



Lincoln Human Resource Management Association



PO Box 81066, Lincoln, NE 68501-1066
www.lincolnhr.org



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Volume 4, Issue 10

October, 2013

Program:
Managing the Poor Performer

Workshop:
Conducting and Documenting Workplace Investigations

WHEN:

Tuesday, October 8th, 2013
11:00 – 11:30 Registration
11:30 – 12:00 Lunch & Announcements
12:00 – 1:00 Keynote Session
1:15 – 3:30 Workshop

WHERE:

Wilderness Ridge
1800 Wilderness, Lincoln, NE

Parking is FREE!

COST:

Program Registration Fee: LHRMA members—\$15
All Other Attendees—\$25
College Student Chapter Members—FREE (must register with Jenessa Keiser, College Relations Chair)

Workshop Registration Fee: All Attendees—\$35

MENU: Chef Salad and Dessert

DEADLINE: Register/cancel your registration by **12:00 noon, Friday, Oct. 4th.**

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:

Managing the Poor Performer

You know the saying – we spend 90 percent of our time managing only 10 percent of employees (otherwise known as “poor performers.”) By far the majority of NEOC discrimination charges stem from discharging an employee. This statistic indicates that the processes we use to manage poor performers are ineffective. Most employers fail to identify employees who will never meet their expectations and instead waste countless resources coaching an uncoachable employee. This presentation will discuss the key concepts involved in managing performance and the key legal considerations in evaluating performance. We will also review practical tips

in conducting performance coaching and discharging poor performers.

About our Workshop:

Conducting and Documenting Workplace Investigations

There's been a harassment complaint made by an employee to their immediate supervisor. A supervisor overhears an employee make a racial joke. What steps does a company have to take to respond to such situations, and what are good investigation and documentation practices to follow in the event of litigation? This break-out session will utilize mini-vignettes to demonstrate real-life examples of how such issues should be handled.

About our Speakers

Pamela J. Bourne represents management exclusively on workplace legal issues. Her main focus is on preventative employment law issues. Pam's goal is to help clients prevent employment claims from arising and to advise on HR strategies that will result in a sound defense position should a claim occur. In connection with this goal, Pam provides day-to-day counseling on a variety of employment issues (e.g., hiring, E-Verify, I-9 compliance, discipline, discharge, performance evaluations, employment-related contracts, FMLA, ADAAA, harassment, discrimination, wage/hour, state employment laws, and other areas). Pam also prepares and assists clients in developing HR policies and handbooks and conducts training for clients on a broad range of topics (e.g., how to avoid harassment and retaliation claims).

In addition, she frequently defends employers in connection with employment-related claims filed with government agencies. Pam earned both her law degree and Master of Business Administration degree in 2000 from the University of Nebraska. Her educational background allows her to deliver practical, results driven, advice to her clients.

Bar Admissions:

- Nebraska
- U.S. District Court of Nebraska
- U.S. Court of Appeals (Eighth Circuit)

Affiliations:

- American Bar Association
- Omaha Bar Association
- Omaha Chamber of Commerce
- Human Resource Association of the Midlands
- Society for Human Resource Management
- Junior League of Omaha
- Regional Editor for the Bureau of National Affairs
- Facilitator for the 2013 HR Strategic Peer Group

Education:

- Juris Doctor, University of Nebraska College of Law
- Master of Business Administration, University of Nebraska
- Bachelor of Science, Business Administration (high distinction), NE Wesleyan University

Erin L. Ebeler joined Woods & Aitken in 2008 as an associate after clerking in the Firm for two years. As a member of the Firm's Litigation department, Erin works with clients in the commercial,

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construction, and labor and employment practice areas to develop legal and common sense solutions during all stages of the litigation process.

In 2008, Erin graduated with highest distinction from the University of Nebraska Lincoln College of Law. During law school, Erin was editor-in-chief of the Nebraska Law Review and a member of the 2007 National Moot Court team. In addition, she received the Guy Cleveland Chambers Gold Medallion for Highest Grade Point Average in the Class of 2008 and was named to both the Order of the Coif and the Order of the Barristers. Erin also received the Medal of Excellence from the American Bankruptcy Institute as well as numerous CALI Excellence for the Future awards.

Bar Admissions

- Nebraska
- U.S. District Court for the District of Nebraska

Affiliations

- American Bar Association
- Nebraska State Bar Association

Education

- University of Nebraska, B.S., Finance, University Honors Program
- University of Nebraska College of Law, J.D. (with highest distinction)



President's Message

Judy Ganoung, LHRMA President

I hope you all had the opportunity to attend the SHRM State Conference. It was fun to see a few familiar faces. The conference planning committee, lead by Cathy Maddox, did an awesome job on not only the content of the sessions and key note speakers but also on the behind the scenes details.

One session that I attended was presented by Shawn Woods. It was on strategic coaching and helping people to achieve extraordinary results through questioning, support and guidance. He was also the endnote speaker on Friday afternoon. I have never been so inspired to shed the limitations and boundaries that I place on myself. Mr. Woods talked about overcoming complacency. This isn't an exact quote but the message I received from him was that you will change situations when the dissatisfaction is greater than the complacency.

Another phrase that inspired me was that FEAR was a False Evidence Appearing Real. I loved it. Sometimes we are so afraid of new endeavors that we keep ourselves back from really going out there and taking chances. If you were at the conference you will know what I mean when I say that I'm trying hard to eat the little frogs at the end of the day and concentrating on the big frogs first (the ones that challenge me).

The committee for The Best Places to Work is gearing up again. Be watching for announcements so

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you can enter your company into the contest. Pam Bourne from Woods Aitken is the heart and soul of Best Places to Work and she happens to be our October speaker!

So far, fall has been great hasn't it? I took a few days off last month to just do some putzing around the house, even did the dreaded closet/clothes exchange for the coming season. In case you haven't been to Target for candy yet, Brach's has mixed the candy corn and peanuts so you don't have to buy them separate. Also, tried the candy corn M&M's this last weekend. Jury is still out on those babies. They kind of remind me of the old fashion mints that Miller and Paine used to make.

See you next week!

— Judy Ganoung

Legal Update

Nebraska Employers: The Developing Law on Same Sex Marriages and Employment

by Mark A. Fahleson
Rembolt Ludtke LLP

In November 2000 Nebraska voters overwhelmingly approved a state constitutional amendment defining marriage as between “a man and a woman” and barring the recognition of same sex relationships entered into in Nebraska or other jurisdictions. This amendment was eventually upheld by the U.S. Court of Appeals for the Eighth Circuit in July 2006. As a result, Nebraska employers correctly assumed they would not be affected by legislative enactments and judicial decisions in other states recognizing same sex relationships unless they employed individuals in those jurisdictions.

That all changed in this past June when the U.S. Supreme Court issued its decision in *United States v. Windsor*, which invalidated a provision in the federal Defense of Marriage Act that confined marriage to a legal union between one man and one woman. Since that decision many Nebraska employers have wondered whether they must now begin to extend benefit plans and other protections to employees who are a party to a same sex relationship.

Recently, several agencies of the federal government issued guidance on this issue:

- On August 13, 2013, the U.S. Department of Labor posted a revised “fact sheet” clarifying that the definition of “spouse” for purposes of the Family and Medical Leave Act (FMLA) now includes employees in a same-sex marriage living in the 13 states and the District of Columbia where same-sex marriages are legally recognized. However, the guidance provides that the determination of “marriage” is the made pursuant to the law of the state where the employee resides, not the law of the state where the employee may have been married. Since Nebraska does not presently recognize such relationships, employees residing in Nebraska, even if a party to a same-sex marriage performed in another jurisdiction, are not covered under this expanded definition.

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Additional guidance may be found at: <http://www.dol.gov/whd/regs/compliance/whdfs28f.pdf>

- On August 29, 2013, the Internal Revenue Service ruled that same-sex couples who are legally married in jurisdictions that recognize their marriages will be treated as being married for federal tax purposes. The ruling applies regardless of whether the couple lives in a jurisdiction that recognizes such marriages or in a state like Nebraska that does not. The ruling applies to all federal tax provisions where “marriage,” “husband,” “husband and wife” are a factor, including filing status, claiming exemptions, taking the standard deduction, providing employee benefits, contributing to an IRA, and claiming certain tax credits. The ruling provides that by September 16, 2013, employers must do the following:
 - Recognize same sex spouses for payroll tax purposes, including with respect to the taxation of employer-provided group health coverage and other fringe benefits; and
 - Implement the ruling with respect to qualified retirement plan spousal protections and benefits.

Internal Revenue Service Ruling 2013-17. Additional guidance may be found at: <http://www.irs.gov/uac/Answers-to-Frequently-Asked-Questions-for-Same-Sex-Married-Couples>

- On August 29, 2013, the U.S. Department of Health and Human Services issued a memo clarifying that all beneficiaries in private Medicare plans have access to equal coverage when it comes to care in a nursing home where their spouse lives. The memo makes clear that this guarantee of coverage applies equally to couples who are in a legally recognized same-sex marriage, regardless of where they live.

Takeaways: Despite the fact that the Nebraska state constitutional provision barring same-sex marriages remains intact, Nebraska employers need to keep abreast of these and other developments relating to same-sex marriages, sexual orientation and employment. Lincoln employers also need to recognize that in 2012 the Lincoln City Council adopted a “Fairness Ordinance” barring discrimination on the basis of sexual orientation or transgender status. While this ordinance is presently unenforceable due to a petition drive to place the issue before Lincoln voters and the Lincoln City Council’s refusal to date to schedule the required vote, it remains an open issue. This entire area of the law remains a subject of litigation on various fronts, and Nebraska employers need to ensure they are keeping an eye on these developments, whether they must comply and how.

Fahleson is an attorney with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or mjfahleson@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.
4816-2190-8502, v. 1

We will Recognize our Past Presidents at the October Program



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	Mark Pankoke, 2010—2011
Joseph R. Ruschetti, 1970	Doug McDaniel, 1990	
Stuart A. Maseman, 1971	Cheryl Vavra, 1991	

Join SHRM for a Special Rate—Now through November

From October 1 through November 30, 2013, you can join SHRM for only \$119.00!! This is a **\$61 savings** from the regular rate. This special rate applies to LHRMA members who have never been members of SHRM, or who have let their membership lapse for more than one year. (This special rate does not apply to regular renewals.) Check out all of the advantages to help you grow in your profession at www.shrm.org or email shrm@shrm.org. SHRM applications may be downloaded [here](#), or you can contact Kathy Harper at secretary@lincolnhr.org for one.

Complete the application and mail it with your \$119.00 check, made out to SHRM, to: LHRMA, PO Box 81066, Lincoln, NE 68501-1066. Once we receive it, we will send a \$61 LHRMA check for the difference with your application and payment on to SHRM.

Do not mail the application directly to SHRM. We will do that for you.

SHRM Foundation Fundraiser

Once again LHRMA is offering fresh Minnesota balsam fir gifts for the LHRMA SHRM Foundation Fundraiser. This year we are offering two new items! For each item sold, \$13 goes to the Foundation.

The last day to order is October 20.

Item Information:

- Size: All wreaths are 25". The centerpiece is 18" with a soy based, cranberry-cinnamon scented candle.
- Delivery: The prices below include delivery to the lucky recipient the first week of December.
- Conservation Efforts: Balsam trees are not cut down; only the tips of the branches are used, which regenerate in 3 years. The nursery will plant a tree seedling in the honor of each gift recipient.

An order form must be completed for each item ordered. Each order form is UPC coded, and also includes a greeting card for you to write your own personal message. (Do not remove the card from the order form. The company will remove the card and include it with your item when they complete your order.)

These florist-grade items 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!

Contact Denice Sears, LHRMA SHRM Foundation Officer, at 402-326-9692 or hmandas@windstream.net

October 18 is the last day to order. Payment by cash, check or credit card.



Classic—\$42



Victorian—\$45



Cranberry Splash—\$42



Wintergreen—\$47



Centerpiece—\$44

Raffle

At the October 8th LHRMA program, we will have an additional opportunity to support the SHRM Foundation by purchasing raffle tickets for some wonderful prizes. Raffle tickets can be purchased by cash, check to LHRMA, or credit card: 1-9 tickets at \$1 each; 11 tickets for \$10, 23 tickets for \$20; and 30 tickets for \$25. Prizes include:

- \$150 housecleaning gift certificate from Let's Talk Dirt
- Winter Gliders – whimsical penguins having winter fun
- Fall Door Hanger - Ali's Door Art
- Winter Door Hanger - Ali's Door Art
- Family Movie Night – DVD, popcorn, and candy in a wooden bowl
- Wine and a wine rack
- Fresh holiday balsam wreath

EAP Corner

Exercise for Your Mental Health

by Tricia L. Branchaud, LMHP, CEAP

Directions EAP

Many people prioritize work-outs for their **physical** health. The connection between staying active and better physical health has been well documented over the past several years. And while it is true that better physical health will naturally increase the chances of better mental health, exercise also has **direct** effects on the exerciser's emotional and psychological well-being. What active people have known all along, and mental health counselors have long suspected, is now being shown in the research –i.e. there is a direct benefit to one's mental health from exercise. I did some exploring of the many research studies on the benefits of exercise (try a Google search of your own) and what follows is a partial list of the many reasons why EAP counselors should be encouraging physical exercise and activity as part of their prescription for improving life quality. And I might add, EAP counselors (and Human Resources personnel as well) can greatly benefit from regular exercise and physical activity themselves.

No. 1 Exercise improves mood

Physical activity stimulates various brain chemicals that are self-soothing, like serotonin, dopamine, and norepinephrine. Exercise also releases endorphins, which create feelings of happiness and euphoria. Exercise can even alleviate symptoms among the clinically depressed. Just a 30 minute workout a few times a week can boost overall mood, and research has shown that a 20 minute workout can help with a more positive mood for up to 24 hours. Now THAT is a great ROI!

No. 2 Exercise reduces the effects of stress

One of the most commonly known mental benefits of exercise is stress relief. Working up a sweat or even a leisurely stroll can help to relieve many stress symptoms and restore a sense of mental balance. As has already been mentioned, exercise increases concentrations of norepinephrine. Among other things, this chemical moderates the brain's response to stress. For an extra boost of stress relief, try exercising outdoors. Moderate to high intensity aerobic exercise can reduce one's sensitivity to anxiety. And, exercise may actually work on a cellular level to reverse stress's toll on our aging process.

No. 3 Exercise promotes better sleep

Many studies have shown the correlation between proper sleep and good mental health. And regular physical activity can help a person fall asleep faster and can deepen sleep. Be careful not to exercise too close to bedtime, however, as this may make a person feel too energized to fall asleep. When done at the proper time, regular exercise, especially a moderate workout, can be the equivalent of a sleeping pill, even for people with insomnia.

No. 4 Exercise helps to tap into creativity

An aerobic exercise session can boost creativity for up to two hours afterwards. Creativity has been shown to be a great stress reliever and enhances positivity – both are beneficial for good mental health. Hit the trails around Lincoln for a long walk, bicycle ride or take a jog – and enjoy your new-found creativity afterwards.

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No. 5 Exercise can help with addiction issues

Many people have found success in overcoming their addiction to a harmful substance (cigarettes, alcohol, over-eating, drugs) by replacing their “drug of choice” with exercise. And unlike harmful addictive choices, exercise can be cost-free, make you feel better without remorse afterwards, and improve your physical health as well. The brain releases dopamine, the “reward chemical” in response to any form of pleasure. Let your pleasure be exercise!

No. 6 Exercise can be fun – NO KIDDING!

Taking a dance class, hiking on a beautiful trail, going with a buddy to the gym or for a walk, canoeing or kayaking, going for an invigorating swim – sounds like fun to me. Performing better and feeling the satisfaction of improving one’s stamina, strength or distance accomplished – all of these activities have “feel good” built in. People who regularly exercise do not view physical activity in a negative way and doing a little exercise can become habit forming.

Some helpful tips:

- Be sure and get your doctor’s okay before starting any exercise program
- Start small and build up for success
- Try to find ways to make exercise FUN
- Find an exercise buddy

And remember, in the words of a friend of mine who exercises regularly 6 times a week, and LOVES it – “It’s not how **far** you go, it’s not how **fast** you go, it is **THAT** you go!”

Consider contacting your EAP for help in motivation and goal setting for an exercise program as part of improving your mental as well as your physical health.

Get moving!!!! Even small changes can make a big difference...

Membership Renewals

Watch your mail for membership renewal information in October. The LHRMA membership fee will remain the same at \$50.00 per member. Payments are Due by December 31st. You may mail your check, or you can pay with a credit card on our web site. Please verify the information we have listed for you on our website under the Members tab. If changes are needed, please email them to lhrma0048@yahoo.com.

Renew your LHRMA membership before December 15th, and you will be entered into a drawing to win a free registration for a regular LHRMA luncheon meeting AND workshop in 2014 – this is a \$50 value!

The drawing will be held at the regular January 14, 2014 meeting. Payment MUST be received by Dec. 15 to be included in the drawing. Renew today!

Wellness

Total Worker Health

Tonya Vyhlidal, M.Ed., CHPD, WorkWell Program Director
Nebraska Safety Council

In June 2011, the National Institute of Occupational Safety & Health (NIOSH) launched the Total Worker Health™ (TWH™) Program. NIOSH is the federal agency that conducts research and makes recommendations to prevent worker injury and illness in the United States.

Total Worker Health is a strategy that integrates worksite wellness with worksite safety programs. Traditionally, wellness programs and workplace safety programs have operated independently of each other in organizations. A growing body of research is showing integration is more effective than separate, independent programs. Integration results in optimal utilization of resources and creates synergy thereby enhancing the overall health and well-being of the workforce while decreasing the likelihood of workplace injuries and illnesses.

What is Driving Integration?

The rising costs of our health care system and health of our nation is on a collision course. Chronic health conditions are increasing across all age groups. Almost 50% of Americans have one chronic health condition. Health risks leading to chronic conditions are also on the rise. According to the Centers for Disease Control and Prevention (CDC), in 2007, thirty states had a prevalence of obesity equal to or greater than 25%. A 2001 study found that annual medical claims costs for people with five or more health risks were double the costs of individuals who were healthier, that is, had two or fewer health risks. The workforce is aging. By 2015, one in every five workers will be 55 years of age or older. Older workers typically suffer from chronic health conditions and have multiple health risks. These conditions often require more care, are more disabling, and are more difficult and costly to treat than the chronic conditions that are more common in younger age groups.

NIOSH is refocusing workplace health efforts on integration across silos and sectors, funding three academic WorkLife Centers of Excellence. These centers have been created to support and expand research, training and education to stimulate the integration of workplace health protection (safety) and workplace health promotion (wellness). One of the Centers is University of Iowa, Health Workforce, Center of Excellence.

For more information on the Total Worker Health Initiative, visit www.cdc.gov/niosh/TWH/.

Sources: National Institute of Occupational Safety and Health
American College of Occupational and Environmental Medicine



September 4, 2013 Board Meeting Recap

- July financials were presented, and it was noted we may go over on facilities expenses this year.
- Melissa Price is working on 2014 Board slate to present to membership at November meeting
- Diversity committee is working with Valda Boyd Ford to present at April, 2014 program
- SHRM Foundation—working on wreath/centerpiece fundraiser, and there will be a raffle for great prizes at the October program
- November program will be duad with ASTD. ASTD is arranging for the speaker. Program will be held at Country Inn & Suites. December Social will be held at Wilderness Ridge
- SHRM special will run October and November; same as last year
- Review of By-Laws is almost complete; will review policies and procedures next.

Temp to Hire



"Byron is demonstrating his commitment to the agency's mission through his engagement in his duties, but more importantly by the way he has invested his energy and compassion into the job."

Kristie Doser, DVIP Executive Director

Sometimes a door opens to a career opportunity when a job candidate accepts a temporary placement. IVRS job candidate, Byron Waite, was referred to such an opportunity through Access2Ability™, a partnership between IVRS and Manpower that provides workforce solutions and talents of qualified candidates with disabilities to local business and industry.

Byron, a job candidate from Iowa City with a Bachelors in Business Administration, became a stay-at-home Dad for his five children for seven years. When he was ready to return to his career he began working with his local IVRS office to obtain career counseling and to take additional classes to upgrade his IT skills/certifications. However, as Byron began applying for jobs he was not getting the interviews he had hoped for because he lacked current work experience.

In an effort to help offset that long period of unemployment, IVRS referred Byron to Manpower in 2012, where he was quickly placed into a one-week

temp position as an administrative assistant. He approached this temporary placement with a positive attitude. Byron also knew that opportunities like this would help him build the professional references that he needed. He stated, "If you leave a good impression with the employer, it might provide stepping stones to a new career."

Byron says that the one-week temp position helped to build his confidence but most importantly, he left the necessary "good impression" on that employer. The Manpower staff noted that Byron demonstrated a positive attitude, reliability, and skills to get the job done and commented, "I am blown away by his commitment to work."

Sometimes working temporary jobs takes patience as one waits for the next opportunity. But Byron's patience was soon rewarded when DVIP (Domestic Violence Intervention Program), contacted Manpower in the fall of 2012 in search of a temporary accountant. Manpower immediately knew they had the right man for the job!

Executive Director, Kristie Doser, related that the responsibilities for the fiscal documentation and grants management of a nonprofit can be challenging, but "Byron has brought a range of knowledge and experience that benefits DVIP, and he has the professional demeanor and capacity to succeed in this unique environment."

When asked what he likes about working at DVIP, Byron responded that he loves the variety of the work but, "What I enjoy most are the people I work with!" He specifically mentions being proud to work for an organization that has so many innovative and forward-thinking administrators and staff.

During the spring of 2013 Byron had to take a leave of absence due to a medical condition that required a below-the-knee leg amputation. However, he returned to his position within two weeks noting that his desire to return to work was a positive motivator in his recovery and told his counselor, "It's good to know I'm needed."

This three-way partnership utilizing the resources and supports of IVRS, Manpower and the job candidate helped to make this story a success for everyone. In the spring of 2013 this temporary employee was offered a full-time position as the Controller of DVIP with full benefits by a business that originally thought they would try out an Access2Ability candidate as a temp!

WELCOME NEW MEMBERS

Paula Hall
VP, HR Officer
First State Bank
phall@1fsb.com

Nicholas Topp
HR Manager
Concord Hospitality
ntopp@concordei.com

Welcome!
You've joined an outstanding organization!

Ron Hampton
Director, Executive Education
University of Nebraska-Lincoln
ron@unl.edu



Plan Ahead for the December Social

WHEN: Tuesday, December 10, 2013, Starts @ 4:30 pm
WHERE: Wilderness Ridge, 1800 Wilderness

Join us as we celebrate the end of another successful year! There will be FREE drink tickets for everyone, as well as door prizes! It's sure to be a great time!

We will also recognize our volunteers—Your hard work throughout the year is crucial to our success, so we hope you will attend so we can properly THANK YOU!

We will be collecting toys for Toys for Tots at our December Social.

Please bring an unwrapped toy for a child ages infant—12 years. Each person who brings a toy donation will receive one extra raffle ticket for our prize drawings!



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.

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

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!





**Lincoln Human Resource
Management Association**
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www.lincolnhr.org

SHRM local chapter #0048



We're on the web!
lincolnhr.org

Board of Directors



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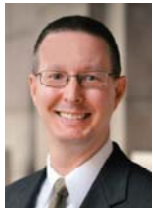
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**MARKETING/
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