CHAPTER CONNECTION

January 2014



Are you ready for the "Boomer Drain"?
P.3

AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2011 SILVER AWARD SILVER CHAPTER

2012 SHRM MEMBERSHIP SUPER STAR

EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.
HR ASSOCIATION

explore – cover



As the Boomers inch towards retirement, our companies also are inching towards loss of knowledge and skills that can not be replaced. Are you prepared?

meet – p.3

Are you ready for the Boomer Drain? Find out at our meeting this month.

Sponsored by

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Membership Update- p.4

The renewal early bird special is coming to an end on January 17, 2014. Renew now and save money; plus get a free meeting! A special thank you for your generous donations at the annual Holiday Party.

A Letter from the President—p.5

Read a special letter from incoming President, Tela Erdell on our goals for 2014 and beyond.

Save the date—p.6

Join us for our annual Mercer Benefit survey results meeting on February 19, 2014.

Legal Update—p.7

Learn more about the December 2013 IRS ruling regarding Same-sex marriages and how it might affect your business in 2014 and beyond.

Thank you! – p.8

Thank you for making 2013 one of our most successful years in EHRA giving back to our community. Your donations gave food, clothing and toiletries to many of those in need last year. Let's make 2014 a year to remember!

Chapter Connection is a publication of the Evansville-Area Human Resources Association made possible by contributions from it's members and the board of directors. If you have suggestions, please email them to: newsletter@ehranet.org.

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SAVE THE DATE

"AVOIDING THE BOOMER DRAIN: HR STRATEGIES AND BEST PRACTICES"

01-23-14

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
EHRA Member, $15, Non-Member, $30, Student, $10
11:00 a.m.—Registration 11:30 a.m.— Lunch/Announcements 12:00 noon—Meeting Begins



SCOTT FERRIN
SPHR

Scott has been SHRM's Southwest Central Field Services Director since September, 2010. His primary responsibilities include managing state council relationships, serving as a liaison with state councils, chapters and volunteer leaders, and promoting SHRM membership. He attends State Council meetings and conferences, and, as his schedule permits, chapter events. Scott resides in Mesa Arizona and serves the Southwest Central Region, supporting SHRM members in Arizona, Colorado, Kansas, New Mexico and Utah.

He has served in a variety of volunteer organizations prior to joining SHRM and most recently was the Legislative Director for the East Valley Human Resource Association (EVHRA), an affiliate chapter of SHRM located in Arizona. Scott is certified as a Senior Professional in Human Resources (SPHR) and a Project Management Professional (PMP).

Scott is an experienced HR professional with 15 years of work in HR and HR- related responsibilities. Prior to joining the SHRM staff, he held titles as a Senior Workforce Planner, Workforce Planning Manager, Talent Manager, Recruiter, Site HR Generalist, and Site HR Manager for companies ranging in size from Fortune 500 down to companies with 60 employees. He has worked in the mining, financial services, insurance and education industries during his career.

Scott has a Bachelor of Arts Degree in Business Administration with an emphasis in Finance from Weber State University and a Masters Degree in Business Administration (MBA) from the University of Phoenix.

Description: Can your organization afford to lose your reservoir of talented, experienced older workers in the coming years? If not, have you done serious strategic workforce planning to analyze the impact of baby boomer retirements and to identify potential skills gaps that could result? This session will look at key HR strategies that should be integrated into an overall talent management program for today's multi-generational workforce. It will also look at lessons to be learned from recent research -- including the 2012 SHRM-AARP Strategic Workforce Planning Poll –and from best practices by organizations honored with AARP's 2011 Best Employers for Workers over 50 Award.



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Southern Indiana Career and Technical Center

HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

PHR·SPHR·GPHR Pre-Approved HR Certification Institute

The HR Certification Institute has pre-approved this activity for 1.00 business management & strategy (strategic) hour toward PHR, SPHR, and GPHR recertification.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. All members are responsible for retaining information on each event for submission to the HR Certification Institute. A certificate of attendance will be emailed to all attendees upon the completion of the event.

Membership Update



2014 EHRA Membership Renewal – Act Now!

The renewal period for 2014 EHRA Membership runs through January 31, 2014. Annual membership dues for 2014 are a great value and remain unchanged from last year with dues rates of $50 for SHRM members and $70 for non-SHRM members.

As an added benefit, members paying their dues on or prior to January 17, 2014 receive the following perks:

1. A free meeting voucher (value of $15) that can be applied to one of EHRA's regular monthly events through the end of March 2014.

2. An entry in two drawings to be held for a free EHRA Spring or Fall Conference attendance in 2014.



Members can sign into the website at ehranet.org to pay dues by credit card or generate an invoice for payment by check.

Don't miss out on all of the benefits that come from membership with EHRA including the opportunity to attend one of our initial 2014 meetings at no charge. Renew today!

Membership renewal questions may be directed to EHRA's membership chairperson, George Lance, via e-mail at membership@ehranet.org



WOUNDED WARRIOR PROJECT

THANK YOU!

Through your generous donations at our annual Holiday Party, we were able to donate $500 to the Wounded Warrior Project

2014 EHRA Resolutions

1.) Join us on LinkedIn
2.) Join us on Facebook
3.) Take the EHRA Member Survey
4.) Verify your profile is up to date
5.) Recommend a friend/colleague
6.) Join a committee
7.) Have fun!

A MESSAGE FROM THE INCOMING PRESIDENT

TELA ERDELL



January 1, 2014

Dear EHRA Members:

As the incoming EHRA President, I'm looking forward to being a part of our growing chapter and having the opportunity to continue to work with dedicated and enthusiastic members. I'd like to thank the 2013 board of directors for their many contributions this past year with special thanks to Cynthia Griffith, Michelle Davis, and Orvietta Shannon as they transition off the board. Thank you to Angela Noble for her leadership as EHRA President in 2013.

SHRM's President and CEO, Hank Jackson, reported during the 2013 Leadership Conference, that the State of the Society for Human Resource Management (SHRM) is strong. The EHRA leadership board plans to work alongside the membership to ensure that EHRA's position remains strong as well. We'll do this by focusing on EHRA member needs and growth, strengthening our relationships with local workplaces, fostering connections with centers of education, and building upon our community partnerships. As the board works through planning around these focus areas in January, we'll share initiatives and opportunities to become involved. Volunteers, current and new, are welcome!

As we greet 2014, a year that will undoubtedly bring its own challenges (and successes!), I'm confident that EHRA professionals will continue to give their best for their profession. How can the EHRA support you to be your best in 2014? I welcome your thoughts and hope that you'll email me, call me, or take a moment to speak with me at an event. Our Member Survey is available online now through January 17th at http://ehranet.org/survey.php?id=8. Please take a few moments to share your feedback and ideas.

Best wishes for every success in 2014.

Tela

Tela M. Erdell, SPHR, GPHR
tela.erdell@oldnational.com
812.461.9743

EHRA Mission

The mission of the Evansville-Area Human Resource Association, Inc. is to promote professionalism in the area of Human Resource Management by providing opportunities for networking, comprehensive education and proactive support for its members while serving as a resource and advancing initiatives in the community through the enlistment of engaged and talented volunteer leaders.

EHRA Vision

To be the HR voice for the Tri-State.

The SHRM Liaison/Certification Chair position is open. Interested in learning about this volunteer role? Email Tela Erdell at tela.erdell@oldnational.com or call 812.461.9743.



SAVE THE DATE

MERCER BENEFIT UPDATE AND SURVEY RESULTS

02 19 14

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

EHRA Member, $15, Non-Member, $30, Student, $10

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Andrew Rosenberg

Andrew is the Office Business Leader of Mercer's Health and Benefits business in Indianapolis with responsibility for client services and management of the consulting team. Andrew actively leads client relationships and assists in the development of clients' long-term benefits strategy, including consulting on:

> Health care funding strategies
> Benefit redesign and cost analysis
> Multi-year strategic planning
> Consumer driven strategies
> International benefits

Prior to joining Mercer's Health & Benefits business, Andrew was a Client Manager within Mercer where he was accountable for understanding Fortune 1000 or equivalent clients' business objectives, scoping their problems and solutions, and managing projects. Andrew previously worked in Mercer's workforce communication and change business in Detroit where he developed employee communications related to health plan and retiree medical changes, retirement education, and annual benefit enrollment.

Andrew holds an MBA through Indiana University's Kelley School of Business. He graduated summa cum laude with a bachelor's degree in management and a minor in writing from Anderson University in Anderson, Indiana. .

Barbie Sparr



Barbie is a Consultant for the Indianapolis office of Mercer's Health & Benefits unit, advising clients on all aspects of employee benefits plan designs, funding mechanisms and administration. Her primary areas of expertise include marketing, strategic planning, financial and data analysis, self-funding and carrier negotiations. Barbie also served as the office's compliance manager for 3 years. Barbie's broad background in employee benefits comes from working for a global insurance consulting firm for 9 years and a national medical carrier for 6 years. Just prior to joining Mercer, she performed analytics and training for a national insurance agency alliance.

DESCRIPTION

Mercer will announce results of the National Survey of Employer-Sponsored Health Plans and provide a health care reform update.

Tri-State Business Group on Health

Thank you to this month's sponsor



Southern Indiana Career and Technical Center

HR Association — Evansville Area Human Resource Association, Inc.

The HR Certification Institute has pre-approved this activity for 2.00 general hours toward PHR, SPHR, and GPHR recertification.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. All members are responsible for retaining information on each event for submission to the HR Certification Institute. A certificate of attendance will be emailed to all attendees upon the completion of the event.



LEGAL UPDATE

IRS Provides Further Guidance Regarding Cafeteria Plans and Same-sex Spouses

NFP Clippinger Financial Group

On Dec. 16, 2013, the IRS released IRS Notice 2014-1. The notice builds upon guidance provided in Rev. Rul. 2013-17 regarding cafeteria plans in relation to same-sex spouses. Rev. Ruling 2013-17 was issued following the U.S. Supreme Court decision in *United States v. Windsor*. NFP Benefits Compliance addressed Rev. Ruling 2013-17 in the Sept. 10, 2013, edition of *Compliance Corner*. The notice first establishes the pertinent general cafeteria plan health and dependent care FSA and HSA rules, restates the changes to the Defense of Marriage Act (DOMA) post-*Windsor* and confirms the guidance in Rev. Ruling 2013-17. IRS Notice 2014-1 then provides a set of questions and answers giving further guidance on the application of the *Windsor* decision with respect to certain rules governing the federal tax treatment of certain types of employee benefit arrangements.

The questions and answers are followed by examples used to help demonstrate how the guidance will apply. Of the questions addressed, the first five are about midyear election changes; one is related to health, dependent care and adoption assistance FSA reimbursements; and the final four discuss contribution limits for HSAs and DCAPs. Below are a few highlights of this guidance.

A participant lawfully married to a same-sex spouse as of June 26, 2013 (the date of the *Windsor* decision), or any date thereafter, may make a midyear election change due to a change in legal marital status. However, a plan may not permit a participant to make a midyear election change on the basis that the change in tax treatment resulted in a significant change in cost of coverage. Nevertheless, due to the legal uncertainty, those plans that have already allowed an election change based on significant change in cost since the *Windsor* decision will not be seen as out of compliance for such a period. Also included is information about the effective date for cafeteria plan elections regarding same-sex spouses, the date elections for same-sex spouses must be available pretax, and how the *Windsor* decision affects imputed income.

A cafeteria plan may permit a participant's health, dependent care or adoption assistance FSA to reimburse covered expenses of the participant's same-sex spouse (and dependents) that were incurred not earlier than the first day of the plan year that includes the date of the *Windsor* decision or the date of the marriage, if later. In other words, a calendar-year plan may reimburse covered expenses of same-sex spouses beginning on or after Jan. 1, 2013 (provided that the spouses were married at the time the expense was incurred).

A same-sex married couple is subject to the joint deduction limit of $6,450 (for 2013) for contributions to an HSA with respect to a taxable year (that is, couples who remain married as of the last day of the taxable year). If the combined HSAs of same-sex married couples exceed the HSA contribution limit, contributions for one or both may be reduced for the remaining portion of the tax year to avoid exceeding the applicable contribution limit. Any excess may be distributed from the HSAs no later than the tax return due date for the spouses. This means that the HSAs have the full amount contributed, but income must be attributed for any amount over the limit. Any excess contributions not distributed by that time will be subject to excise taxes.

The same guidance is provided with regard to DCAP contributions exceeding $5,000. Contributions will remain available in the DCAP, yet includable in gross income.

Finally, to the extent that the cafeteria plan sponsor chooses to permit election changes that were not previously provided for in the written plan document, the cafeteria plan must be amended to permit such election changes on or before the last day of the first plan year beginning on or after Dec. 16, 2013. Such an amendment may be effective retroactively to the first day of the plan year including Dec. 16, 2013. This guidance is effective Dec. 16, 2013.

Do you have a topic you would like our team to get more information on? If so, contact us at info@ehranet.org.

CALLING ALL SPEAKERS

Join the EHRA Speakers Bureau

The EHRA Speakers Bureau provides professional speakers who can address a variety of topics to assist education, business, and the community.

Members of the Speakers Bureau are available for group presentations on a variety of HR topics. Topics such as job seeking skills, interviewing tips, resume preparation, etc. for student groups along with human resource topics related to the specialty areas of the HR profession.

Need HR professions for the following topics:

- Generation Gaps (Younger vs. Older)
- Women and Competing in the Workplace
- Compensation and Benefits
- Employer Incentives
- Effective Techniques for Conflict Resolution



Please contact the Workforce Readiness Chairperson at volunteer@ehranet.org to inquire about the Speakers Bureau.

AURORA UPDATE:

Thank you for your recent donations to Aurora. Any assistance we get is greatly appreciated. As an update, we are currently in need of:

- **Food items including Beanie Weenies, Vienna Sausages, Ravioli, Beef Jerky, Potted meat, Tuna, Peanut Butter, Fruit (canned or cups), Applesauce, Protein Bars, Nuts, Soup and Ramen Noodles**
- **Pantry items needed include Canned goods, box dinners, pasta and sauce,**
- **Household items include cleaning supplies, new brooms, mops and dustpans, full and queen sheets and comforters.**

Sincerely,
Jayme Walters, MSW
Director of Development

AURORA
Giving Light to the Homeless

DONATIONS NEEDED

The EHRA is currently seeking donations of new or gently used work clothing to donate to many different local charities. If you are interested in donating, please bring your items to our next meeting. Our current non-for-profit company that we are accepting donations for is:



THE EVANSVILLE CHRISTIAN LIFE CENTER



Do you think the job market is tough?

"According to the Veterans Employment Challenge Survey, 69 percent of veterans report finding new employment as their biggest challenge in coming back to the civilian world."

EHRA Partnership with the Homeless Veteran Reintegration Program

ECHO Housing Corporation was one of two non-profit organizations awarded a Homeless Veteran Reintegration Program (HVRP) grant in 2012. ECHO is committed to reducing veteran homelessness in the Evansville community through mentoring and education. The HVRP needs your assistance to help lead and assist with HR related workshops for individuals in their program. Workshops are held at the VA Medical Health Care Center on Mondays, Wednesdays, and Fridays from 9AM to 12PM (topics and materials will be provided). If you are interested in learning more about facilitating one of these workshops or assisting with this effort, please email volunteer@chranet.org.

MEMBER SPOTLIGHT



The EHRA would like you to get to know the new members who have joined us recently.



Donna Kay King is one of many new members to EHRA recently. Donna currently serves as the HSE & HR Coordinator - Evansville for PGP International. When asked why she joined EHRA, Donna said, "With my new position at PGP, I am wearing several hats; one of them being HR. Our corporate office recommended joining the national SHRM and, from this website; I was referred to the local chapter." When asked what she enjoys about her current position, Donna mentioned that it was a different challenge everyday …so she cannot get bored.



Paula McCreary is another new member to EHRA recently. Paula recently joined Lapekas HR Consulting, LLC as a Sr. HR Consultant after spending several years working with other local businesses. When asked why she joined EHRA, Paula said, "Being a part of EHRA will keep me up to date on the ever changing world of HR." The most rewarding aspect of her new job is being able to help small businesses with their HR needs.

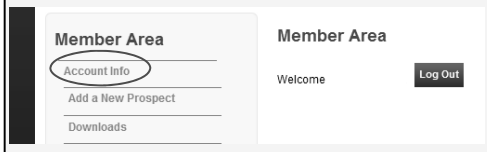
Other new and returning members include Diana Dyson, United Companies, Stephen Keener, Mead Johnson and Tamara Payne, Evansville Courier and Press.

Please help welcome all of our new members to EHRA at our next meeting.

Have you updated your EHRA profile lately?

If not, go to:
https://ehranet.org/members.php

Once logged in, click Account Info



Update any information you would like to from your work location to a photo and be sure to click save in each section you update.



Did you have a recent accomplishment that you want to share?
Let us put you in the spotlight.
Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com

MAKE EVERY HIRE THE RIGHT HIRE

HIRE SMART

AVOID MAKING THE WRONG HIRE BY CHOOSING THE RIGHT EMPLOYEE SCREENING SOLUTION—VERISCREEN®.

With tight payrolls and increasing demands on HR, every new hire counts more than ever. And that's why more and more companies are counting on VeriScreen® to screen their prospective employees—and help them make the right choice.

There's no margin of error any more—you have to make a good decision every time. Hiring the wrong employee can be costly, or even damaging to your business. Workplace violence and employee fraud and theft are on the rise. Employee turnover can cost thousands in lost productivity, training and customer dissatisfaction. Making a "bad hire" can expose you to costly negligent hiring lawsuits. And false or exaggerated information on a job application can provide an inaccurate picture of a candidate's experience. All of these problems can be avoided with accurate, detailed and timely employee screening of job candidates. And that's just what VeriScreen delivers.

- ✓ **17 Years of Background Screening Experience Providing the Most Comprehensive Background Checks in the Industry**
- ✓ **Person Search Plus™ - A Veriscreen Exclusive**
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- ✓ **E-Verify I-9 Advantage**

"The demands on HR professionals continue to grow, and every new hire is critical. We understand the pressure you're facing — you need to have 100% confidence in every hiring decision. So we deliver the industry's best employee screening solutions, backed by customer service that's second to none."

— Mark Harmon, CEO
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