



2010 SHRM Nebraska State Conference



Tuesday, September 28th and Wednesday, September 29th
The Qwest Center
455 N 10th Street
Omaha, NE 68102

Keynote Speaker: Craig Zablocki
Lunch Note Speaker: Jeff Lanza

For more information on the 2010 Nebraska State Human Resource Conference, or
to register, visit <http://www.shrm-ne.org/Conference.aspx>

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Certification Study Group

YOU CAN DO IT!

Plan now for the Spring PHR/SPHR/GPHR Study Group – August 23rd thru November 15th. Certification testing eligibility requirements change for the May/June 2011 testing window so this is the perfect time to start studying! Visit the LHRMA website (www.lincolnhhr.org) for more information and to fill out the registration form.

If you have any questions please contact Melissa Price at mprice@nebook.com or 402.421.0402.

President's Message

Mark Pankoke, President



Advice from a Dad

A while back one of my sons, who is gainfully employed, married and owns a home, was talking about his career aspirations. He has dreams of making a bigger impact either at his current company or somewhere else. And as with most of us, things can't happen fast enough. This is all good stuff. I want him to dream, plan and work very, very hard. The one place where we completely disagree is in the area of additional education.

He believes that hard work and doing a great job is enough. He says, "I really don't enjoy going to school". He thinks that it will take energy away from his job and family.

To all of the above arguments, I say he is being short-sighted and hoping for great results instead of creating even better opportunities for himself. A graduate degree or certification in your field are things that prepare you to do an even better job. They also increase your knowledge base, give you different perspectives and give you something tangible to point to on your resume or development plan achievements.

My advice to him and to all of you is take the time, expend the effort and get that degree, graduate degree or HR Certification. They are and will continue to be worthwhile on many, many levels. Take that advice from a dad!

— Mark Pankoke

Drawing Winner

Who Says There's No Such Thing as a Free Lunch? Congratulations to Sarah Kahler from Southeast Community College. She will receive free registration at the October, 2010 meeting!



***"Take the time,
expend the
effort and get
that degree,
graduate degree
or HR
Certification"***

Save a Tree—Go Green!

Your LHRMA Board has decided to do its part in the campaign to GO GREEN. In a recent survey, members voted they would be interested in receiving their newsletter via electronic format. Beginning with this issue, you will no longer receive a paper copy. Instead an electronic copy will be e-mailed to you.



**Find us on Facebook.
Become a fan and join
the conversation.**



Legal Update

Executive Order 13496: Required Notification to Employees about Labor Laws

By Erin L. Ebeler, Woods & Aitken LLP, Lincoln, Nebraska

On June 21, 2010, the United States Department of Labor's final rule implementing Executive Order 13496 went into effect. Executive Order 13496 requires federal contractors and their subcontractors to notify their employees about their rights under labor laws such as the National Labor Relations Act ("NLRA"). Among other things, this Executive Order states that (1) certain contractors and subcontractors must post notices relating to employees' rights under the NLRA, and (2) government contracts and subcontracts may be "cancelled, terminated, or suspended in whole or in part, and the contractor . . . declared ineligible for further Government contracts" in the event of non-compliance (among other possible sanctions).

Who's Subject to the Rule?

This rule applies to "any" government contract or subcontract other than the following:

1. Certain contracts that involve purchases below the simplified acquisition threshold (currently: \$100,000);
2. Subcontracts of less than \$10,000;
3. Government contracts resulting from solicitations issued before June 21, 2010;
4. Certain collective bargaining agreements; and
5. Contracts and subcontracts for work performed exclusively outside the territorial United States.

Additionally, specific employers are exempted from the rule. Among others, exempted employers include: the United States or any wholly owned Government corporation, any State or political subdivision thereof, and employers exclusively employing workers who are excluded from the definition of "employee" under the NLRA. These excluded employees would include people such as agricultural laborers, independent contractors, and workers employed by their parents or spouses. Other types of employees are also excluded by the rule.

What's Required?

1. **Specific Contract Language.** For those contracts or subcontracts subject to the rule, they must either specifically include the contract language specified in 29 CFR Part 471, Appendix A to Subpart A, or incorporate the language contained in that regulation by reference. Among many other provisions, the required language identifies the penalties associated with failing to comply with this posting requirement, stating:

In the event that the contractor does not comply with any of the requirements set forth in paragraphs (1) or (2) above, this contract may be cancelled, terminated, or suspended in whole or in part, and the contractor may be declared ineligible for further

Government contracts in accordance with procedures authorized in or adopted pursuant to Executive Order 13496 of January 30, 2009.

Although this language initially appears quite strict, the text of the rule makes clear that a contractor or subcontractor who has been subject to suspension may request reinstatement. However, that request must include a showing that the contractor or subcontractor has "established and will carry out policies and practices in compliance with the Executive Order and implementing regulations." The entity may also be subject to a compliance evaluation. Notably, though, even if the contractor or subcontractor comes into compliance, the rule does not require that the suspension be lifted. The rule only states that the contractor or subcontractor "may" be reinstated.

2. **Posted Notices.** The notice specified must be posted in (1) "conspicuous places in and about the contractor's plants and offices," and (2) "where employees covered by the NLRA engage in activities relating to the performance of the contract." For those employers that post notices to employees physically, this notice must also be posted in conspicuous places where it may be seen by employees. If an employer cus-

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Member Changes

Contact Kathy Harper at 402.483.4581, x. 339 or lhrma0048@yahoo.com with any change in position, company or address.

“The time to Relax is when you don’t have time for it.”

- Jim Goodwin



Board Meeting Recap

- Late Fee for monthly meeting will increase to \$25
- Become a fan of LHRMA on Facebook and Linked In

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tomarily posts notices electronically, this notice must be posted electronically as well “on any web site that is maintained by the contractor or subcontractor . . . and customarily used for notices to employees about terms and conditions of employment.”

If a “significant portion” of the contractor’s or subcontractor’s employees speak a language other than English, the notice must also be posted in that other language. Copies of the required notice in English and other languages are available

at the Office of Labor-Management Standards’ website:<http://www.dol.gov/olms/regs/compliance/EO13496.htm>.

Other Considerations

Although the new notice correctly informs employees that they have a right to organize, the fact remains that employees have an absolute right not to organize—the decision is theirs. All employers, and especially employers that must post the new federal notice, should consider how to communicate this to employees in lawful ways. Information about why the employer does not think a union is needed at their place of business can be

communicated to employees so long as threats and promises are not made. Communications like this are closely scrutinized, however, and you should speak with an attorney to get assistance in developing lawful communications to employees on this topic.

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Editors 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.*

SHRM Member Discount Special

Now is your chance to join SHRM for only \$99.00!

This special rate applies to LHRMA members who have never been members of SHRM, or who have let their membership lapse for longer than one year. (This special rate does NOT include regular renewals).

***This offer is valid October 1st to November 30th, 2010!**

Check out all the advantages to help you grow in your profession at www.shrm.org. A SHRM membership application may be downloaded at www.shrm.org/about/membership.

Complete the SHRM application and mail it with your \$99.00 check, **made payable to SHRM**, to:

LHRMA Membership Chair
PO Box 81066
Lincoln, NE 68501

LHRMA will submit your application and the subsidy membership fees to SHRM for you with your check of \$99.00. If you mail your application directly to SHRM, LHRMA cannot contribute the difference. If you have questions, please contact Chantel Denker via email at chantel@hughesbros.com or by phone at 646-6237.

Enjoy the benefits of SHRM 24 hours/day, 365 days/year online, and stay in the forefront of the HR Management profession.

Diversity

*Expand Your
Diversity Dividend*



Disability adds another dimension to your diversity efforts, contributing to the development of unique and creative business solutions. Employees with disabilities come from all backgrounds and ages, and have varied skills and perspectives, adding value to your company.

Expand Your Diversity Dividend

Diversity is a market-based issue with real financial advantages. People with disabilities are widely distributed across race, ethnicity, gender, socioeconomic levels, sexual orientation and age. What makes this community unique is it represents the [largest minority market segment](#) and accounts for approximately \$1 trillion in discretionary spending. Building an inclusive culture continues to be a [top priority](#) on most companies' strategic agendas, bringing innovation and profitability to the organization.

Diverse Workplace

Diversifying the workplace goes beyond increasing the variety of identity groups on the payroll to actually valuing diversity and its contributions to the organization's development and bottom line. Disability adds another dimension to your diversity efforts, bringing a wide range of skills, perspectives, and creativity to develop business solutions. Employees with disabilities have unique and competitively relevant knowledge and perspectives about work processes and, as noted in the Harvard Business Review, bring different perspectives on how to successfully meet work requirements and goals. This helps your company grow by improving functions, strategies, operations and practices.

Competition for the best talent requires organizations to reach out and embrace an increasingly diverse labor pool. Diversity issues are considered important and are projected to become even more important in the future due to [increasing differences in the U.S. population](#). Smart companies are awakening to, and leveraging, the power and potential of workers with disabilities.

Workforce diversity is smart business – it [lifts morale and enhances productivity](#). A recent study conducted by Adecco USA found that, not only do the majority of workers think that a diverse workforce makes their organization more successful, but also over half of the respondents (53%) felt that the more diverse their company, the more productive a worker they would become.

Diverse Marketplace

Diversity is a bridge to attract a more diverse customer base. The broadly networked disability community reaches a wide range of people. And Peter Drucker takes this concept a step further, indicating that when you make disability an integral part of your company's hiring initiative, you engage in not only a social endeavor, but also a sound business strategy.

Global economies require that organizations have diverse workforces to reflect and reach an increasingly diverse customer base. A diverse workforce leads to increased market share, while a lack of diversity leads to a diminished market share.

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Welcome to LHRMA!

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The Society for Human Resource Management (SHRM), which signed an [Alliance Agreement](#) with ODEP (Office of Disability Employment Policy) in late 2009, has launched a [Disability Employment Resource Page](#). SHRM created this resource page with employers in mind to offer a wealth of resources, articles and links to help source, recruit, retain and develop people with disabilities.

Nebraska Vocational Rehabilitation (Voc Rehab) is an agency within the Nebraska Department of Education that has been helping individuals with disabilities prepare for, get and keep jobs since 1921. Voc Rehab works with individuals that experience a physical, mental or emotional impairment and with employers to address their employment needs and locate jobs for Voc Rehab clients.

To learn more about hiring people with disabilities contact Nebraska Vocational Rehabilitation, 402-471-6348 or email Darla Atkinson:

darla.atkinson@nebraska.gov

This article was taken from the following websites: http://www.earnworks.com/BusinessCase/diversity_index.asp
http://www.earnworks.com/BusinessCase/diversity_level2.asp
<http://www.shrm.org/about/news/Pages/ODEP Renewed.aspx>

Back to School Drive



LHRMA and the Salvation Army teamed up to collect new backpacks and school supplies to help students in Lincoln get ready to go back to school. Items were collected at the August LHRMA meeting. Kent Henning, Salvation Army Community Center Director is pictured with items collected. Thank you to everyone who donated! Your help is greatly appreciated!



Milijana Ilic
New LHRMA Member

Thanks for your Service!

Geri Cotter has volunteered many years of service as Nebraska Wesleyan's SHRM student chapter advisor. Her upbeat personality and positivity have made her a joy to work with and her initiative and dedication to the students and the profession will continue to be mainstays in the chapter for years to come. Geri will continue her role with the University as Assistant Dean of Students. The post chapter advisor will be handed to Larry Hughes, Assistant Professor of Business.



Jennifer Monroe and Geri Cotter

EAP Corner

My Brain Can Beat Up Your Brain

By Kevin J. Mattran, Continuum EAP, Lincoln, Nebraska

As we mature, we tend to attribute our lapses of memory and other such brain cramps to “senior moments.” It has been generally accepted that as we age, our cognitive capabilities decline. However, a number of recent studies including ones by the National Institute of Mental Health and Duke University have shown otherwise. In fact, these same studies suggest that we can control our own cognitive destiny, in a manner of speaking.

Just as many of us exercise our bodies to keep as fit as possible, we can work to make our brains fit as well. Brain power is like muscle tone; if we don’t use it, we lose it. Think of how many things in your life are second nature; things you do that don’t require much mental energy. It is at these times that our brains are on cruise control. For instance, I was running an errand that took me through downtown Lincoln a while back. I signaled and was about to turn into my parking garage, however, work was not my intended destination... it was Saturday. The route I take to work has been so ingrained in my memory that my brain switched to auto pilot and took me to work.

The brain, like muscles, needs to be worked and challenged. We can exercise our brains and truly become older and wiser. Brain fitness focuses on exercising certain mental abilities so they don’t atrophy.

There are five mental abilities that should be included in a daily regimen for brain fitness.

- **Perceptive** abilities include all five senses: sight, hearing smell, taste and touch. To exercise your perceptive abilities, try some of the following:
 - Draw or describe in detail an object or person you saw in passing.
 - Try to guess the ingredients of a dish you are served.
 - Memorize a phone number without writing it down.
 - Try to identify objects with your eyes closed.
 - **Visuospatial** abilities involve making quick and accurate estimates of area, distance and volume and their distribution in space. Try things like:
 - Draw a map or floor plan of a place you have recently visited.
 - Estimate the size of objects.
 - Estimate the number of people attending an event.
 - **Structuralization** involves making a logical whole from disparate elements. You can:
 - Select a sentence from a newspaper or magazine and try to create a completely new sentence using the same words.
 - Work a jigsaw puzzle.
 - **Logic** or the art of reasoning; finding a logical order to disparate elements. To develop this, try;
 - Shop without using a written list.
 - Play chess, checkers or work crossword puzzles, anagrams or other word games.
 - **Verbal** involves the precise use of spoken or written words. The following will help you exercise your verbal abilities:
 - Re-tell a news story that you have read or heard.
 - Summarize a book you have read recently.
 - Make an effort expand your vocabulary by learning and using new words regularly.

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Regardless of how many brain exercises you do, the most important component of mental fitness is being active and interactive. People who maintain a healthy work/life balance are the people who have the greatest sense of fulfillment. Spending time with family and friends, volunteering and physical activity all contribute to a complete sense of wellness.

Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP.

For more information on these and other workplace issues, call us at (402) 476-0186 or email at eespecialist@4continuum.com



Reach Out to the Students

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

Change for the Foundation

Each 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!

- Tami Lewis-Ahrendt, PHR

Jobs, Jobs and More Jobs!

Do you have one to advertise or are you looking for one?

CHECK OUT OUR WEBSITE—<http://www.lincolnhr.org>.

If you are an employer who has a LHRMA member employee, then you can post your human resource job opening on our website by contacting Kathy Harper at lhrma0048@yahoo.com or 402.483.4581, x. 339.

If you are looking for a human resource position, then you can check our website at www.lincolnhr.org.

This will be an excellent resource for students who are seeking an HR position. It is also an excellent forum for companies to advertise if they have summer internships available. Please take advantage of this great resource—you can't beat the price!



Articles from members who attended SHRM National Conference

Submitted by Kenda Fink, PHR

This was the first year I attended the SHRM National Conference. I was really excited it was in San Diego, CA. San Diego, CA is one of my most favorite places in the US.

As the former state conference director for the state of Nebraska, I tend to take in details of a conference that are different from what most people probably notice. First, I noticed the signage. There was signage everywhere regarding the conference and not small signs but HUGE signs pointing you to the right direction. Second, the venue was enormous. When I looked at the schedule I wondered what in the world I was going to do with around a ½ hour between breakout sessions. It took about that long just to get to the next session! I now understand why you have so much time at breaks. Plus, the exhibit hall is...well...overwhelming. There were literally hundreds of exhibitors to see from health and welfare, to universities to training to professional books and manuals to outsourcing. It took me 3 days to get through the entire hall.

I would say the best parts of the conference were the presenters and the energy. That is what you go to a conference for – to get information and jazzed about applying the knowledge when you get back to the office. The conference definitely delivered both well. The sessions that I attended all provided great take home information of which I've already put to use back here in Nebraska.

The experience is one that I definitely will not forget anytime soon. Amazing venue, great energy, tons of great goodies from the exhibitors, terrific speakers and HRCI credits! I'm looking forward to attending the conference again next summer in Vegas!!

Some tips for new comers – wear comfortable shoes, take advantage of the shuttles, cut down on costs by sharing a room with another attendee, take advantage of the exhibitor events – great networking, plan ahead – be sure to plan your sessions in advance because you do not have much time to get from one session to the next, great munchies and prizes in the HRCI hideaway, rent a box to ship your materials back in or bring an extra suitcase if you love to get goodies from the exhibitors, and have fun!

Remember if you can't make the national conference, be sure to go to the state conference which also offers great presenters, good food, exhibitors, fun and HRCI credits including strategic credits!

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Help Support achieve the Superior Merit Award

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Tara Jennings, 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 workforce.readiness@lincolnhr.org throughout the year.

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Submitted by Sarah Jones

First, I'd like to echo Mark's encouragement from last month to attend the SHRM Annual Conference if you have the opportunity to do so. It's an excellent conference and a significant professional development opportunity from which your business can benefit.

One of my favorite sessions this year was "C x C x C = The New Math of Change" by Angela Hills from BlessingWhite. The hardest part of any change is people—how do we help them embrace rather than resist inevitable changes at work? I challenge you to think about a change in your workplace, and apply the following "math" of $C \times C \times C = \text{Change}$ to ensure you're doing the things within your power to enhance the success of your change.

The first C stands for "Clarity." Ask yourself the following questions:

Is your strategy clear and does it make sense?

What is the plan to achieving it?

Do people know what they need to do differently TOMORROW to make it happen? Paint a picture of the specific behaviors you're looking for.

The second C stands for "Capability."

Do you have the tools and technology to do it?

Do you have the resources to do what you're asking of them?

Do you have the skills and abilities to make it happen? The "you" in these questions means both your organization and you individually.

The third C stands for "Commitment," and this C matters more than the others.

Do people know why **they** care about doing what you're asking them to do?

Do employees trust that you care about it as much as you're asking them to care about it?

It takes LEADERSHIP—are you meeting the needs of your followers? Why should people want to follow you? Would you want to follow you? (Wow—that one takes some introspection!)

If you want employees to follow you and be committed, you need to make your leadership CASE:

Community—Followers have a deeply-rooted desire to belong, to feel part of something bigger, to relate to others and not just the leader. Leaders can meet this need by helping people connect to others as well as to the overarching purpose of the organization.

Authenticity—Followers want leaders to show who they are—to reveal their real human qualities and interests. Leaders can meet this need by sharing insights about themselves as well as personal success and failure.

Significance—Followers need to feel like they matter, that their efforts are worthwhile and meaningful.

They need recognition for their contribution. Personalized feedback is essential to skillful recognition.

Excitement—(and this doesn't mean cheerleading). Followers need to feed off of the energy, enthusiasm and passion of their leader in order to deliver extra effort and exceptional performance. Leaders can meet this need through their passionate commitment to their personal values and their vision.

People hate change...but they love progress. You have to have your plan, and then communicate it. Know that you care and why you care. Find your voice and decide to lead.

If any "C" of $C \times C \times C$ in the change formula is zero, you get zero. This is a multiplicative, not an additive process; you have to ensure the value of every "C" to bring about successful change.

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Submitted by Nancy Conway

THE TRUST FALL

The SHRM Annual Conference provided outstanding and educational sessions in many areas of business. There were tracks in the following areas: compensation, benefits, engagement, leadership, & strategic management just to name a few. One session in Strategic Management focused on Building Trust; The Trust Fall by Richard Fagerlin. Following are some of the many points covered during this session:

- ⇒ 5 Key Ingredients to Building Trust
 - ◆ Be offensive
 - ◆ Quit building “self esteem”
 - ◆ Treat people differently
 - ◆ Expect transformation
 - ◆ Manage upward & pursue it relentlessly
- ⇒ Gen X & Y = Need to Earn Their Trust
 - ◆ Have the worst “family” of all times - why do we welcome them to the company “family”
 - ◆ Should discuss meeting their personal needs & having no surprises regarding their performance (keep them informed on how they’re doing)
- ⇒ HR’s #1 Role = Build Trust
 - ◆ Know when to build & when to protect
 - ◆ Serve, don’t be served
 - ◆ Drive results, demand transformation, & ask why
 - ◆ Remove road blocks – don’t add them
 - ◆ Be a business partner
 - ◆ Stop saying “We can’t do that” & start saying “How can we do that?”

I would highly recommend the conference for anyone in HR. There are opportunities for those just beginning in their career in HR as well as a Master’s series for those with many years of experience in the HR profession.





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