

# South East South Dakota SHRM HR HAPPENINGS

December 2013



## Upcoming Events!

**December 19<sup>th</sup>**  
Holiday Social

**January 14<sup>th</sup>**  
SD Mylife Network

**February 11<sup>th</sup>**  
TBD

[Click here for more information!](#)

## Mr. Attitude



October was an exciting month for the SESD Chapter, as we were pleased to host Bob Prentice as the speaker for the annual Fall Conference, Attitudes for Excellence. This year, the conference was held at the Kolberg-Pioneer Training Center on October, 8, 2013.

As in past years, the Fall Conference is open to non-members for registration. We had a great turnout with about 45 HR professionals, supervisors and managers from local businesses in attendance. The 3 hour conference began with a breakfast buffet that was catered by JoDean's. The conference was separated into two sessions with a refreshment break that was sponsored by Applied Engineering, Gehl Manufacturing, and SESD SHRM.

The first session focused on Attitudes for Excellence, where Bob discussed the Ortega philosophy and the truth behind his motto, "If you act enthusiastic you'll be enthusiastic!" Bob also reminded attendees that attitude is a choice.

The second session concentrated on Communications and Building People. Attendees learned how to turn every situation into a win-win, by learning the correct way to give honest and sincere compliments and appreciation.

Thanks to Mr. Attitude, Bob Prentice, and all who attended for a great conference SESD SHRM Fall Conference!

## Welcome Bernie LeCates!



Congratulations to Bernie LeCates as he becomes 2014 President of the SESD SHRM Chapter. Bernie is the Human Resource Manager for Vishay Intertechnology. Growing up as an Air Force brat, Bernie move roughly every 3 years and traveled all over the U.S. and overseas. Something he considers a “great experience overall”. A family man, Bernie lives in Vermillion, South Dakota with his wife Patty, 3 daughters, 2 step-daughters, and 1 step-son. In his free time Bernie is very active in sports and athletics, enjoys attending auctions, and is an avid collector of Coke Memorabilia, unique pens, old comics, matchbox cars and other miscellaneous items.

Bernie speaks about his involvement in SHRM and where he thinks HR and SHRM are heading.

### **How long have you been involved in SHRM?**

I have been a SHRM member for over 10 years now officially.

When I started out as a member, I did so, to self educate myself on the many HR responsibilities and requirements that are essential to a company’s success. I needed to power-learn to get up to speed with the many facets of HR. I then searched out a local Chapter which was this one and became a member. I enjoy the networking, the additional learning opportunities and in general, the co-members of the chapter who have provided an array of support, knowledge and education for me.

### **What challenges do you think the HR field will face in the future?**

I think one of the most “local” and critical challenges has been the recruitment and availability of a skilled labor force. Looking into the future I think one of the primary challenges of HR will be in “Leadership Development” which involves selecting and developing the future leaders of tomorrow to ensure the organization is viable in the long term. I think HR will be expected to provide a much more inclusive and all purpose training plan for leaders that revolve around people skills, customer service and business protocol-101.

### **What’s your favorite thing about working in HR?**

Some of my favorite things about this industry is the satisfaction of assisting others with their questions and concerns as well as the challenge of working with all levels of employees.

### **What’s the worst thing about working in HR?**

I would say the worse thing about being in HR is the perception of the title or job by other employees and how it can still be labeled as a negative or intimidating area.

### **As the President of SESD SHRM, what are your plans for 2014?**

My plans for 2014 is to focus on a few key issues: focus on the professional growth of our members; increase membership in our local and national chapters; increase attendance in our local chapter; and being noticed/recognized by our city leaders as a valuable tool for them to utilize.

### **Where would you like to see the chapter heading in the future?**

The future for our chapter is in our hands. I would like to see us sustain the chapter here in Yankton with the possibility to reach out to the surrounding areas to encourage participation and membership from other companies. I think we also need to focus on selling ourselves as a group that “others” can call upon for advice, questions, knowledge, resources, etc. I look forward to the challenge!

## December Holiday Social!



**December 19<sup>th</sup>**  
**5:30 p.m.**  
**Copper Room at**  
**Ben's Brewing**  
**Company**  
**Guests welcome!**  
**Cash bar.**  
**Appetizers provided.**

**Click here to register:** <http://sesd.shrm.org/forms/register-holiday-social>



## Looking for ideas for the newsletter!

**We want to hear about your certifications, promotions, accomplishments, conferences attended, etc.**

**Submit ideas [Here!](#)**

## 2014 MAC Representatives Elected

SHRM is pleased to announce the following volunteer leaders have been elected by their fellow Regional Council members to serve on the Membership Advisory Council (MAC) for 2014:

- North Central Region – Steve Browne, SPHR (OH); Northeast Region – Kristine Avery, SPHR (ME);
- Pacific West Region – Debbie Horne, SPHR (CA);
- Southeast Region – Paula Harvey, SPHR, GPHR (NC);
- Southwest Central Region, Rebecca Briley (LA).

**Congratulations to all!**

## Member Spotlight: **Barb Kabeiseman** ~

First Dakota National Bank



### **Tell us something about yourself that would surprise people.**

I like to build furniture and I have all but my dissertation completed for my Doctorate

### **Books or movies?**

Both

### **Tell us about a favorite family tradition.**

Everything about Christmas

### **Any hidden talents you would like to share?**

Web Design

### **What is your favorite smell?**

Apple Cinnamon

### **What did you want to be when you grew up?**

A Mom

### **Mayo or Miracle Whip?**

Miracle Whip

### **What outside activities or recreation do you enjoy?**

Boating on the river

### **If you weren't in HR what would you be doing? Why?**

Working at my husband's CPA firm. I already do bookkeeping so it's an easy transition and he couldn't fire me.

### **It's the weekend....what are your plans for relaxation and fun?**

Boating

### **What do you think the greatest invention is in your lifetime and why?**

Anything electronic (I'm a tech nerd)

### **Describe your perfect vacation.**

Boating on the river with my family

### **Hobbies you enjoy?**

Woodworking, needlepoint, (various crafts)

### **What is your most prized possession?**

Family

### **What super power would you like to have and why?**

Remembering everything

### **Paper or plastic?**

I'm trying to be better and bring my own reusable bags - when I forget, it's plastic.

### **What do you keep in the trunk of your car?**

Nothing, I drive a pickup. ☺

## Member Spotlight: **Megan Tjeerdsma** ~

Human Resources Assistant, Kolberg-Pioneer, Inc.



### **Tell us something about yourself that would surprise people.**

I am part British, and am also double-jointed in both elbows.

### **Any hidden talents you would like to share?**

I have been told I'm a great cook, and I know how to play the piano and flute.

### **What did you want to be when you grew up?**

I always wanted to be a veterinarian because I love animals, but because of my fear of needles and blood, I knew that a career as a vet probably wouldn't work out the greatest for me ☐

### **What outside activities or recreation do you enjoy?**

Golf, tennis, softball, sand volleyball, fishing, and spending time on the river.

### **What is your most prized possession?**

My education!

### **Favorite TV show?**

The Walking Dead (contrary to my fear of blood!)

### **What super power would you like to have and why?**

I wish I could read people's minds!



## **2015 S.D. State SHRM Conference Committee!**

-Rhonda Kocer, State SHRM Chairman

Each year one of the seven SHRM chapters within South Dakota is honored to host the South Dakota State SHRM Conference. This conference is an annual event, attended by professionals from across the state and neighboring states. The 2014 conference will be in Sioux Falls. In 2015, our Southeast South Dakota chapter will be holding this State conference right here in Yankton.



There are many details involved with hosting a state conference. A few have already been addressed.

Conference Dates: April 29, 30 & May 1, 2015. Mark your calendars! This conference is a major human resource event in South Dakota. It is an outstanding opportunity to receive high-quality training, network with other business and human resource professionals, and see/hear about the latest products and services available in the HR field, at a very reasonable price, right here in our own backyard. The past attendees of this conference overwhelmingly rate these conferences as a success and feel they (attendees) receive a good return on their investment of time and money.

Conference Planning Committee: Thank You to the chapter members have volunteered to start making plans, and have separated the long to-do list into sub-committees and agreed to head these committees:

Conference Chairperson – Rhonda Kocer

Finance – Linda Anderson, Rhonda Kocer

Registration/Marketing/Printing – Elizabeth Nedved, Megan Tjeerdsma

Programs & Speakers – Traci Beeson, Linda Anderson

Facility/Food/Entertainment – Bridget Benson, Jennifer Herrboldt

Exhibitors & Sponsorships – Bernie LeCates, Barb Kabeiseman

SHRM Foundation Fundraiser – Jennifer Herrboldt, Traci Beeson, Barb Kabeiseman

These committee members are wearing several hats to attack all the many details associated with hosting a sizeable conference such as this one. Our chapter hosted the State Conference in 2006, and some of the committee members have attended other State Conferences, so we're fortunate to have a good Conference Committee with experience and ideas already flowing to pull this together, but we could certainly use more help and input. Our next planning meeting will immediately follow our monthly chapter meeting in January. Any and all members are welcome to stay for this meeting to receive an update on the plans thus far (please stay or leave as your schedule allows). No contribution or suggestion will be too small.

At this time, the Theme and Location of the conference have not been finalized. By early 2014 we hope to have more concrete plans. Our tentative Theme and Location are below.

Conference Theme: "HR: RIGHT ON TARGET". We felt this is a theme which any presenter or vendor should be able to incorporate into their program or display. If you know of a speaker whom you feel would provide a good program for the conference, maybe someone you've heard in the past, please pass your suggestion to one of the committee members.

Conference Location: Minerva's & NFAA. The Committee is contemplating the conference meals, keynote speakers, and all-attendee programs in the Minerva's ballrooms, and the multiple break-out training sessions and vendor exhibit at the National Field Archery Association (NFAA) building right next door to Minerva's (easy walking distance and lots of space in this building). Our January chapter meeting will be held at the NFAA building – please come and give us your impression of the facility.



Please watch future newsletters for continual updates on the conference plans. We're hoping every chapter member will somehow become involved with executing this State Conference. If you have a preference for a particular sub-committee or assisting in general with all the tasks during the days of the conference, please notify Rhonda Kocer. With teamwork and cooperation, we will hit the "bull's eye" on an outstanding and successful conference in 2015!

## Health flexible spending accounts (FSAs) are becoming more flexible

New federal guidance permits employers to allow workers to carry over unused amounts of up to \$500 for expenses in the next year.

FSAs are voluntary account-based plans that enable millions of Americans to use pretax dollars to pay for eligible out-of-pocket health care expenses like prescription drugs, co-pays, and vision and dental costs. FSAs are often funded by employees, although companies can also make contributions. However, for nearly 30 years, employees eligible for health FSAs have been subject to the use-or-lose rule, meaning that any account balances left at the end of the year were forfeited, usually to the employer.

Read the rest of the SHRM Online story: [FSA Use-It-or-Lose-It-Rule Modified](http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/FSA-Lose-It-Rule-Modified.aspx)  
<http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/FSA-Lose-It-Rule-Modified.aspx>

## SHRM Regional Scholarships Announced for 2013

SHRM and the SHRM Foundation have announced the awardees of 20 Academic and 80 Certification scholarships for SHRM members from around the country. The juried process delivered four academic scholarships of \$2,000 per SHRM region, while 16 certification scholarships of \$750 each were awarded per region. Among the certification scholarships, 12 were awarded to SHRM chapters. The SHRM Regional Scholarship application period for 2014 will start in April 2014.

Visit the chapter  
website!

[sesd.shrm.org](http://sesd.shrm.org)



Subscribe to SHRM RSS  
Feed



Follow SHRM On Twitter



Like SHRM on Facebook

## SESD SHRM Board Contact

Chapter President - **Traci Beeson, PHR**

President-Elect - **Bernie LeCates**

Treasurer - **Linda Anderson, PHR**

Secretary - **Julie Perakslis**

Chapter Membership Dir. - **Lizz Nedved**

Chapter Past President - **Bridget Benson, PHR**