



Lincoln Human Resource Management Association



PO Box 81066, Lincoln, NE 68501-1066  
[www.lincolnhr.org](http://www.lincolnhr.org)

Volume 3, Issue 10

October, 2012



## Pay for Performance: A Clear Signal for Retention and Engagement

A Presentation and Workshop with Kenexa's Mark Szytko and Gordon Ritchie

**WHEN:**

**Tuesday, October 9th, 2012**

11:00 – 11:30 Registration

11:30 – 12:00 Lunch & Announcements

12:00 – 1:00 Keynote Session

1:15 – 3:30 Workshop – Competencies, Compensation and Technology;

Creating a Foundation for Success in 2012

**HRCI Credits have been approved for both the program and the workshop!**

**WHERE:**

**Firefighters Hall**

241 Victory Lane, Lincoln, NE 68528

Parking is Free

**COST:**

**Program Registration Fee:** LHRMA members—\$15

All Other Attendees—\$25

College Student Chapter Members—FREE (must register with Nate Elgert)

**Workshop Registration Fee:** LHRMA members – \$35

All Other Attendees—\$50

**MENU:** Provided by Dinner & Co.

Chicken Salad Croissant or Focaccia Club Sandwich, Spring Mix Salad with cranberries and balsamic dressing, red potato salad, fresh seasonal fruit, desserts, iced tea and assorted sodas.

**DEADLINE:**

Register or cancel your registration by: **Noon, Friday, October 5th.**

**REMINDER:** There is a \$10 fee for late registrations and for no-shows. This \$10 fee is in addition to the regular registration fee. Please try your hardest to register on time, as late registrations and no-shows make it difficult on everyone involved.

**About our Program:**

Do your employees feel that they're adequately paid for their performance? Is your workforce feeling underappreciated? Has turnover been on the rise? Compensation can have a lasting and considerable impact on your company.

Join LHRMA for a 1-hour keynote presentation by Mark Szytko from Kenexa, followed by a workshop that will delve into compensation, competency, and technology!

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### At the Luncheon...

#### **Pay for Performance: A Clear Signal for Retention and Engagement, Presented by Mark Szytko**

Budgets for pay increases have been tight for the last few years, but as we begin to emerge from recession and top performers look to realize their worth, the issue of pay for performance is on the minds of many organizational leaders and HR practitioners.

Using the data from the 2011 WorkTrends survey, we examine whether or not employees feel they are paid for their performance. The data shows that very few saw a link between their pay and work performance. Many who didn't see a link, were considering leaving. This can have considerable impact on an organization in terms of high employee turnover which can lead to increased personnel costs and lost productivity. What can be done to remedy the situation?

In this session, Kenexa's Mark Szytko will discuss the findings of his Kenexa High Performance Institute WorkTrends report covering the link between pay and performance.

This session will cover:

- The impact of employees not seeing the link between pay and performance
- What pay for performance means to employees
- Pay for performance and intent to leave the organization
- Pay for performance and employee engagement
- How to strengthen the link between pay and performance

HR professionals who need to understand the link between pay and performance, employees' perception of this connection, and what they as HR professionals can do to promote the link between pay and performance within their organizations, will benefit from this session.

### At the Workshop...

#### **Competencies, Compensation and Technology, Creating a Foundation for Success in 2012, Presented by Gordon Ritchie**

- How job-related competencies have become the key to Talent Management, enabling critical decisions involving performance, succession, employee development and compensation.
- How techniques for specifying jobs, competencies and compensation have evolved and converged, as well as the underlying drivers of these initiatives; from organizational alignment to employee development and mobility.
- Fundamental information to help OD, L&D, Performance, and Compensation professionals finalize their plans for 2012.
- New insights, exchange ideas and hear the thoughts of your fellow professionals from across different industries.

### Meet Our Presenters:

#### **Mark Szytko, CCP, GRP**

Managing Director, Compensation

Mark has over 30 years as a compensation practitioner, and has held compensation benefits and HR systems leadership roles for a number of organizations including Honeywell, Digital Equipment Corporation, Wang Laboratories, Kronos, Comcast, Progress Software and Lightbridge.

Mark has extensive experience in all aspects of compensation, including the design, development, implementation and ongoing administration of compensation systems and programs including base pay, variable compensation, sales and executive compensation. Additionally, he has experience in international benefits, mergers and acquisitions and HR systems selection and implementation.

In his role here at Kenexa, Mark drives research on trends in compensation practice and spends most of this time meeting with our customers and other compensation professionals to understand the challenges that HR professionals face in today's market. He tours the country speaking on compensation and HR-related topics, and in addition to his role at Kenexa, he is a member of the WorldatWork faculty.

Mark holds a Bachelor of Science in Business Administration from Suffolk University and a Master of Business Administration from Western New England College with a concentration in Management Information Systems. He is also a Certified Compensation Professional (CCP), a Global Remuneration Professional (GRP), a WorldatWork Editorial Review member, and a recipient of WorldatWork's Lifetime Achievement Award.

*(Continued on page 3)*

### Gordon Ritchie

Gordon is responsible for defining and leading Kenexa's Competency Solutions Group. The solutions have been established across the globe and have delivered significant results in retention, increased productivity, improved career visibility and focused recruitment strategies. Gordon brings over 20 years' experience, in talent management drawing from his years in learning delivery and development, assessment, and competency modeling and design.



#### Upcoming Meetings:

November 13th – Talent+ Presentation and Workshop

December 11th – LHRMA Member Social!!!

## President's Message

Judy Ganoung, LHRMA President



Hoot Hoot, it is October which means, thankfully and hopefully, the end of the hot weather. Fall is my favorite time of year— time to bring out the sweaters, candy corn & peanuts (remember, party peanuts work the best) and of course FOOTBALL and the Huskers. Go Big Red!

We will be recognizing LHRMA past-presidents at our October meeting. The LHRMA board and membership appreciate the guide and commitment you have given over the years. If you are a past president, be watching for your special invitation. We would love it if you could attend the meeting on October 9, 2012. We have a couple of other exciting endeavors that we will be announcing on that date.

A special thanks to Cathy Maddox and the committee that worked on the SHRM State Conference presented last month. This was my first conference, and I have to say that I really appreciated the opportunity to participate in two days of workshops. The presenters and key note speakers were awesome. The State Council always finds a way to make training and meeting activities not only interesting and worth your time, but also fun. If you didn't get to go this year, I encourage you to clear your calendar for next year's State Conference. You may also be interested in serving on this committee— the comradery within this group is contagious.

The LHRMA Board and Program Committee have some great collaborations and programs scheduled for our members in the next few months. Woods & Aitken has asked LHRMA to collaborate with them to present "Best Places to Work" to the Lincoln community. Lincoln Journal Star will also be working on this endeavor. We are very excited to participate and appreciate the opportunity to work with Woods & Aitken and the Lincoln Journal Star. Robert (Bob) Evnen from Woods & Aitken will be at the October meeting to provide details on the event. Bob has presented for our group several times. Our hope is that you, as a key member of your employer's workforce, will encourage your company to participate in this contest.

The Program Committee has secured presenters from Kenexa for our October meeting and Talent Plus for our November meeting. December will be the social, so watch for details and be sure to attend. The December Social is also the time that we recognize our volunteers. Door prizes and great food are also provided and if you know the right person, a beverage ticket!

— Judy Ganoung



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

# Legal Update

## English Only at Work, Por Favor

By Mark A. Fahleson and Tara L. Tesmer, Rembolt Ludtke LLP

As many workplaces become increasingly diverse, employers must juggle numerous anti-discrimination laws while maintaining industry best practices. Balancing the needs of the company with the rights of the employee can be tough for even the most seasoned managers. Since communication is a key component to a productive work environment, many issues can arise when employees and managers cannot communicate effectively.

But can employers require that all employees speak English?

A recent federal case out of Nebraska indicates you can. In *Reyes v. Pharma Chemie, Inc.* (D. Neb., Sept. 2012), an employee worked as a product packaging technician and would often speak with her co-worker in Spanish while working. The employee's other coworkers in the packaging department did not speak Spanish, nor did any of the packaging supervisors. In fact, the employee's supervisors expressed concern about the two coworkers speaking Spanish "constantly." Supervisors would give them instructions in English but the two would not respond, and instead would turn to each other and speak Spanish. This left the supervisors uncertain if directions were understood. As a quality-control measure, the employer instituted a policy prohibiting employees from speaking Spanish at work. Exceptions were made for breaks and other situations. After the policy was adopted, the employee and her coworker continued to speak Spanish while working, but were not disciplined. The employee filed a EEOC charge alleging discrimination based on race and national origin and seven days later the employee was terminated in a reduction in force, along with two non-Hispanic employees.

The court ultimately rejected the employee's claims that the language policy violated Title VII, the Nebraska Fair Employment Practices Act, and Sec. 1981. The court acknowledged that language is closely tied to national origin and English-only policies might make employees feel devalued or give rise to a hostile work environment. However, language itself is not a protected class and the employee failed to present evidence that the employer's policy was motivated by, or resulted in, race or national origin discrimination.

The court also held the employee's disparate treatment claim did not have merit because the language policy applied to all employees and was not selectively enforced. In fact, the policy was not enforced at all and even though the employee continued to speak Spanish with her coworker, neither were disciplined.

Interestingly, less than a week after this decision was handed down, the EEOC settled a lawsuit for \$975,000 against a California-based hospital for its English-only policy. It seems the main factor distinguishing the two cases was how the employer enforced the policy. Whereas, the policy in *Reyes* applied to all employees and no employees were disciplined for violating the policy, the California-based hospital only disciplined Filipino-American staff for violating the policy and non-Filipino staff who routinely spoke languages other than English – such as Spanish – were not disciplined as a result.

**Lesson:** Employers that opt to adopt an English-only policy should be sure the policy is carefully drafted. Additionally, the policy must be justified by a business necessity and equally communicated and applied to all employees. In the case outlined above, the employer instituted the policy to promote efficiency, safety and monitoring by supervisors and it allowed exceptions where speaking a language other than English did not affect efficiency, safety or the monitoring of work by supervisors.

*Fahleson is a partner and Tesmer is an associate with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or [mfahleson@remboltlawfirm.com](mailto:mfahleson@remboltlawfirm.com) or [ttesmer@remboltlawfirm.com](mailto:ttesmer@remboltlawfirm.com). This article is provided for general information purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.*

## Best Places to Work in Lincoln—Are You One?

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What does Atlanta, Boston, San Francisco, and 39 other locations across the United States now have in common with Lincoln, Nebraska? All participate in the Best Places to Work initiative that honors organizations that deliver an outstanding work experience. The Lincoln Human Resource Management Association, Woods & Aitken LLP and the Lincoln Journal Star are proud to sponsor the Best Places to Work in Lincoln competition, which is designed with several goals in mind:

- To recognize and honor those companies that have created positive work environments;
- To recognize and share best practices;
- To promote Lincoln and its area employers; and
- To provide valuable feedback and data to participating companies that will assist them in measuring levels of employee satisfaction and engagement.

The first annual Best Places to Work in Lincoln event will begin accepting nominations on November 5, 2012. It is free to participate in the program using the online survey. All Best Places to Work winners are determined exclusively on the basis of their employees' responses to an Employee Engagement Survey, which is developed and confidentially administered by Quantum Workplace.

The results of this survey will provide employers valuable information about their organization from their most important asset—employees. This feedback can help organizations identify what is going well and what needs improvement in the workplace.

Awards will be given in each of the three categories: small companies (20 to 50 employees); medium companies (51 to 150 employees); and large companies (more than 150 employees). Winning organizations will be celebrated at the Best Places to Work awards celebration on April 17, 2013, and featured in a special supplement of the Lincoln Journal Star.

To learn more about the Best Places to Work in Lincoln event, there will be a 30 minute informational webinar on October 11, 2012, from 11 am to 11:30 am. Please go to <http://www.woodsaitken.com/events> to register for this complimentary webinar.

If you have any additional questions, you may contact Pam Bourne at Woods & Aitken LLP at [pbourne@woodsaitken.com](mailto:pbourne@woodsaitken.com) or 402-437-8523; or Judy Ganoung at [Judy@drne.org](mailto:Judy@drne.org) or 402-474-3183.

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### Megan Voichoskie - Spring 2012 - LHRMA Scholarship Award winner

LHRMA is proud to announce that Megan Voichoskie has been selected as it's Spring 2012 Scholarship award winner. Megan has graduated with a Bachelor's Degree in Business from UNL. She majored in HR Management and International Business with a near perfect GPA of 3.96. Megan has served internships at HumaneX and Sandhills Publishing as well as a study abroad session in Italy. Megan has been a Student Member of SHRM throughout her upperclassmen years and has volunteered for several public service entities in Lincoln while in school. Recently, Megan passed the Assurance of Learning Assessment through SHRM. This is symbolic of Megan's continued desire to learn and grow her skills. We are certain that Megan has an amazing career in front of her, and we are very proud to award her our spring 2012 scholarship.

# Fresh Balsam Wreaths

LHRMA is offering fresh, handmade Minnesota balsam fir wreaths to raise money for the SHRM Foundation. Each wreath will be delivered the first week of December, in an attractive gift box that keeps it fresh and full. Includes a hanger and greeting card. Wreaths are delivered directly to you— or if it's a gift, to a lucky recipient—saving you time and money!

**These florist-grade wreaths make excellent corporate gifts for your clients or employees, gifts for the hard to buy for, and gifts for friends and family out of state. You may even want to buy one for your own home!**

Make this year's shopping easier  
**AND** support the SHRM Foundation!

**Makes a Great Gift!**



**Classic:** Handmade with the freshest Minnesota Balsam Fir and beautifully decorated with selected white tipped and glittered pinecones. Festively accented with jingle bells and trimmed with a gold back red velvet bow.  
**25 inches - \$41 delivered**

**Victorian:** A taste of old world craftsmanship in holiday décor. This wreath has a silky burgundy ribbon with imprinted wire edges, natural bronze pinecones accented with gold jingle bells, satin finished ball ornaments, and lights.  
**25 inches - \$44 delivered**



**Cranberry Splash:** A traditional festive wreath made from natural balsam fir boughs and is decorated with a generous 4-inch wide plush fabric bow with gold wired edges. Ornamental trimmings include faux cranberry sprigs and gold juniper sprigs. 3 natural bronze ponderosa pine cones laced with gold and jingle bells set the finishing touches.  
**25 inches - \$45 delivered**

Contact Denice Sears, LHRMA SHRM Foundation Officer  
402-489-1406 or [hrmandas@windstream.net](mailto:hrmandas@windstream.net)

October 18 is the last day to order  
Payment by cash, check or credit card.  
Order online at [www.lincolnhr.org](http://www.lincolnhr.org)

## EAP Corner

### Ode to Cody-Man: How to Help Yourself and Your Co-Worker Through the Loss of a Beloved Pet

*Tricia L. Branchaud, LMHP, CEAP  
Directions EAP, LLC*

EAP counselors are not immune to life's tragedies. Among the tragedies we face can be the loss of a loved one. When loss happens, we find ourselves having to "live-out" one of the unfortunate situations about which we counsel and comfort our clients. Now more than ever, we find out how well we are "practicing what we preach", we determine how valuable our self-care strategies and support systems are, and we take the inevitable roller coaster ride that is grief and mourning.

On July 6, 2012, after three months of uncertainty, profound sadness, fear, shock, and borderline desperation, we lost our beloved dog Cody. Or to put it more accurately, we had to make the painful but necessary decision to put him to sleep. This life experience, while still quite raw, has reminded me once again of many of the "facts" I have learned as a grief counselor for 30 years and from countless grief recovery workshops I have attended.

Namely, that everyone's loss is unique to them, very much dependent on: the circumstances surrounding the loss, the depth and breadth of the relationship that is suddenly gone, the innate coping skills and resiliency of the survivor of the loss, the reactions (helpful and not-so-much) of one's support system, an awareness of the grief recovery process, and, albeit a colloquialism, time.

In order for the reader to better understand, the "depth and breadth" of my relationship with Cody, I need to explain a few things. I have loved and lost 4 other dogs in my lifetime and each loss registered on my Richter scale of pain. Anyone who is a true dog lover and has formed a strong bond with a pet understands this, many who have not had this experience probably cannot grasp this fully.

Cody was a "two time reject" from the Humane Society, being finally adopted into our loving home when he was about one year old. He suffered separation anxiety from previous extreme neglect (left outside in a kennel with no companionship), was very malnourished (on our first walk with him he feverishly ate acorns), and he was somewhat "goofy looking". He and I fell immediately "in love". Cody could not get enough of my time and I couldn't get enough time with him. If a dog and a person can be "soul mates" then we probably were. I remember remarking to my in-laws about a year after we got Cody, "I never thought that after the age of 40 I would fall in love again, but I have". At the time I was in a long term marriage so understandably they held their breath, until I explained, "I have fallen hopelessly in love with Cody." The feeling was mutual. As others who spent the most time with Cody and me remarked "no one will ever love you as much as Cody".

So for the next 12 years, Cody followed me everywhere that society would allow him to go, he consoled me during some dark times, he brought me tremendous joy, he was my "go-to" on a bad day, and he protected me with his life. His human-like understanding of the English language and his unusual antics led us to wonder if God had not made some cosmic mistake, having put a human soul into a dog's body. He was so much more human-like than any other dog we had known, prompting the nickname "Cody-Man".

O.K. Right now, some of my readers are on-board with my description above, and some may think this counselor's cracker has slipped. I can only report it as I experienced it. For others as well as myself, the loss of a pet can be almost as devastating as the loss of a human relationship. The bond that many form with animals can be very deep and fulfilling and can have an impact on us that defies understanding.

So, what did I do to cope with such a loss? First, I reminded myself that as in other losses I have faced in my

*(Continued on page 9)*



lifetime, such as the death of my mother, grandmother and countless other relatives and friends, I WILL EVENTUALLY FEEL BETTER. I prepared myself for sort of an emotional and physical “boot camp” of the myriad cluster of psychological, emotional and physical symptoms that come with the grief recovery process. I selected which of my support network would be helpful at this time and which ones probably wouldn’t be (I didn’t need to expose myself to what’s called by the grief experts the “secondary injury” of well-meaning but rather clueless others whose responses were in the category of “just get another dog”, “it was only a dog”, or “pick yourself up by the bootstraps and remember all the good you have in your life.”)

I hope this has not offended some of the readers who have lost key people in their life – a spouse, a child, a parent. Of course your loss is tremendous. Everyone’s loss is, as stated, unique to them.

**No matter what loss you or your co-worker has experienced, there are some helpful things you can do:**

- Talk it out with someone who is understanding – or be there for them to talk
- Consider utilizing your free, confidential EAP counseling resource – or encourage your coworker to do so
- Get educated or re-educated about how “normal” grief works
- Cry – or allow tears to flow – vent your emotions in a safe non-judgmental environment
- Get or encourage good self-care: exercise, sleep, nutrition, relaxation exercises, recreation

**There are many ways to help yourself or others who are bereaved and in the grieving process. Your EAP can assist you with this important, challenging life situation.**

## WELCOME NEW MEMBERS

### **Falon Crase**

Employee Development Specialist/HR  
Ponca Tribe of Nebraska  
fcrase@poncatribene.org

### **Chris Peters**

Human Resources Officer  
Nebraska State Patrol  
chris.a.peters@nebraska.gov

### **Nichole Hall**

Human Resources Specialist  
Educational Service Unit No. 6  
nhall@esu6.org

### **David Sharp**

Human Resources Manager  
Farmland Foods  
david.sharp@cooksham.com



**Welcome! You’ve joined an outstanding organization!**

## CHANGES

### **Cathy Maddox**

HR Coordinator  
Lincoln Surgical Hospital  
clmaddox@lincolnsurgery.com

### **Lindsay Selig**

HR Coordinator  
Complete Children’s Health  
lindsay.selig@gmail.com

# Wellness

## *The Governor's Wellness Award:*

### *Recognizing Businesses with Evidenced-Based Worksite Wellness Programs*

*Michelle Willet, WorkWell Small Business Coordinator*

*Lincoln-Lancaster County Health Department*

Abraham Lincoln once advised, "Don't worry when you are not recognized, but strive to be worthy of recognition." Earlier this fall, 26 businesses worthy of recognition were awarded the Governor's Wellness Award at one of the three annual wellness council banquets across the state, including 16 businesses from Lincoln and surrounding areas. This award was created to encourage all businesses—large and small—in Nebraska to offer wellness and health programs for their employees. Since the Governor's Wellness Award was launched in 2008, 127 businesses in Nebraska with high quality worksite wellness programs have earned the award.

Now that organizations have been practicing worksite wellness over 30 years, research has shown that wellness programs can help to: reduce absenteeism, increase productivity, improve morale, enhance company image, and may lower healthcare costs. Meanwhile, employees experience improved quality of life through healthier eating, more active lifestyles, lower stress levels, as well as reduced illness and injuries. However, not all wellness programs are created equal. Numerous studies have found that there are common elements that are included in successful wellness programs. Often, the combination of these key elements is called an "evidence-based" worksite wellness program. It is this type of wellness program that the Governor's Wellness Award encourages businesses to develop, maintain and expand. To be eligible to receive a Governor's Award, a business should address the following components through their wellness efforts: leadership support, data collection, wellness planning, interventions, supportive environments and policies, program evaluation, and community involvement.

As with agriculture, worksite wellness is an evolutionary process. There is always room for growth and change. The Sower Award recognizes businesses who have planted the seed for wellness by creating an infrastructure that will support healthy changes in the lifestyles of their employees. The Grower Award rewards businesses for changing health behaviors. The Governor's Award has been developed to begin the process of planting, growing, and harvesting a quality worksite wellness program. National awards are available for those that chose to take their wellness program to a higher level. Businesses that have achieved national recognition are often harvesting financial return on investment.

If you already have a wellness program, we invite you to apply for the 2013 Governor's Wellness Award. More information about the award criteria and the online application are available at: <https://www.nebraska.gov/wellness/index.cgi>. If you have not begun to develop a wellness program at your organization - consider how you can design an effective program so that you, too, can reap the many benefits of worksite wellness.

*For more information about worksite wellness, contact Michelle Willet at 402-441-5538*

## Membership Renewals

Watch your email for membership renewal information in October. The LHRMA membership cost will remain the same at \$50.00 per member. Payments are Due by December 31st.

## Past President Recognition

William Stenton 1953	Jerry L. Sellentin, 1972	Jane Goertzen, 1992
Walter F. Roberts 1954 (deceased)	Harvey Schwartz, 1973	Dennis Seaman, 1993
R. "Max" Peterson 1955	Ray Oepping, 1974	Nancy Conway, 1994
Victor Seymour 1956 (deceased)	Georgia Schmitt, 1975	Judy Backhaus, 1995
Richard M. Bourne 1957 (deceased)	James P. Spangler, 1976	Chris Matousek, 1996
R.D. Andersen, 1958	David L. Bornholdt, 1977	Peggy Storm, 1997
W."Tom" Tomkins, 1959	Linda G. Larsen, 1978	Rebecca Ferguson, 1998
Ann Scott, 19960	Dick Whitcomb, 1979	Mary Crook, 1999
Joe Hartley, 1961	Sally Schneider, 1980	Laurie Kortum, 2000
Don Fahleson, 1962 (deceased)	Reid E. Devoe, 1981	Trish Reimers, 2001
Dave Hendricks, 1963 (deceased)	Patricia A. Kant, 1982	Toni Beyer, 2002
Roy Loudon, 1963	Bob Hanrath, 1983	Ruth Jones, 2003
James E. Geist, 1964	Neal Westphal, 1984	Chris Ganz, 2004
Robert Murphy, 1965	Connie Soucie, 1985	Michele Spadt, 2005
John D. Beecham, 1966 (deceased)	Chriss Lloyd, 1986	Cindy Mefford, 2006
Earl R. Fell, 1967	Linda Shafer, 1987	Carmen Wiles, 2007
Walter J. Mitchell, 1968 (deceased)	Kent Mattson, 1988	Cathy Maddox, 2008—2009
William M. Cords, 1969 (deceased)	Lovie Magruder, 1989	Marl Pankoke, 2010—2011
Joseph R. Ruschetti, 1970	Doug McDaniel, 1990	
Stuart A. Maseman, 1971	Cheryl Vavra, 1991	



**FREE!**

## Jobs, Jobs and More Jobs!

If you are an employer with an employee that is a current LHRMA member, then you can post your HR-related job opening on our website for FREE! Just email Kathy Harper at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com).

If you are looking for a human resource position, then check it out! Go to <http://lincolnhr.org/blog/jobs/>

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



### Board Meeting Recap

- Pam Bourne with Woods & Aitken presented 'Best Places to Work—Lincoln' to the Board and asked if the board would want to collaborate with them and the Lincoln Journal Star. The board approved.
- SHRM Foundation—fresh balsam wreath information has been posted on the LHRMA website. October 20th is the deadline.
- Mark Pankoke has secured Cy Wakeman for January program. Note date change to: January 7th, 2013. Need to advertise this to the public ASAP.
- Workforce Readiness—working on '100 jobs for 100 kids' model; starting with 25.
- Brian Willet will replace Amanda Henry as LHRMA Membership Chair in 2013.
- College Relations—UNL student Megan Voichoskie is the spring scholarship winner.



Lincoln Human Resource  
Management Association  
PO Box 81066  
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www.lincolnhr.org

SHRM local chapter #0048



We're on the web!  
lincolnhr.org



**PRESIDENT**  
Judy Ganoung  
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**PAST PRESIDENT**  
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**PRESIDENT ELECT/  
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**SECRETARY**  
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**TREASURER**  
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**Co-CERTIFICATION**  
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**DIVERSITY**  
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**MEMBERSHIP**  
Amanda Henry, PHR  
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**COLLEGE RELATIONS**  
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**WORKFORCE READINESS**  
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**SHRM FOUNDATION**  
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**MARKETING/  
SOCIAL MEDIA**  
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HR Consultant  
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