work 10% longer than the average American employee; that's about 225 more hours per year. But, before we pity the Japanese, we have to look at ourselves. The average employee in the U.S. works 320 more hours than the average French or German worker; and, to add insult to injury, the French and German have substantially higher productivity rates than we do. Here are a few more astonishing facts:

- The U.S. is one of the only modern countries without a law mandating minimum vacation time.
- In 2004 more than 30% of Americans gave up earned vacation time totaling about 415 million unused vacation days.
- In 2004 the average U.S. worker sacrificed 3 vacation days, compared to 2 days in 2003.
- One-third of U.S. workers surveyed said that they "check in" with the office while on vacation.

Japan attributes about 30,000 deaths per year to Karoshi. Could we be headed in the same direction? The Annals of

Internal Medicine reports that 24% of U.S. workers suffered fatigue for periods longer than two weeks caused by job stress. Also, the United Nations' International Labor Organization says that 75% of American workers consider their jobs stressful.

The news isn't all bad. American employers are responding with more flexibility in the paid time off they offer to employees. In 2004, 63% of U.S. companies used some sort of flexible paid-leave bank compared to only 21% in 2000. Here are some other things you can do to help keep your employees healthy and productive:

- Keep employees informed about the amount of paid leave they have accrued and encourage them to use it.
- Keep paid time off request forms readily available; some employees won't ask for them.
- Place less emphasis on company sponsored reward and recognition events and use rewards that encourage time with family and friends like sports and theatre tickets.
- Use your company's wellness program to educate employees about the health benefits of maintaining a work/life balance.
- Use your EAP as a resource to help your employees achieve and maintain a healthy work/life balance.

The future is bright for U.S. workers because with awareness comes change. The Wharton School of the University of Pennsylvania, alma mater to world-famous work-a-holics Donald Trump and Warren Buffett, now offers a work/life integration course that teaches students how to juggle work, family and community and not sacrifice career goals.

Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP. He is also an adjunct instructor of speech communication at Doane College-Lincoln.

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. We are getting close to the end of the year, and all volunteer efforts need to be recorded in order to qualify for the award.

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 VEDA ARMSTRONG AT: HRVEDA@YAHOO.COM OR CALL 402.441.7949

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

www.lincolnh.org

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHRResource for accuracy. Please contact Veda Armstrong our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Veda at hrveda@yahoo.com or by telephone at 402.441-7949.

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ABOUT OUR SPEAKER:

Continued From Page 1.

Prior to NCPPA, she worked for the Association Management Group in McLean, Va. where she provided strategic leadership as executive director and chief operating officer for several national and local associations. Karen has also worked at the Points of Light Foundation, the Coalition for the Homeless and the American Heart Association.

Karen received her undergraduate degree from Oberlin College in Ohio, and earned her master's degree in public affairs, with a concentration in nonprofit management from Indiana University. In 2005, she earned her Certified Association Executive (CAE) designation from the American Society of Association Executives (ASAE).

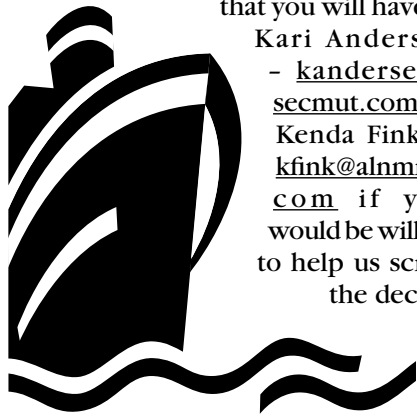
BOARD MEETING RECAP:

- Web page will be revamped and members will be able to pay for the monthly meeting online. We've become so high tech!
- Contemplating a social get together in December rather than a traditional meeting.
- Remember to bring something for the LAP Back To School drive.

CALLING ALL DECK HANDS

The Nebraska State SHRM Conference may look like a well oiled deck, er - machine, but this is only possible with the wonderful volunteers who help that day. We are looking for a few deck hands, um - volunteers, who would be willing to help September 22nd, at the conference. We promise you will not have to pull any fish hooks, or apply sun screen. We do however promise that you will have a cruisin' good time! Please contact either

Kari Andersen
- kandersen@secmut.com or,
Kenda Fink at
kfink@alnm.com if you
would be willing
to help us scrub
the deck!



ATTENDANCE DRAWING WINNER

Who Says There's No Such Thing as a Free Lunch? Congratulations to Colleen Eickmeier, Employment Coordinator with Bryan LGH Medical Center. Colleen will receive free registration at the July, 2006 meeting!

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 2006 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. **Nominations are due by July 14.** Nancy can be reached at (402) 323-4447 if you have any questions.

LHRMA HAPPENS!

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



Future Programs

- Tuesday, Aug. 8, 2006:** Legal Issues, Sandy Maass
- Tuesday, Oct. 10, 2006:** HR Leadership and providing Strategic Leadership for the Organization
- Tuesday, Nov. 14, 2006:** Mediation as an Option, Nebraska Mediation Center

If you did not get a summer vacation, plan to "come on board" at the 2006 State Conference September 21 and 22nd at the Qwest Center - "Navigating the HR Waters". You won't even have to worry about getting motion sickness on this cruise! "I Think I Know What You Said," "Who Are These People Anyway", "Building a Competitive 21st Century Workforce" are just a few of the break out sessions that will be offered at conference this year. This is an event you won't want to miss!



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SOCIETY FOR
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**2006 PHR/SPHR FALL
CERTIFICATION PREP COURSE**

PLACE: BryanLGH East, S. 48th
Room to be announced
DATE: Aug. 28 - Nov. 20, 2006
TIME: 5:30 - 8:30 PM
(Monday Evenings)
CERTIFICATION EXAM: Dec. 1 - Jan. 30

THIS PROGRAM IS DESIGNED FOR:

Professionals desiring a review course in preparing for the HRCI exam. *To earn the PHR or SPHR designation, the candidate must have 2 years of exempt-level HR experience or meet student eligibility requirements.* Individuals applying for the PHR/SPHR Certification Exam must submit their application with payment by the dates specified to HRCI. Any questions re: the Certification Exam or eligibility should be directed to HRCI. HRCI's Certification Handbook can be accessed on line at www.brci.org.

CERTIFICATION COURSE INSTRUCTIONAL FORMAT AND MATERIAL:

The Certification Course uses a lecture format that encompasses the six functional areas that make up the new test specifications effective with the May 2002 HRCI Certification Exam.

- Strategic Management • Workforce Planning & Development • Compensation and Benefits •
- Human Resource Development • Employee & Labor Relations • Occupational Health, Safety & Security •

Classes are held one night per week, three (3) hour sessions, for 13 weeks. LHRMA instructors are certified practitioners in Human Resources and are able to provide both practical and technical expertise to participants. The Certification Guide written by HRCI will be provided to all participants.

The core text for the certification study course is "Human Resource Management" (11th edition) by Robert L. Mathis and John H. Jackson. You may purchase the text books **on your own**. The best rates available are at the SHRMstore (www.shrm.org). Prices are listed below. You must be a SHRM member to get the best rate. Other sources may be Amazon.com, textbooks.com or the University of Nebraska bookstores. If purchasing a used book, be sure to purchase the 11th edition.

- o Human Resource Management (Mathis) \$126.95/\$115.95
- o Text plus Study Guide \$175.95/\$155.95
- o Study Guide only \$46.95/\$42.95

CERTIFICATION COURSE ENROLLMENT AND FEES/CANCELLATION POLICY:

Fees: \$40 for LHRMA members } (NOTE: Fees do not include the cost
\$50 for non-LHRMA members } of the HRCI Certification Exam.)

Registration Deadline: **August 28, 2006**

Cancellation Policy: Registration fees will be refunded in full for cancellations received by Monday, 8/28/2006. Refunds will not be given for any study materials received.

TO ENROLL COMPLETE THE REGISTRATION FORM BELOW AND MAIL WITH PAYMENT

You will only be contacted prior to the start of class if there is a problem with your registration. Your cancelled check is your receipt. Contact Ruth Jones, Certification Director, at (402) 479-9332, via fax (402) 479-9315 or jones@danacole.com if you have any questions.

NAME: _____

TITLE: _____

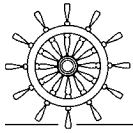
COMPANY: _____

ADDRESS: _____

PHONE: _____ FAX: _____ E-MAIL: _____

Do you plan on taking the Spring exam? YES NO If yes, which exam will you take? PHR SPHR

MAIL FORM WITH A CHECK PAYABLE TO LHRMA: LHRMA, P.O. Box 81066, LINCOLN, NE 68501



DIVERSITY HUB

GETTING EMPLOYEES TO GIVE 100 PERCENT

*BY REBECCA R. HASTINGS, MAY 2006
[FROM THE SHRM DIVERSITY FOCUS AREA]*

ROCHESTER, N.Y.--Companies that fail to manage diversity are choosing to pay for less than optimal performance, according to diversity experts. "Diversity means we should be more productive, not less," said Art Jackson, MSM, CEO of Eagles Nest Performance Management Inc., in his keynote speech at the Workforce Diversity Network conference. But some believe that there is only one way to accomplish tasks and that to use another approach would result in lower productivity.

As a result, organizations often hire diverse employees and then give them the message, either consciously or unconsciously: "Do it our way or hit the highway." The end result, according to Jackson, is that some employees get paid, but are not allowed to contribute.

Jackson, who authored the book *Lions and Tigers and Bears—Oh My, A Parable Concerning Diversity and Inclusion* (AuthorHouse, 2003), said that no one should be left on the sidelines. Not only should everyone get a chance "to play," but everyone also should have a chance to contribute in their own unique way. "Remember, you brought them into the organization because they were different," he said.

Leaders or companies do not create such a mind-set; managers do, according to James O. Rodgers, who goes by the name "The Diversity Coach." During his presentation "Getting Value from Diversity: The 100 Percent Rule," Rodgers said companies must ensure that they hire and retain managers who know how to manage all kinds of people.

"A manager's job is to get 100 percent from 100 percent of

employees 100 percent of the time," said Rodgers. But the demographic focus of many diversity programs, to the exclusion of effective management of diversity, results in less than optimal performance. Rodgers said that diversity is all about quality decision-making and better results. "But if 80 percent of employees perform at 20 percent of their potential, and 20 percent of employees perform at 80 percent of potential, the effective level of performance is just 32 percent."

Too much attention is paid to numerical targets such as employee demographics, added Rodgers. The challenge, he said, is to create a different mind-set at the top: "People at the top are paid to get results—they like to hit the target and move on." As a result, most diversity work is focused on recruitment, retention, demographics and diversity-related recognition programs, rather than real business outcomes like quality improvement and shareholder value. But, Rodgers said, "Diversity management is not about counting heads—it's about making heads count." According to Rodgers, managers need to believe that their employees can fully accomplish tasks, but they also need to get to know employees to get the best out of each worker. In order to really manage effectively, however, managers must also manage themselves by recognizing their own reactions to differences. And, to know how employees want to be treated, it is important to ask them. "Treating people equally and fairly does not mean treating them the same," he said.

Rebecca R. Hastings, SPHR, is online writer/editor at SHRM.

2006 WORLDATWORK CERTIFICATION COURSES

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 WorldatWork or the certification program visit www.worldatwork.org.

The Human Resources Association of the Midlands (HRAM) is hosting the following WorldatWork certification courses in 2006:

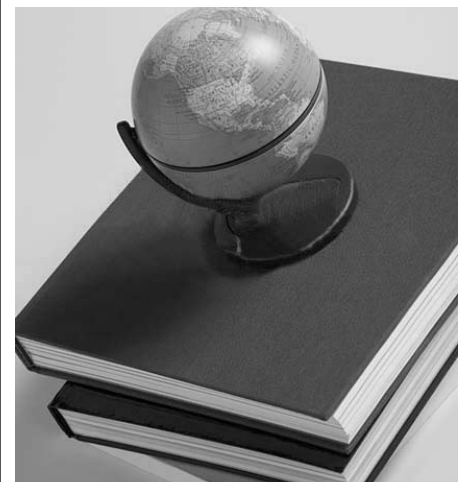
September 13-15, 2006

T3 - Quantitative Methods

November 15-17, 2006

T6 - Mergers and Acquisitions

LHRMA members can attend these courses at the HRAM member rate so when registering indicate that you are an LHRMA/HRAM member to receive the discounted registration fee of \$800 (compared to the normal rate of \$985 for a WorldatWork member or \$1,485 for a non-member). For registration information visit the LHRMA website at www.lhrma.org or the HRAM website at www.bram.org under Committees/Professional Development/Certification/WorldatWork Courses.



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LHRMA RESOURCE

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SHRM LOCAL CHAPTER 0048

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WITH ANY CHANGE IN POSITION, COMPANY
OR ADDRESS OR SEND HER AN E-MAIL AT:
HRVEDA@YAHOO.COM