

## February 2011 Program

### Bringing Out the Best (vs. the Beast) in People

Jeanne Baer, President, Creative Training Solutions

**When:** Tuesday, February 8<sup>th</sup>, 2010  
11:00 -11:30 am Registration  
11:30 -1:00 pm Luncheon & Program\*  
1:15 - 3:15 pm Workshop\*  
\*HRCI Credits Applied For

**Where:** Firefighter's Hall  
241 Victory Lane, Lincoln

**Cost:** \$15.00 Luncheon Meeting  
\*\*\*SPECIAL NON-MEMBER GUEST PRICE \$15\*\*\*  
\$35.00 Workshop

**Meal:** Catering by Tastefully Yours  
Gourmet Sandwiches, Pastas, Salads & Desserts  
Water, Tea, Coffee

*Bring a Guest for  
Member Price!*

**About our Program:** LHRMA is hosting a very popular top-notch presenter Jeanne Baer discussing one of our most requested topics on soft skills. We are very excited to bring Jeanne to our members and guests this month. This is such a wide-reaching program that we thought this month would be perfect for reaching out to the business community and encourage members to bring a guest for the member price.

#### AT THE LUNCHEON....

You'll laugh *and* get some important insights, as you discover how people you think are exasperating or difficult may be simply different... and valuable.

You'll learn...

- The strengths you (and your potential "beast") bring to any situation
  - The weaknesses (yours and your potential "beast's") which can drive people crazy
- The secrets of persuasion: How to get people's attention and commitment by delivering on their greatest needs, allaying their greatest fears, and not representing their greatest irritants.

#### AT THE WORKSHOP....

You'll "drill down" and learn even more about producing win-win situations.  
You'll discover...

- How to quickly identify a person's personality style based on verbal, vocal, visual and



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environmental clues

- How to influence up, down, and across your organization, by flexing to personality styles
- Why personality diversity is important on team projects
- How to maximize your strengths and minimize your weaknesses when teamed with someone just like you
- You'll also get specific strategies to deal with four particularly difficult people:
  - oTo command the respect of a bully
  - oTo keep an over-committer from letting you down
  - oTo maintain your own optimism in the face of a chronically negative person
  - oTo encourage a chronic complainer to take responsibility

During the workshop, a fun, funny, and observant video, set up like a TV game show, will demonstrate how you might inadvertently create "beasts" from ordinary coworkers, and how to avoid doing so!

### **About our Presenter**

Jeanne Baer founded Creative Training Solutions 20 years ago, and has served nationwide clients such as Chrysler, Global Internet, Campbell's Soup, as well as clients in Spain and Italy. A well-known author and "soft-skills" expert, she has been published in 21 books by McGraw Hill, Harvard Business School Press, and others. Jeanne has been active in national ASTD and the Lincoln chapter since 1987, and the Nebraska chapter since 1996. She's been honored with local and national awards for her leadership in the profession.

[www.cts-online.net](http://www.cts-online.net)



### **Congratulations!**

Sallie Svatora, NE Assoc of School Boards, is the WINNER of a free meeting and workshop in 2011!! Sallie renewed her LHRMA membership before Dec. 15, and her name was put in the drawing.

Congratulations to Sallie!



### **Upcoming Meetings**

March 8<sup>th</sup> – ASTD Duad at Embassy Suites, Doug McCallum, Trainer/Presenter, The Bob Pike Group Luncheon: **Did They Get It? Will They Do It? Do They Care?** How To Make Your Meetings and Trainings More Palatable And Effective For Everyone.

Workshop: "SCORE" - "Super Closers, Openers, Reviews & Energizers that can be used immediately in any meeting or training you conduct!"

April 12<sup>th</sup> – Diversity Topic - TBD



## President's Message

Mark Pankoke, President



### Coach 'Em Up

Some of you may be familiar with the term "Coach 'Em Up" and some of you may not. I have seen this term become more common in the last year or so as it relates to coaching athletes in such a way that they become much more proficient as players. This can partially explain how players can go from good to great, as defined by players who are only average one year and then selected to All Conference Teams the next. At this point you are probably saying, did I turn to the Sports page by mistake?

In answer to that question, no, you are in the right place for an HR related discussion. We, too, need to "Coach 'Em Up". I submit that one of our most important jobs is to coach our employees. This coaching extends well past other HR employees (if your organization is large enough to have more than one HR person). I also realize that saying we should do this and actually doing it can be two very different things.

One way we can help coach is through our supervisors and managers. We can help them know the preferred ways to positively recognize employees and some better ways to redirect employees with behavioral or performance issues. Both The positive and the redirecting are important aspects of coaching. As you watch athletic competitions you will see this in action. You see high fives and tongue lashings all a part of the coaching world of athletics. (Some of the "coaching" done in athletics is done better than others.) We can help our supervisors with this coaching process by using formal training programs aimed at teaching them how the organization wants coaching to occur. This is helpful but often the best way to help the supervisor is when a real, live situation presents itself. That is the time to talk them through not only what will be said, but how it will be said, where it will take place and who else will be present.

Another opportunity HR folks often have is by working directly with employees. This may be the result of a complaint they have brought to you or a complaint brought by others. In either case you should take the time to help the employee become more successful, more accountable and better team players. Listen and respond with empathy and then move to the next level, that of coaching. Often this will take the form of questions, such as "how could this have been handled better?" These questions with well placed suggestions may help them discover for themselves how real, valuable improvements can be made.

I ask you all to think about ways you as an HR professional can "Coach 'Em Up" in your organization. Additionally, if you watch the Super Bowl, don't only watch the game and the commercials, but also the Coaching. You might even see someone, "Coach 'Em Up".

— Mark Pankoke

### Drawing Winner

Who Says There's No Such Thing as a Free Lunch? Congratulations to Veda Armstrong from Family Service. She will receive free registration at the February meeting!



*'... take the time to help the employee become more successful, more accountable and better team players.'*

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



# Legal Update

## Gender to Genetic

*By Jack L. Shultz, Harding & Shultz, PC, LLO, Lincoln, Nebraska*

### **GENDER TO GENETIC**

On January 10, 2011, rules published by the EEOC under the Genetic Information Nondiscrimination Act of 2008 (GINA) become effective. Most Nebraska employers are aware of their obligation not to discriminate against applicants or employees based upon being in a protected class. Due to all of the attention given over the years to sexual harassment litigation, gender discrimination may be the most widely recognized prohibition. Genetic discrimination has now joined the list of prohibitions and employers will once again need to revise their employee handbooks.

### **THE LAW**

GINA was signed into law by President George W. Bush on May 21, 2008. Title I of GINA applies to group health plans sponsored by private employers, unions and state and local government employers. The Title I provisions generally prohibit discrimination in group premiums based on genetic information and the use of genetic information as a basis for determining eligibility or setting premiums. Title II of GINA prohibits use of genetic information in the employment context, restricts employers from requesting, requiring, or purchasing genetic information and strictly limits employers from disclosing genetic information.

### **THE REGULATIONS**

The EEOC issued a proposed rule on March 2, 2009 concerning the Title II requirements of GINA. After considering the public comments, the EEOC revised portions of the rule and published the final rule in the Federal Register on November 9, 2010. The final rule becomes effective January 10, 2011.

### **COVERAGE**

Identical to Title VII of the Equal Employment Opportunity Act, GINA applies to employers with 15 or more employees. An employee has 180 days to file a charge of discrimination. Similar to FMLA coverage, GINA also applies to a family member. However, GINA applies to a family member to the fourth degree (great great grandparents, great great grandchildren and first cousins once removed) and also applies to family medical history.

### **PROHIBITED PRACTICES**

Employers may not discriminate against any individual on the basis of genetic information of the individual. This discrimination prohibition applies to hiring, discharge, compensation, and all terms and conditions or privileges of employment. An employer may not request, require or purchase genetic information of an individual or family member of the individual. This prohibition also applies to conducting an Internet search. Employers making a lawful request for medical information must inform the healthcare provider to not provide genetic information. The regulations provide suggested notice language. An employer may not question an employee about a family member's general health which are "probing in nature," such as whether other family members have the condition, or whether the individual has been tested for the condition.

### **CONFIDENTIALITY**

An employer which possesses genetic information in writing about an employee must maintain such information on forms and in medical files which are separate from personnel files and treat such information as a confidential medical record.

### **REMEDIES**

Violation of GINA may result in federal court litigation requesting compensatory and punitive damages, reasonable attorney's fees (no comments, please) including expert fees, injunctive relief including reinstatement and hiring and back pay. A willful violation of the posting of notices concerning GINA requirements is punishable by a fine of not more than \$100.00 for each separate offense.

*(Continued on page 5)*



### Board Meeting Recap

- Budget presented; Year-End Finances in order; forms mailed
- Sallie Svatora is drawing winner for free meeting and workshop
- Membership renewals at 54% on Jan. 3
- 40 members attended December Social
- Distance Learning option being offered for HRCI cert. classes
- Strategic Mtg. Feb. 15
- 67 new members in 2010
- 12 members on Legislative committee. May have letter writing campaigns for particular bills.
- Diversity meeting is in April—Barb working on national speaker
- Workforce Readiness—looking at different venue options for next EXPO

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### CONCLUSION

GINA expands the list of protected classes in the employment context. Some attention but not a great deal of attention was given to the May 21, 2008 effective date of the law. However, with EEOC regulations becoming effective on January 10, 2011, which includes a requirement for revised EEOC posters, much more attention will be given to this federal law and this new protected class. Employers should take steps now to revise their employee handbook, post the new EEOC posters, and conduct in-service training for supervisors on how to comply with this new law. GINA is similar to Title VII in many of its anti-discrimination provisions. However, GINA is broader than Title VII in many significant ways and failure to become acquainted with the obligations of GINA might result in some very uncomfortable federal court litigation.

**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](mailto:jshultz@hslegalfirm.com).

## SHRM Student Chapter Happenings

### February is Student Chapter Recognition Month!!

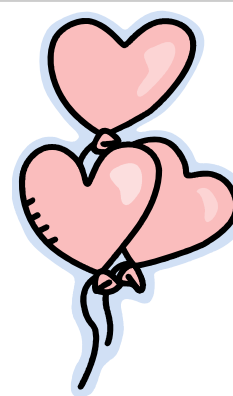
And we have fantastic students as members of our local student chapters who are eager to gain experience in the world of HR. If you have any internship or entry-level HR positions available, please utilize the LHRMA website as an advertising source. Our student members have been instructed to look there for possible positions. In addition, you can also request to view electronic resumes of our student members; electronic resumes are maintained by the College Relations Chair. There are many ways to reach out to our student members and assist them in their preparation for workforce entry. Please contact Jennifer Monroe, College Relations Chair, with questions or inquiries on how you can help.

### Member Changes

**Charlene (Kjelland) Denner**  
chardenner@gmail.com

**Elizabeth (Meyer) Ambri**  
eambri@celebritystaff.com

**Mary (Novak) Burchfield**  
mary.burchfield@verizonwireless.com



Contact Kathy Harper at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com) with any change in name, position, company or address.

## NEW MEMBERS

### Ashley Arner

Human Resources Assistant  
Novartis  
ashley.arner@novartis.com

### Candice Batenhorst

Human Resources Officer  
NE Dept of Environmental Quality  
candice.l.batenhorst@nebraska.gov

### Amanda Becker

Recruiting Coordinator  
Nelnet  
amanda.becker@nelnet.net

### Andrew Boellstorff

Director, Human Capital Development  
GT Exhaust  
aboellstorff@gtexhaust.com

### Sarah Chapman

Payroll & Benefits Specialist  
Nelnet  
Sarah.chapman@nelnet.net

### Wendy Charlton

Benefits Specialist  
Madonna Rehabilitation Hospital  
wcharlton@madonna.org

### Janet Crow

People Resource Generalist  
GT Exhaust  
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### Lesa Deeker

Consultant/Trainer  
Best Care EAP  
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### Jennie Ernest

Human Resources Coordinator  
University of NE Foundation  
jernest@nufoundation.org

### Meshelle Ferguson

Site HR Manager  
Cooper Nuclear Station  
mafergu@nppd.com

### Sandra Gause

USDA Rural Development  
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### Dana Harral

Human Resources Generalist  
KVC Behavioral HealthCare  
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### Miranda Hobelman

Human Resources Assistant  
First State Bank  
mhobelman@lfsb.com

### Terry Holt

Member Services Representative  
Nebraska Safety Council  
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### Jeff Kanger

Human Resources Assistant  
First State Bank  
jkanger@lfsb.com

### Serenity Kinney

Benefits Specialist  
Nebraska Book Company  
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### Brittany Nielsen

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brittany.nielsen@nelnet.net

### Dixie Potter

Payroll & Benefits Specialist  
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dixie.potter@nelnet.net

### Cindy Rohlmeier

Human Resources Specialist  
Madonna Rehabilitation Hospital  
crolhmeier@madonna.org

### Cindy Wood

Human Resources Manager  
NE Dept of Environmental Quality  
cindy.wood@nebraska.gov



**Welcome to LHRMA!**

## Employer Invitation to Lincoln Veteran Job Fair

Employers who are interested in participating in a Veteran Job Fair at the VA Auditorium on March 22 should contact James Jones at: phone 402/471-4477 (fax 402/471-9776 or jim.jones@nebraska.gov). There are still 15 tables available at no cost. Don't miss this great opportunity!

## Thank You!

### A special Thank You to those who donated door prizes to our December Social!

- ⇒ Gristanti's - \$25 Gift Certificate
- ⇒ Isle's Pizza - \$25 Gift Certificate
- ⇒ LHRMA Board - \$25 Gift Certificate Granite City & 2 Gift Baskets
- ⇒ Midlands Financial - Tool Kit
- ⇒ Miller Cleaning – \$150 Gift Certificate
- ⇒ SHRM Foundation - 3 Shirts

## New Advertising Options Now Available

LHRMA Website Banners—Add a rotating 468×60 or 125×125 pixel banner advertisement to the front of our web site. A total of six ads are available in each location. Banners that are 468×60 appear at the top of the front page. Banners that are 125×125 appear in the left column of the front page and rotate through most of the rest of the site. The 468×60 banners cost \$500 for 12 months. The 125×125 button ads are \$150 for 12 months. Design services are available upon request. See our website for more information or contact us at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com).

Sponsor a Meeting—Gold, Silver and Bronze Sponsorships available

Newsletter Advertisements—Is your organization interested in advertising in the monthly LHRMA Resource Newsletter? Prices for ads are listed below. Information must be received by the 10th of the previous month you wish your ad to be published in. Contact us at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com) for more information.

\*\* \$35 for a business-card size ad

\*\* \$100 for a 1/2 page ad

\*\* \$50 for a 1/4 page ad

\*\* \$200 for a full page

Advertise your HR positions on the website —LHRMA members may advertise an HR-related opening for up to 30 days for free, and non-members may post a position for \$100 for up to 30 days.

See our website for more information or contact us at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com).

## Salary Survey is Still Available

The 2010 LHRMA Salary Survey is still available to purchase. The cost is \$50 for those companies who participated in the survey if you chose to submit and receive the report electronically, and \$75 if you chose to either submit and/or receive the survey in paper form. For those companies who did not participate in the survey, the cost of the survey is \$300. Go to <http://lincolnhr.org/> for additional information on how to purchase.

## EAP Corner

# Forgiveness

*Deb Davidson, LMHP, CPC, LADC  
Directions, EAP ♦ Lincoln, Nebraska*

The scenario...something negative happens to us...those memories tend to get imbedded into our psyche and then either lie dormant for a period and begin to fester, or immediately result in a rage that never seems to really dissipate. Even after you put great effort into accepting what occurred and believed you forgave the situation and tried to forget, the memory of it rears its ugly head and the cycle begins again...now you're left to wonder if you are really able to forgive.

The reason...being able to forgive and forget is probably an unrealistic feat on its own accord. When you've been wronged, you, the whole person is affected by the emotional damage. It is part of human nature to feel overwhelming hurt and anger because memories and mind are powerful things. Without some type of assistance or guidance, the process can be daunting.

According to a report from Stanford Forgiveness Project (<http://learningtoforgive.com>), all major traditions and wisdoms value forgiveness. It has been advocated for centuries as a balm for hurt and angry feelings. Yet effective means for engendering forgiveness as a way of dealing with life's problems has often been lacking. While these teachings are often based on exhortations to forgive, limited practical training has been provided on how to actually forgive. Professionals have observed from clinical practice that clients who were able to forgive saw improvement in psychological and sometimes physical health, relationships and as prevention to disease.

The study's definition of forgiveness is a simple one. Forgiveness "consists primarily of taking less personal offense, reducing anger, and the blaming of the offender, and develop an increased understanding of situations that lead to hurt and anger, and the blaming of the offender, and developing an increased understanding of situations that lead to hurt and anger."

A chronic state of anger and resentment interferes with life, and stress and anger can cause or worsen diseases such as cancer, heart disease, and various autoimmune disorders. And forgiveness goes both ways...forgiving others and forgiving yourself. When you are holding onto resentments, it's time to forgive yourself. Offering forgiveness is one of the most compassionate and loving actions you can give someone else. While it may not always be viable, being granted forgiveness can be the roadblock that is lifted on the way to true healing—often times for both people involved.

The Stanford Forgiveness Project focused a 9-step training forgiveness process as a way to ameliorate anger and distress involved in feeling hurt as a means to prevent and treat cardiovascular and other chronic diseases, and a tool for enhancing existing interpersonal relationships.

1. Know exactly how you feel about what happened and be able to articulate what about the situation is not OK. Then, tell a trusted couple of people about your experience.
2. Make a commitment to yourself to do what you have to do to feel better. It is important to remember that forgiveness is for you and not for anyone else.
3. Forgiveness does not necessarily mean reconciliation with the person that hurt you, or condoning of their action. What you are after is to find peace. Forgiveness can be defined as the "peace and understanding that come from blaming that which has hurt you less, taking the life experience less personally, and changing your grievance story."
4. Get the right perspective on what is happening. Recognize that your primary distress is coming from the hurt feelings, thoughts and physical upset you're suffering now, not what offended you or hurt you two minutes – or ten years – ago. Forgiveness helps to heal those hurt feelings.
5. At the moment you feel upset practice a simple stress management technique to soothe your body's

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flight or fight response.

6. Give up expecting things from other people, or your life, that they do not choose to give you. Recognize the “unenforceable rules” you have for your health or how you or other people must have. Remind yourself that you can hope for health, love, peace and prosperity and work hard to get them.
7. Put your energy into looking for another way to get your positive goals met than through the experience that has hurt you. Instead of mentally replaying your hurt, seek out new ways to get what you want.
8. Remember that a life well lived is your best revenge. Instead of focusing on your wounded feelings, and thereby giving the person who caused you pain power over you, learn to look for the love, beauty and kindness around you. Forgiveness is about personal power.
9. Amend your grievance story to remind you of the heroic choice to forgive. Forgiveness is a heroic choice.

Finally, the practice of forgiveness has been shown to reduce anger, hurt, depression, and stress, and leads to greater feelings of hope, peace, compassion and self-confidence. Practicing forgiveness leads to healthy relationships as well as physical health. It also influences our attitude which opens the heart to kindness, beauty, and love.

## Wellness

### Winning the Battle of February Challenges

By Michelle Welch, RD/LMNT

*Madonna Fit for Work*

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Do you find February to be a battle against declining resolutions met by a box of valentine chocolates and a Girl Scout cookie chaser? You are not alone. We love the Girl Scouts and I can guarantee that they would be glad for your donation—no cookies. Cookies certainly can be included into a healthy eating plan. What I find, however, is that overall; people think the serving size of thin mints is a sleeve, when the reality is that two and a half thin mints equal one mile of walking to burn them off.

In my 18 years of practice, I have consistently seen folks end up on one of two paths. Rather, they find the lure of the couch, blanket and tagalongs far too strong and give up entirely or they realize that this is their chance to avoid their cyclical weight gain and that they've come too far to let the samoas give them some more work to do. Whatever your past battles, you can choose to scoop out some fun and fitness this winter.

Find your inner kid and on the less chilly days get outside to enjoy the change of seasons. Sled, build a snowman, snow shoe, cross country ski, make snow angels, ice skate, whatever used to bring you joy in the winter. Soak in the winter beauty of the flocked trees and cozy meals of hearty vegetable soups. Yes, you can beat the battle of the February challenges. It's all in how you choose to approach it.

Want more help in supporting wellness or injury management and prevention within your workplace? Madonna Fit for Work can help. Contact us on the Corporate Services Hotline at 402-420-0002 or email Sande Dirks, Corporate Relations Director at [sdirks@madonna.org](mailto:sdirks@madonna.org) for more information.

## Legislative Update

The Nebraska Legislature opened its new session on January 5, 2011. During the Unicameral's current 90-day session, lawmakers will devote substantial time to the state budget. The Appropriations Committee must produce its preliminary budget report no later than March 1. Senators are facing a projected two-year revenue shortfall of \$986.5 million for the upcoming FY 11-12/FY 12-13 budget cycle which begins July 1.

A major hurdle for Lawmakers will be finding a way to replace last year's federal stimulus money. This includes \$140.3 million for state aid to schools, \$89.3 million for Medicaid, and \$17 million for the Corrections Department. One bright spot is that the state holds \$321.8 million in its Cash Reserve Fund.

Nearly 450 new bills and resolutions had been introduced by Nebraska Lawmakers. Senators will continue to introduce new legislation through January 19. Committee hearings on newly introduced bills begin January 18. Every bill will have a public hearing before a committee of jurisdiction, which will decide whether to send the measure onto the full legislature.

In the Governor's annual state of the State Address to lawmakers, Governor Dave Heineman announced the highlights of his two-year budget plan. The Governor's budget would end between 450 and 500 state jobs and reduce the operating budgets of 33 state agencies. Instead, more emphasis would be placed on private job creation through new initiatives to help high-tech, start-up businesses and improve the state's education system. The Governor noted that Nebraska's unemployment rate is the country's third-lowest and that a tax burden on Nebraskans has dropped considerably in national rankings. The Governor said he would adamantly oppose any increases in any state tax or fee.

### **Bills that the LHRMA Governmental Affairs Committee will likely be monitoring are:**

LB113 Employment/Credit History: prohibits job discrimination based upon credit history.

LB151 Workers' Comp Court: would change location, hearing, and document provisions of the Nebraska Workers' Compensation Court.

LB152 Workers' Comp – Medical Fees: change the applicability of a medical fee schedule under the Nebraska Works' Compensation Act.

LB153 Workers' Comp – Medical Services: would change reimbursement for medical services under the NE Workers' Compensation Act.

LB184 Workers Comp – Interest Rates: would amend the interest rate provisions under the Nebraska Workers' Compensation Act to require interest be paid at the "judgment rate" on any workers' compensation award from which an appeal is taken and no reduction in benefits obtained.

LB238 Workers' Comp Court: Proposes to eliminate the workers' compensation three-judge review and allow for appeal to the Nebraska Court of Appeals or Supreme Court.

LB346 Workers' Comp Court: Workers' Comp Court would be allowed to hold parties in contempt for violating its orders.

LB245 Workers' Comp Court: provides for the release of employee medical records under the Nebraska Workers Compensation Act.

LB272 Workers Comp – Employee Confidentiality: would amend the Workers' Compensation Act to provide confidentiality for reports of first injury filed with the Workers' Compensation Court.

LB261 Unemployment Insurance: would allow for an additional direct seller exemption to the Employment Security Law (unemployment compensation) for those persons engaged in the trade or business of the delivering or distribution of newspapers or shopping news, including any services directly related to such trade or business.

LB262 Safety Committees: would eliminate currently required safety Committees.

LB263 Worker Trainings: would eliminate the Nebraska Worker Training Board.

LB 189 Criminal Offender Employment: would prohibit questions about a public employment applicant's criminal record on an initial application.

*(information received through the Nebraska Chamber of Commerce & Industry's Legislative Report – January 14, 2011)*

## Certification Study Group

Plan now for LHRMA's upcoming Certification Study Group – January 31<sup>st</sup> thru April 25<sup>th</sup>. The group will meet every Monday evening for 13 weeks to prepare you to take the PHR or SPHR. Visit the LHRMA website ([www.lincolnhr.org](http://www.lincolnhr.org)) for more information and to fill out the registration form. If you have any questions please contact Melissa Price at [mprice@nebook.com](mailto:mprice@nebook.com) or 402.421.0402.

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## Help Support achieve the Superior Merit Award

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Kim Michael, 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](mailto:workforce.readiness@lincolnhr.org) throughout the year.

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## 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 [hrma0048@yahoo.com](mailto:hrma0048@yahoo.com).

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## 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 [hrma0048@yahoo.com](mailto:hrma0048@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](http://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!





Lincoln Human Resource  
Management Association  
PO Box 81066  
Lincoln, NE 68501-1066

www.lincolnhr.org

SHRM local chapter #0048



## Board of Directors



**PRESIDENT**  
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**PAST PRESIDENT**  
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**MEMBERSHIP CHAIR**  
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**DIVERSITY CHAIR**  
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