

# South East South Dakota SHRM HR HAPPENINGS

September 2013



## Upcoming Events!

### September

- 9/10 Monthly Meeting:  
*Board Member Elections*

### October

- 10/8 Fall Conference:  
*"Attitudes for Excellence"*

### November

- 11/12 Monthly Meeting:  
*Details to Come*

### December

- TBD Holiday Social

[Click here for more information!](#)

## Becoming More 2013 National SHRM Conference



Becoming More was the theme of the 2013 National SHRM Conference held in Chicago, IL this past June. According to the two SESD SHRM chapter members that attended, Bridget Benson and Traci Beeson, the theme of More was apparent throughout the conference. Bridget and Traci traveled together to attend the conference. The trip started off with a flight on Sunday morning where they were seated across the aisle from the 80's rocker, Rick Springfield! Upon arrival in Chicago, they were able to partake in a Super Sunday pre-conference bonus session. The opening general session was a packed house for Fareed Zakaria and Hilary Rodham-Clinton.

Following was the Grand Opening Reception of the SHRM Exhibition of vendors. Hundreds of vendors were set up with everything ranging from background screening companies to companies offering voluntary pet insurance. In fact, the vendors were so extensive that Bridget and Traci did not realize that there was an entire section they did not even have the time to visit until later in the conference. Sunday night ended with a taste of a Chicago mainstay, deep dish pizza, at one of the great local pizzeria's near the Magnificent Mile.

Monday and Tuesday were packed days starting at 7:00 a.m. With so many break-out sessions to choose from, it was difficult to select only one per time slot. Examples of some of the sessions include Compensation Audit Practices, Marvels of Engagement, Marketing your Benefits, and Disaster Planning for Human Resources. There were many tracks to choose from and finding a session relevant to a particular concern was easy to do. Keynote speaker for Monday was Blake from Tom's Shoes. His story brought tears to the eyes of many as he told of how he came up with the one for one model. Dan Pink was the opening speaker on Tuesday and Mark Kelly and Gabby Giffords inspired on Wednesday. All in all, the featured speakers were first rate and thought-provoking.

There was even More provided with the evening, as entertainment was offered to the 15,000+ conference attendees. Bridget and Traci were able to experience the front row for DJ Jazzy Jeff at the House of Blues and second row seats to special concert by Kelly Clarkson. Other perks included the HRCI Hideaway for professionals with PHR, SHPR and GPHR certification. The hideaway was a great place to get a cup of coffee or a snack while connecting with other professionals.

Another benefit of attending the national conference, is being able to enjoy sightseeing in the conference city. After the conclusion of the conference on Sunday afternoon, Bridget and Traci were able to take in some of the sights and shops of Chicago's Magnificent Mile and Millennium Park. At the end of the conference, it was agreed that they both wished for More time to be able to experience all the conference had to offer. This was the second national conference that Bridget attended and the first for Traci. Both would recommend the experience to fellow chapter members. The location for the 2014 SHRM National Conference is Orlando, Florida. If you are interested in attending, watch for details to come from SHRM.

## Attitudes for Excellence" with "Mr. Attitude" Bob Prentice:



The SESD SHRM chapter is excited to welcome Mr. Attitude Bob Prentice to their Fall Conference on Tuesday, October 8 at the Kolberg Pioneer Training Center.

Robert A. (Bob) Prentice is an entrepreneur, a motivational speaker and corporate trainer who began his professional career over 30 years ago. Bob is also a business and marketing consultant, an author, and publisher.

A family man, Bob and Vicki, his wife of 34 years, have enjoyed the privilege of raising four children—two sons and two daughters—to adulthood.

Bob says he plays much more than he works, and when he works he goes to fun! Bob's friends call him Mr. Attitude!

Bob has worked with hundreds of companies, schools and organizations all over the United States, delivering highly motivational training sessions in Customer Service, Leadership, Sales, Team Building and more. Thousands of people participate in Bob's training seminars each year, with over 325,000 people to date, having enrolled and participated in these productive and profitable training sessions.

Human resource professionals know one thing for certain and that is everybody is watching them and their attitudes. The old saying that attitude is everything is so true today. We must lead by example in our attitude. This conference is packed full of powerful tools to have greater success both on and off the job and Bob will deliver these tools with lots of humor, stories, and

group participation. This session will challenge everyone attending to adopt, adapt, and apply these principles both personally and professionally. By working on changing negatives into positives, getting out of our comfort zones, and learning that laughter is the best medicine, participants will realize that attitude is everything!

Giving honest and sincere appreciation is a powerful leadership principle. Human resource professionals know people appreciate an occasional thank you every now and then. Yet, many do not understand the power of this basic responsibility. In this skill based session participants will re-discover the power of a sincere compliment. Participants will actually practice and build this skill in the meeting!

Bob Prentice will be available to autograph his book at the end of the presentation.

Please visit <http://sesd.shrm.org/forms/register-2013-fall-conference> for times, fees, and registration information.

Public is welcome and encouraged to attend!

## Congratulations Jackie Backer!

Jackie Backer has recently accepted a new position as Director of Human Resources with Providence Medical Center in Wayne, NE. We extend our congratulations to her on her new position. Jackie comes to this position with a wealth of human resources experience. Her previous work history includes Hy-Vee Food Stores (10 years), Randolph Elementary School (8 years), Faith Regional Health Services (3 years), Kolberg Pioneer (6 months) and Baldwin Filters (8 years). Most of us know her from her most recent position of HR Generalist at Baldwin Filters.



The decision to change jobs was not an easy one for her. Jackie reports that she will greatly miss the people she has worked with throughout Baldwin Filters, especially Monte Gulick and his staff. However, she will enjoy a shorter commute to work and is ready to face the challenge of returning to the healthcare industry. On a personal note, Jackie resides in Randolph, NE and has been married to Don Backer, VP of First State Bank for 24 years. They have two children; Jacob Backer, a senior at UNO in Omaha, NE. and Hannah Backer, a junior at UNK in Kearney, NE.

During Jackie's membership with the SESD SHRM chapter she served as VP of Membership and the HRCI Chair. One of the greatest achievements was being able to attain her PHR certification through a study group that was set up through the SESD SHRM chapter. She states that lifelong friendships have been forged because of her membership with the chapter. One of the paramount benefits of participation has been being able to reach out to colleagues at any time on various human resources subjects that may be of concern. The connection with the other HR professionals has proven to be very advantageous and she hopes to maintain those connections and even reports she will try to attend a meeting from time to time. To quote Mrs. Backer, "The SESD SHRM Chapter has been one of the BEST Human Resources networks that I have been a part of. THANK YOU ALL! I will definitely miss the Yankton area!" We wish Jackie all the best in her new position and will certainly miss her vivacious laugh and infectious smile. Good Luck Jackie!



## Looking for ideas for the newsletter!

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

Submit ideas [Here!](#)

## Welcome New Members!



We are excited to welcome the following new members.

**Angie Foner:** [Associate Recruiter, Manpower](#)

**Michelle Kaul:** [HR Assistant, Sapa](#)

**Megan Tjeerdsma:** [HR Assistant, Kolberg-Pioneer](#)

**Rita Peterka:** [HR Representative, L&M Radiator](#)

**Odie Tollefson:** [Associate, Vision Care Associates](#)

Our chapter is made stronger by having great members like  
you!



## Member Spotlight:

**Ann Ryken** ~ Human Resource Director, Yankton Medical Clinic, P.C

**Books or movies? Favorite?** I love the smell and feel of books, but my favorite movie is "Midnight in the Garden of Good and Evil."

**What one thing would you do if you knew that you couldn't fail?** Write fiction novels.

**Tell us about a favorite family tradition.** Santa's elves delivering our Christmas stockings on Christmas Eve. To this day, I have no idea how he pulled it off year after year!

**Any hidden talents you would like to share?** I don't even have any obvious talents so I am pretty sure I am not hiding any.

**What is the #1 thing you carry with you at all times?** *Nivea A Kiss of Shine Lip Gloss.* I would trade my kids for the stuff and they are my most prized possession.

**What is your favorite smell?** The first time we turn the heat on in the house in the fall.

**What did you want to be when you grew up?** A writer.

**Where would you go if you had a time machine? Why?** The 1800's. Just long enough to enjoy their use of the English language...it was like music. Certainly not because of hygiene or knowledge of effective medical practice.

**If someone would describe you in 3 words, what would they say?** I am certain what I want them to say and what they would say are not the same so I will just leave that one alone.

**Mayo or Miracle Whip?** Miracle Whip.

**What outside activities or recreation do you enjoy?** Watching my husband Lance and my boys play baseball in the yard. They make up rules as they go along and following them is optional.

**If you weren't in HR what would you be doing? Why?** A civil rights attorney. I definitely have a problem with people being treated unfairly or cruelly in any capacity.

**What 2 people, dead or alive, would you like to have dinner with?** Shakespeare and Russell Crowe.

**It's the weekend....what are your plans for relaxation and fun?** Anything but going to the grocery store.

**What do you think the greatest invention is in your lifetime and why?** I think the greatest inventions are also the same ones that keep people from interacting with each other. A double edged sword.

**Describe your perfect vacation.** I can tell you it was NOT a week at Disneyworld so I am still trying to figure that one out.

**What's the best piece of advice you've ever been given? By whom?** "Three things in human life are important. The first is to be kind. The second is to be kind, and the third is to be kind." *Henry James.* My mom told me that.

**Hobbies you enjoy?** Any activity that invokes laughter. My goal every day is to make sure I am laughing at something (usually myself.)

**What is your most prized possession?** My 3 boys Mac, Drew and Beck. No matter how bad they smell, they are so awesome.

**Favorite TV show?** Game of Thrones

**What super power would you like to have and why?** Some sort of laser that zaps bullies!

**What 3 things would be a 'must have' if deserted on an island for a month?** Again...the Nivea Lip Gloss; almonds; a phone to make sure I don't have to stay any longer than a month.

**Paper or plastic?** Winning power ball so I can hire someone to grocery shop for me and they can decide.

**What do you keep in the trunk of your car?** A first aid kit and the cloth shopping bags that I always forget to use at the grocery store because I have not won Power Ball.

## Benefits of a National SHRM Membership

**Did you know that SHRM has over 800 sample job descriptions available for members at no charge?** SHRM members may download and adapt these recently updated sample job descriptions to fit their own company policies, practices and culture.

**Don't forget:** SHRM's Knowledge Advisors are available to assist you with questions about job descriptions or any other HR-related topics. As a SHRM member, you may contact our Knowledge Advisors—certified former HR practitioners with an average of 15 years' experience each—for quick answers, personalized research assistance, clarifications and second opinions

**SHRM Express Requests:** Express Requests are just another example of the many benefits of national SHRM membership. Below is just a sampling of information provided by a SHRM Express Request. With national membership, you have access to important information like this at your fingertips! The SESD SHRM chapter encourages you to think about becoming a national member.

**Exempt/Nonexempt Classification Tools:** SHRM can provide helpful information and resources to enable employers to make informed decisions. However, as the FLSA regulations themselves clearly state that "A job title alone is insufficient to establish the exempt status of an employee", SHRM staff cannot make such determinations for members. The classification of a particular employee as exempt or nonexempt must be made by someone with detailed knowledge about the employee's salary and duties. Employers who are uncertain about an employee's status would do well to err on the side of caution and classify the worker as nonexempt to ensure they have full protection of the law. Visit [DOL's elaws](#) for more information.

**Not a Member? [Become One Today!](#)**



## Member Spotlight: **Bonnie Meiers** ~ Office Manager, Rush-Co

**Tell us something about yourself that would surprise people.** My middle name is Ora.

**Books or movies? Favorite?** Movies – I love a good musical and “The Wizard of Oz” and “Joseph and the Amazing Technical Dream Coat” top the list.

**What one thing would you do if you knew that you couldn't fail?** Start my own business.

**Mayo or Miracle Whip?** Miracle Whip of course, I buy it in bulk.

**What outside activities or recreation do you enjoy?** Walking, riding bike

**If you weren't in HR what would you be doing? Why?** Accounting is my first love as I love to work with numbers.

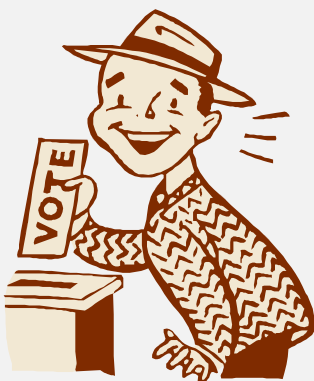
**What do you think the greatest invention is in your lifetime and why?** DVR so I do not have to watch commercials.

**What's the best piece of advice you've ever been given? By whom?** My Aunt Velma always told me to keep God at the center of my marriage and it is a great piece of advice.

## Stay informed... click to read more:

- [Employee's Job Responsibilities Must Be Reviewed to Determine](#)
- [Employee's Status as Executive under the FLSA](#)
- [The Employment Law You Are Probably Breaking](#)
- [Can Employees Agree to Be Exempt? The short answer: No!](#)

## See your name on the ballot!



**September will be here soon, and so will the Board Member elections. Positions of President Elect and Secretary will be open and ready for volunteers to accept a nomination.**

**To see your name on the ballot, click [here!](#)**



## Volunteers Wanted 2015 State Conference Committee!

We are looking for volunteers to assist us with the planning of the State SHRM conference. As a small chapter, we will need as many volunteers as possible! Areas of interest include programs & speakers, brochures & printing, publicity, registration, facility & food, exhibitors & sponsorships, finance, etc.

If you are unable to be a volunteer, feel free to submit your ideas for speakers, a Theme and/or a function in addition to the conference.

Please keep this in the back of your mind, because while the conference may be a long way off, it's not too early to get excited about it!

**CLICK HERE** to help!

Thank you for your time, contribution, and interest in promoting the HR profession and our SHRM chapter! We're going to have a fantastic conference in 2015!

## Lost in Legislation

- **Medicare Part D Notice Due Oct. 15:** Employers who provide prescription drug benefits must notify Medicare-eligible employees by Oct. 15 whether their employer-provided plan is "creditable coverage" with Medicare Part D.
- **State Unemployment Rate Steady at 3.9 Percent:** Updated unemployment rates have just been released from the South Dakota Department of Labor. To view the news release from the Department at the DLR News Room, click [here](#).
- **Deadline approaching:** Employer EEO-1 reports due September 30, 2013.



## State SHRM Conference Survey

Please take a few minutes and complete. Scott Wirth with the SD SHRM State Council is soliciting input to make any changes needed to improve an already good thing. Your input and ideas will do just that.

Please complete the survey by September 15th.

[CLICK HERE](#) to take the survey.



## Thinking about studying for the PHR or SPHR exam?

HR certification is a career-long commitment that shows your peers, your employees and your organization that you have mastered the core HR principles and that you are dedicated to staying current in your profession.

To become certified, you must meet strict professional experience and educational requirements before taking the exam. To remain certified, you must recertify every three years to make sure that you stay current in the HR profession. You display your certification by putting the credentials after your name.



### PHR Eligibility

- A minimum of 1 year of experience in an exempt-level (professional) HR position with a master's degree or higher
- A minimum of 2 years of experience in an exempt-level (professional) HR position with a bachelor's degree
- A minimum of 4 years of experience in an exempt-level (professional) HR position with a high school diploma

### SPHR Eligibility

- A minimum of 4 years of experience in an exempt-level (professional) HR position with a master's degree or higher
- A minimum of 5 years of experience in an exempt-level (professional) HR position with a bachelor's degree
- A minimum of 7 years of experience in an exempt-level (professional) HR position with a high school diploma

Go to the website for more information on application guidelines, testing windows and fees.  
<http://www.hrci.org/>

If you are interested in studying for either exam, we would love to help! Contact any of the board members and for assistance in developing a study group.

Visit the chapter  
website!  
[sesd.shrm.org](http://sesd.shrm.org)



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