

About our Program:

LUNCHEON:

Wellness As A Business Strategy

Lincoln Industries invests heavily in the selection, development and wellness of their people. This approach is paying dividends: They have been on the Great Places To Work Top 25 Medium Sized Companies list for five years. They have also received numerous national recognitions for their wellness efforts including the "Partnership for Prevention" award by Dept. of Health and Human Services, "Model Employer" by the Center for Disease Control and U.S. Chamber of Commerce and in 2008 received the United States most wellness award - the "Koop Award" named after the former U.S. Surgeon General. The Koop Award is the most prestigious award for health improvement programs, requiring strong documentation of health improvements that lead to cost savings. Their unique approach to wellness has also been featured on a CNN health segment.

Learning Objectives

1. Shaping culture and business opportunities with strategic wellness practices
2. "Hardwiring" Wellness
3. Measuring how wellness impacts the bottom line.

LUNCHEON:

HyVee As A Wellness Partner

Learn how HyVee dieticians provide top-notch services to local businesses and their employees to create a culture of wellness at work and in the home through on-site presentations and tailored programs.

WORKSHOP: Emotional Wellness – Coaching Conflict with Confidence!

As HR professionals we directly deal with conflict situations on a daily basis---through this 2 hour interactive workshop you will learn:

- Identify the 3 types of conversations
- Learn and identify your style under stress during difficult conversations
- Key tips and exercises on dealing with feelings/emotions
- Learn the skill of using contrasting and CRIB to deal with difficult conversations
- Learn key coaching questions you can utilize when facilitating conflict situations as an HR professional and in turn share with your managers/supervisors in coaching them on dealing with conflict situations at work.
- Experience the opportunity to practice these questions with your peers.

May 2010 Program Topics

Luncheon:

Wellness As A Business Strategy

Dan Krick, PHR – V.P. People Resources,
Lincoln Industries

HyVee As A Wellness Partner

Nikki Augustine – HyVee Dietician

Workshop:

Emotional Wellness – Coaching Conflict with Confidence!

Jane Weddle, M.A. – Weddle Performance Group

When:

Tuesday, May 11th, 2010

Where:

The Lincoln Firefighter Hall
241 Victory Lane

Registration:

11:00 a.m. – 11:30 a.m.

Meal & Program:

11:30 a.m. – 1:00 p.m.

Workshop:

1:15 p.m. - 3:15 p.m.

Cost:

\$15.00 Luncheon Meeting* (Non-members \$25)
\$35.00 Workshop*

Meal:

HyVee Catering

Herb Roasted Chicken with white and wild rice blend
Dinner Salad, Steamed Baby Carrots, Fruit Salad, Tea & Soda

*HRCI Credits Applied For

Program/Workshop Info continued on pg. 7

President's Message

Mark Pankoke, President



The "New Diversity"

A recent article found on the SHRM website talked about the "New Diversity". I thought given the fact that our most recent LHRMA meeting focused on diversity that a quick look at this concept might be appropriate.

Diversity initiatives typically focus on race, gender, age and ethnicity. What makes new diversity different is the global, virtual, technological world we live in. Working remotely according to one study creates over 240% more working relationship problems than working in the same building.

Additionally, the new technology of today often creates situations where 30 year veteran employees now need to learn to do things with a computer or other electronic device that they have done for years with a paper and pencil. Meetings now often take place not face to face, but over the internet. This too, creates possible issues on several fronts. These issues might be diversity issues or just plan business ones. There is a definite graying of the two. This is the new diversity.

With these new challenges it is even more important than in the past that everyone from the top down be involved in diversity. It must not only be a key value of the organization but more importantly seen as one of the ways to create a high performing culture.

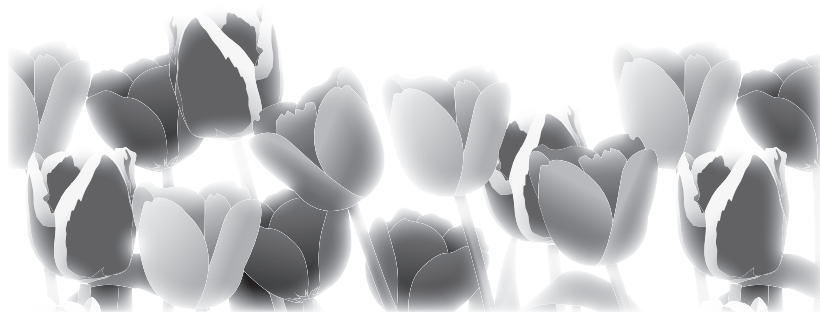
After all diversity of ideas, thoughts, problem solving approaches and ways of thinking will make your business environment even more efficient, effective and productive. This is another opportunity for HR professionals to step up and lead the organization. The new diversity can actually help us sell the old diversity, too, as improvements in business results are always viewed favorably.

Embrace the new diversity. Have a great May and see you at our May meeting!!

-Mark Pankoke

FUTURE MEETINGS

- June 8-Luncheon - Legislative Update -Workshop - Harassment
- July 13 -Luncheon - Workforce Readiness-Topic TBD -Workshop TBD
- August 10-Luncheon – 101 Ways To Energize Employees
-Workshop - HR's Role In Leading Corporate Culture Change



ATTENDANCE DRAWING WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to Nick Anderson of Lincoln Orthopaedic Center. He will receive free lunch registration at the May 2010 meeting!

Board Meeting Recap:

- New LHRMA website is up and running
- Additional positions will be added to Salary Survey this year

LHR SALARY/BENEFITS SURVEY

Each year LHR conducts a Salary & Benefits Survey for LHR member organizations. The survey will be conducted this summer and one member from each company will receive the survey to complete.

At this time we would like your input into the positions included in the survey. If you would like to recommend adding new position(s) in the survey please include the following:

- Specific Position Title
- 1-2 sentences describing the position

Note: Only positions with 5 or more LHR companies responding can be included in the survey results. Keep this in mind when recommending new positions.

Please email Nancy Conway at [HYPERLINK "mailto:nancy.conway@cabelas.com"](mailto:nancy.conway@cabelas.com) nancy.conway@cabelas.com with the Position Title & Description information. Put LHR Survey in the subject line. Contact Nancy if you have any questions about the LHR survey

LEGAL UPDATE

Clearing the Way for Electronic Document Storage

by Jack L. Shultz • Harding & Shultz, P.C., L.L.O. • Lincoln, NE

Changes in federal and state laws allow retention of most employment records in electronic format. For example, in 2000, the Electronic Signatures in Global and National Commerce Act (ESIGN) was signed into law. *See* 15 U.S.C. § 7001 *et seq.* This federal law broadly allows the use of electronic signatures in contracts relating to or affecting interstate or foreign commerce. In 2002, the Nebraska legislature enacted a similar law when it adopted the Uniform Electronic Transactions Act (ETA), which broadly allows an electronic record to be maintained for any record that “a law requires . . . to be in writing,” and provides that an electronic signature satisfies “a law [that] requires a signature.” NEB. REV. STAT. § 86-634 (Reissue 2008).

The United States Office of Personnel Management (OPM) recently converted its personal records and civil service retirement records from paper to electronic format. As part of that process, OPM’s General Counsel issued an opinion letter that converting the documents to electronic format would not affect their admissibility in federal court. OPM Legal Counsel Op., Vol. 32 (May 30, 2008). Significantly, the United States Air Force and the United States Postal Service have also implemented programs aimed at converting their paper records to electronic format.

EEOC Documents

In 2006, the Equal Employment Opportunity Commission (EEOC) issued an Informal Discussion Letter stating that nothing in the regulations governing Title VII, the Americans with Disabilities Act, or the Age Discrimination in Employment Act, required preservation of records in

paper format so long as electronic storage preserved all information contained in the original format.

OFCCP Documents

In 2008, the Office of Federal Contract Compliance Programs (OFCCP) issued a Notice in which it referred to the 2006 EEOC Letter and set forth its own policy regarding electronic document storage. OFCCP Trans. No. 279 (May 14, 2008). In its Notice, the OFCCP stated that contractors may use electronic storage to satisfy record retention requirements and that paper records could be destroyed so long as the electronic record could accurately reproduce the original record.

For employers interested in trading in boxes of paper documents for an electronic storage system, the following guidelines will be helpful:

- **Applications for Employment;**
- **Acknowledgment of Receipt of Employee Handbook/Orientation Material;**
- **Disciplinary Actions;**
- **Employee Evaluation; and**
- **Payroll Change Forms**

Under the broad language of ESIGN and the ETA, an employer may utilize electronic signatures with the described documents and the documents may, therefore, be stored in electronic format. The suggested retention period is five years.

IRS Form W-4

The Internal Revenue Service (IRS) has several requirements for employers utilizing an electronic system for submission and storage of Forms W-4. IRS Pub. 15-A (2010). These requirements are that the system provides assurances regarding sender and recipient identity, the system provides the same information

as the paper form, the electronic submission is signed with the employee’s electronic signature which is the final entry on the submission, the employer provides a hard copy of the form to the IRS if requested, the employer and employee provide sworn statements to the IRS, and the system meets usual recordkeeping requirements. The retention period is three years.

IRS Form I-9; E-Verify; Social Security Number Verification; Copy of Drivers License

Employers may electronically generate and store Forms I-9 so long as they satisfy certain requirements. *See* USCIS Handbook for Employers, Part III. These requirements include requirements similar to those for W-4 Forms and also require that the resulting document is legible, that the employee receives instructions for completing the Form, and that a retrieval system permits searches by any data element. The retention period is three years from the hire date or one year from the termination date, whichever is later.

Nebraska UI Form 350 (Unemployment)

The UI Form 350 may be submitted electronically by fax. 218 NAC 1-02. Although the Nebraska Department of Labor regulations are silent as to whether the record may be stored electronically, the broad language of the ETA likely authorizes electronic storage of the record. *See* NEB. REV. STAT. § 86-634. The retention period is two years after the current year.

IRS § 401(k) Enrollment, Changes and Distribution; Group Insurance and Flexible Spending Account Enrollment and Changes

.... continued on pg. 4

.... continued from pg. 3

The United States Department of Labor allows records of benefit plans covered by Title I of the Employment Retirement Income Security Act (ERISA), to be stored in electronic format provided that safeguards are in place to ensure the electronic storage system is reliable and records stored electronically are complete, accurate, and accessible. Plans regulated by the Pension Benefit Guaranty Corporation (PBGC) may also be stored in electronic format. *See* 29 C.F.R. § 4000.43. The retention period for these documents is six years and if the document is filed, six years from the filing date.

Credit Union; Direct Deposit

Pursuant to ESIGN, these documents may be stored in electronic format so long as the records can be reconstructed back into the original paper format. *See* 15 U.S.C. § 7001(a)(1). The retention period is three years.

Employee Medical Records (FMLA)

Records relating to medical history which are maintained pursuant to the Family and Medical Leave Act may be stored electronically provided that they meet certain requirements for confidentiality and can be reproduced clearly and identifiably by date or pay period. *See* 29 C.F.R. § 825.500. The retention period is three years.

IRS Form 8850 (Work Opportunity Tax Credit)

Although Form 8850 may not be submitted electronically, the Form may be stored electronically after the submitting employer receives a certificate from the Nebraska Department of Labor verifying the eligibility of the subject employee. *See* IRS Rev. Proc. 97-22.

CONCLUSION

While recent developments in the law seem to favor electronic document

storage, many laws still require that records be retained in original paper format. If you are interested in electronic storage of employment records, you should consult with your legal counsel to determine which records can be kept by electronic storage and for what retention period. Maybe it's time to get rid of those boxes!

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 of this article, Jack L. Shultz, can be contacted at 402/434-3000, or at Harding & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, or jshultz@hslegalfirm.com.

LAW UPDATE TRAINING

NSEC - Lincoln Chapter & the Lincoln Human Resources Management Association, LHRMA, are happy to present:

Law update for Human Resource Professionals

"HRCI Certification hours have been applied for." (approval pending)

Date: Wednesday, May 26, 2010
Time: 12:30pm – 4:30pm
Location: 301 South 68th Street
Speakers: Timothy D Louden, Randal M Limbeck & Chad P Richter
Topics: New Cobra & where it is heading
Obama's Extension of unemployment benefits
New EEOC guidelines
New guidelines on the Lilly Ledbetter Fair Pay Act
Possible new legislation on Union activity (NLRA)
Health Families Act
Hire Act
Health Care changes

Cost: \$35.00 per person HRCI Credit hours pending

Registration required (per person)

Name (Please Print) Company

Title Company Address

Email address: Address Cont.

Please send your registration and payment to: (deadline for registration May 19th)

NE State Employers Council
(Lincoln chapter)

1010 "N" Street Box 194

Lincoln, NE 68508

Attn: Ruth Liedle

Email: ruth.liedle@nebraska.gov

Continued at top of next column ...

May Baskets Springing Up Again

The annual fundraising effort for the Society for Human Resource Management (SHRM) Foundation is on the horizon! May 11th marks the annual May Basket Raffle event, which helps LHRMA raise funds to support the SHRM Foundation. Last year, LHRMA members raised over \$500 for the foundation through this event. The baskets are provided by area businesses and are filled with a wide array of treasures which have included gift cards, books, event tickets, spa packages and more. It's not too late to make a contribution! If you are interested in donating a basket to be raffled, please contact Tami Lewis-Ahrendt, PHR, HYPERLINK "mailto:tlewis-ahrendt@centerpointe.org" tlewis-ahrendt@centerpointe.org SHRM Foundation Rep. by May 7th!



The SHRM Foundation is the non-profit organization that funds Human Resource research, publications, certification scholarships and education efforts for the benefit of all HR professionals. The SHRM Foundation is not funded through membership dues, but through the generous gifts of donors just like you.

Thank you to the Basket Donors we have received to-date:

- UNICO
- Madonna Rehabilitation
- Blue Cross Blue Shield of Nebraska
- Lincoln Industries
- Continuum EAP (Vicki Deppenbusch)
- Cabela's
- A to Z Printing
- Telesis Companies
- Novartis
- Nebraska Book Company
- LHRMA

MEMBER CHANGES

Check and verify your name and address on this month's LHResource for accuracy. Please contact Kathy Harper our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kathy at lhurma0048@yahoo.com or by telephone at 402.483-4581 x 339.

Changes for the Month of May:

Jill Watkins CIR, CDR
 Human Capital Management Coordinator
 LES Lincoln Electric System
 2620 Fairfield Street
 Lincoln, NE 68521
 402-467-6812
jwatkins@les.com

NEW MEMBERS

Denise Scholl-Serrett
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thehrlady@cox.net

Kim Young
 HR Assistant
 Union Bank & Trust
kim.young@ubt.com

Krystan Silva
 Staffing Specialist
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Lisa Elgert
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Danielle Zemlicka
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danielle.zemlicka@verizonwireless.com

Dave Hunt
 Sales Coordinator
 Advance Services, Inc.
daveh@advanceservices.com

WELCOME NEW MEMBERS!



*Pictured:
 Denise Scholl-Serrett,
 Lisa Elgert and
 Krystan Silva*

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

EAP on TV? Don't Hold Your Breath.

By Tricia L. Branchaud, LMHP, LPC, CEAP • Directions EAP, LLC • Lincoln, NE

We Americans like to do things big. We super-size our meals, drive SUV's, watch extreme sports, cheer long touchdown passes, swoon for towering home runs; we are always looking for ways to do things bigger, faster and more outrageously than we have ever before. So, when we help people we go BIG! We take our problems to Dr. Phil who jets us around the country for counseling, rehab, boot camp and tough love. Dr. Oz snaps on the latex gloves and shows us fat choked hearts and diseased colons. Extreme Makeover: Home Edition rallies hundreds of people to tear down and rebuild a house in a week for a family who has fallen on hard times. We cheer, chant, hug, cry because people are getting the help they need. Yes, on American TV we go BIG...then we go home.

The reality is that several Extreme Makeover homes are now in foreclosure. Do we know what becomes of all of the Dr. Phil cases? The problems must be resolved because the show is over and tomorrow Dr. Phil is talking to kleptomaniacs. Dr. Oz certainly couldn't be talking about me; it's that poor schmoe who can't seem to give up the potato chips, fast-food and cigarettes... I can quit whenever I want to. Besides, I'm in shape. I play softball once a week for 8 weeks every summer.

TV is show business. It addresses big things for big ratings; sells a few books, DVD's and transcripts of your favorite shows, then moves on. While television brings important issues to the forefront, it does a rather poor job of addressing them effectively. TV shows generally focus on the

most visible components of depression, substance abuse, grief, parenting and health; but, never really addresses the underlying causes. Television slaps on the bandaid and hopes for the best.

Unfortunately, we have come to expect the big production; but often, the larger the production, the more temporary the healing. When that balance between work and life is not right or life circumstances are affecting professional or personal life, a person needs the one on one attention EAP provides. No lights, no cameras no bullhorns waking the neighborhood first thing in the morning; just the individual and the counselor, wellness coach or consultant working together to determine the best plan of action for the long term. EAP won't put people in touch with high profile television personalities and authors, but find excellent resources locally to help address the issues that are standing in the way of professional success and personal happiness.

EAP's challenge is to provide responsive, effective and confidential services while at the same time increasing visibility at the employers we serve; in other words, we must shout quietly. You know your employees best; you know how to reach them. Work with your EAP to find ways to increase visibility and usage. Include your EAP in health, wellness and benefits fairs, ask that your EAP trainer give a brief overview

of services before a training program, ask your EAP for paycheck stuffers. Anything you can do to inform employees about EAP will not only help them but also increase the value of your EAP membership and help your company work better.

Spreading the word about your employee assistance program isn't a media blitz, but rather gentle reminders of the valuable services available. But, if you really have the desire to shout, "Hey bus driver! Move that bus!" perhaps you'll be fortunate enough to be stuck in traffic behind a city bus on your way home tonight.

Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP. For more information on EAP and work/life issues, call us at: (402) 476-0186 or email at easpecialist@continuum.com



LHRMA WEBSITE HAS A NEW LOOK

As you may have already noticed, LHRMA has launched a new web-site with an online directory and some great new features. Go to www.lincolnhnr.org and check it out! The new website is powered by the Wordpress CMS software. To access the member's area it will be necessary to set-up a username and password by using the lost password feature in Wordpress.

Go to <http://lincolnhnr.org/blog/wp-login.php?action=lostpassword> and enter your email address.

An email that contains your username will be sent. It will also include a link to click on that will send a password.

All LHRMA emails will be sent from 'webmaster@lincolnhnr.org' going forward.

.... **Program/Workshop Info**
continued from pg. 1

About our Presenters:

Dan Krick, PHR

Mr. Krick is the Vice President of People Resources at Lincoln Industries in Lincoln, Nebraska. Lincoln Industries employees 400 people and is the largest finishing company in the United States.

Prior to joining Lincoln Industries in 2002, Dan held human resources leadership positions with Amoco Corporation, The Iams Company and Procter and Gamble. He holds a bachelor's degree in business administration and human resources management from Hastings College in Hastings, Nebraska and a master's degree in industrial and labor relations from the University of Illinois. In Lincoln, Dan is involved with a variety of boards and frequently talks on the power of culture and wellness.

Lincoln Industries, founded in 1952, is the largest U.S. independent metal finishing company. Privately-held, they employ 385 people in a 24 hour operation. They have created a very strong company culture that "leads with people". At the foundation of their culture is a set of Beliefs and Drivers that guide people and business decisions daily. The company has over 40 finishing processes on a 30 acre campus and have many recognized customers include Harley-Davidson Motor Company and PACCAR (Kenworth and Peterbilt trucks)

Nikki Augustine, MA, RD, LMNT

Mrs. Augustine represents Hy-Vee as a nutrition expert working throughout the community to promote healthy eating and nutrition. Nikki is a Registered Dietitian and member of the American Dietetic Association.

A Lincoln, NE native, Augustine graduated in 2000 from the University of Nebraska - Lincoln with a major in Nutritional Science and Dietetics. She then completed a Master's Degree program at Ball State University in Muncie, IN.

Augustine's career with Hy-Vee began in 2002 as the Health Market Manager/Dietitian. She became a fulltime dietitian in July 2006 when the company as a whole was seeing the need for dietitians in the stores. She enjoys sharing nutrition information with individuals, groups, businesses and families through presentations, consultations and the media. Nikki is also past president of the Lincoln District Dietetic Association and public relations chair for the Nebraska Dietetic Association. She is also a member of the Lincoln Young Professional Group.

Jane Weddle

As a Sr. Performance Consultant and Coach, Jane Weddle works with Executives, Presidents, Leadership

Continued next Column

Teams, Human Resource Professionals, Entrepreneurs, Sales Executives, Managers, Supervisors and other Professionals as a valued advisor and service provider to build tailored solutions to their most pressing organizational and people-related issues. She is an insightful resource for developing answers to your most pressing individual, team and organizational issues. Weddle holds a MA degree in Human Resource/Organizational Development and a BS degree in Social Work. She holds, numerous train the trainer certifications, is a certified coach through B-Coach, and a certified behavioral analyst through TTI. Prior to starting her own company she worked for the State of Nebraska, Molex Incorporated and Novartis Pharmaceuticals. She has over 20 years experience in human resources, organizational development, human performance improvement, strategic planning, quality management, continuous improvement & problem solving, team building & development, group facilitation and coaching with organizations ranging from state government to global manufacturing. Weddle Performance Group clients have included state government, manufacturing, banking, non-profit, and service industries. Many organizations focus on technical initiatives to reduce waste and cut costs. Jane believes in maximizing those efforts by also tapping the potential of an organization's human capacities and organizational processes.

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VISIT OUR NEW WEBSITE AT MIDFIN.COM



Change for the Foundation



Every month you will find a small jar with some spare change rattling around in the bottom. As the SHRM Foundation Representative, I hope to use this small effort to increase our annual SHRM Foundation gift. I hope that when you see it, you will be excited to make a small, yet significant donation to help advance the HR profession through the research, scholarships, publications and advancement opportunities that The SHRM Foundation provides. For more information on the SHRM Foundation, visit www.shrm.org and click on SHRM FOUNDATION. Thank you!



Research on Human Capital Challenges

The SHRM Foundation recently released a study that concluded that "finding and retaining the best talent" is the most critical challenge facing America's chief executives and their organizations. The results of this study are being used by the SHRM Foundation to design tools and resources to help organizations address many of the future challenges that research participants identified. The research revealed that the five most significant future challenges facing companies (regardless of size, location, or industry) were: 1) succession planning; 2) recruiting and selecting talented employees; 3) engaging and retaining talented employees; 4) providing leaders with skills to be successful; and 5) rising health care costs. Visit the SHRM Foundation website to read the full report pdf at www.shrm.org/foundation/07chro.pdf



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Finding Your Way to Better Choices for Spring & Summer

The birds are chirping, the tulips are popping and a little sun is entering back into life. Yahoo! How do we make the most of our spring and summer months for our mind, body and spirit?

- **Stretch your appreciation.** Remember those dull days of winter when you promised yourself that “This year, I’ll take more time to enjoy those beautiful days outside.” Well yes, you still have to meet the other obligations of life, though that doesn’t mean you can’t take a 10 minute stretch break and enjoy the day. Just make sure to remember to go back to work—eventually.
- **Clean house.** Do some “house cleaning” both physically and mentally. What junk is weighing you down? Do you have TMSS (Too Much Stuff Syndrome)? Are you holding onto hurt from past slights in your life? Setting yourself free from either burden can be a very spirit lifting process. Though kicking out past hurt feelings isn’t a tax write off, they may be what’s really “taxing” you. Take an audit of your life and figure out what is moving you forward and what is holding you back.
- **Keep your Plan B firmly in place.** Between thunderstorms, gale force winds and widely swinging temperatures, the promise of an “outdoor only” fitness plan in spring is a misjudgment of the fleeting whimsy of Nebraska weather. The “I’ll workout tomorrow when it’s nice outside” thought process has been the nail in the coffin of many a workout regimen. Get out and enjoy whenever you can, though realize it will likely require a combination of indoor and outdoor fitness efforts to keep you on track.
- **Go naked.** As you crank up the grilling season, many of our food choices change. Though lean grilled treats can be a super choice, beware their bedfellows of cheese hats, giant buns and naughty sauces. A great option instead is to shift gears this year and go “naked” without the bun or shift to the 100 calorie multigrain version. You’ll actually taste the main feature!
- **Beware the Ides of potato salad.** Switch out your “side aches” this year and instead of mayo and saucy sides convert to yummy seasoned fresh veggies in a grill basket and fresh fruit or salads. If you are a chip lover, your safest bet is to spend a bit more and get single serving sized bags for your special grill out events. The little extra cost will far outweigh the “can’t eat just one” regret that those open giant bags will cause you.
- **Skip the extreme sports.** Remember that lifestyle changes are not an extreme sport, despite what we see on reality TV. Making small steady changes and building consistency will help you see a better long-term result. What you’ve been doing has brought you to this point in your health. What needs to adjust? How can your choices be fine tuned in such a way that you could still be maintaining that plan six to twelve months from now?
- **Finding the balance in an unbalanced world.** Finding ways to enjoy an active lifestyle with support people, friends and family is the ultimate path to finding better balance and a longer, healthy way of living. Find your own fun way to stay fit and then share the joy with others. We are glad to help support you in finding your path!

Written by Michelle Welch, RD/LMNT dietitian of Madonna Fit for Work



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LHRMA RESOURCE

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SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM LOCAL CHAPTER 0048

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