CHAPTER CONNECTION

July 2016



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2014 GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



Welcome to the July 2016 edition of the EHRA newsletter.

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July 20th seminar: Why Talent Remodeling is the New Sexy

Sponsored by:

ONI RISK PARTNERS

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Donations Needed and a Volunteer Opportunity!

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Jake Fulcher, EHRA President, thanks EHRA members and provides info on the upcoming meeting.

Member Spotlight– p. 11

Welcome new EHRA members.

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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07 20 16

Why Talent Remodeling is the New Sexy

Sweetwater Event Center | 8335 Eagle Lake Dr. | Evansville, IN 47715
11:00 am—1:00 pm
$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00 am—12:00 pm CST: Registration and Lunch by Bauerhaus Catering
12:00 pm—1:00 pm CST: Program

Description

Two idealisms are colliding right now: Sustainable profitability in business, and people on a mission to reinvent themselves so they can deliver meaning and value.

The business world is rapidly changing, and finding the right talent who can perform well is a concerning issue. People who are brilliant at a specialized skill recognize their advantage and are gravitating to the highest bidders. HR folks find themselves scrambling to "fill the req", and are simply worn out.

We can continue to focus on immediate business problems and direct all our energy there (only to find that it has changed by the time we get a solution); or we can focus on how to strategically get ahead of the problems by building the future state of business- now.

Imagine...

What if we could stop putting so much focus on external hiring for specialized skills, and turn our attention to the hidden talent in our own "backyard"?

What if we could adapt the "lifelong learner" trend, connecting talent and potential to learning to skill development- in an accelerated amount of time with exponential results?

Angela Nuttle introduces the concept of talent remodeling®, and how you can use it to systematically align potential, people, and processes that lead to productive and profitable business results. She will discuss:

- What talent remodeling® is and why it's so appealing
- Fast rising talent trends and their impact on people and business- and why our current models of high potential identification don't fit anymore.
- How to start redefining "talent" so you can help remodel and evolve them

SHRM RECERTIFICATION PROVIDER 2015-2016

This program is valid for 1.0 PDC for the SHRM-CP or SHRM-SCP. For more information about certification or recertification please visit www.shrmcertification.org.

This program has been approved for 1.0 HR recertification credit with HRCI.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[SM] or SHRM-SCP[SM]. For more information about certification or recertification, please visit www.shrmcertification.org."

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.

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11:00 am—1:00 pm
$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Speaker

Angela Nuttle is **The Corporate Talent Expert®** who works directly with CEOs, business leaders, and HR Team to creatively discover and develop their organizational talent through *talent remodeling®,* consulting, and coaching. She also teaches business people how to show up with executive presence so they can showcase their value in the business world.

Angela spent **3 years in Iraq as an HR defense contractor** and leader supporting the US military and contractors from all over the world. She was one of 16 females on base facing harsh conditions and difficult challenges as a woman in a warzone. She is frequently asked to speak about her experiences there, and her story is one of **authentic leadership, emotional intelligence, and resilience,** and she shares this in her presentation called ***Hostile Work Environments: Lessons Learned from the Battlefield to the Boardroom.***

As an author, Angela is focused on helping business people go from ***INVISIBLE TO INCREDIBLE*** **through executive presence**. In her book ***From Invisible to Incredible: The Secret to Brilliant Executive Presence,*** she reveals **profound stories, practical guidance**, and **tools** that are highly sought after in the business world.

Angela is the founder of ***The School of Executive Presence™,*** which includes career changing experiences for aspiring leaders, high performers, and talented people who are serious about discovering and showcasing their value so they can **move into their calling and potential.** The school offers public events, workshops, a mastermind cohort program, a virtual coaching program, private engagements, and an online on-demand platform.

After a highly successful career in Corporate America with companies like Roche, Northrop Grumman, and KBR, Angela became the **CEO of a rapidly growing *consulting firm***, Corporate OD Strategies. Angela partners with mid to large size companies to create productive environments by developing people, potential, and processes that lead to profitable business results. She teaches them how to **creatively develop and remodel talent around 8 critical factors needed to sustain companies in today's marketplace.** Angela conducts sessions on **future trends around key talent**, **how to discover and develop talent for business sustainability,** and **how leaders can build people for top performance.** She also speaks to HR groups and helping them to become trusted advisors to the business.

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LEGAL UPDATE

Final Wellness EEOC Rules under the ADA and GINA

By Vickie Warren

EEOC Rules were issued on May 16 regarding how the ADA and the GINA apply to employer sponsored wellness programs. The provisions of the final rules related to the incentives and the ADA notice requirement will apply as of the first day of the first plan year that begins on or after January 1, 2017.

The final rules describe how to develop wellness programs without violating the ADA, Gina, or HIPAA laws and also designed to not discriminate based on race, color, sex (including pregnancy), national origin, religion, compensation or age.

For employers with 15 or more employees and under the ADA, employers may ask disability related questions and require medical examinations after employment begins only if they are job related and consistent with business necessity. However, these inquiries and exams are permitted if they are part of a voluntary wellness program. In addition, the ADA requires employers to make all wellness programs, available to all employees, to provide reasonable accommodations, and to maintain confidentiality of all medical information. However, the final ADA rule does not apply to wellness programs that do not obtain medical information but simply require employees to engage in an activity (such as walking a certain amount every week) in order to earn an incentive. The employer is required to offer a reasonable accommodation to also allow employees with disabilities to earn the incentive in this example.

GINA prohibits employers from using genetic information when making employment decisions and the law restricts covered employers (15 or more employees) from disclosing genetic information. The law restricts employers from requesting, requiring or purchasing genetic information unless one or more of the six narrow exceptions applies. One of the narrow exceptions applies when an employee voluntarily accepts services offered by an employer offered as part of a wellness program.
Here are four things to remember when offering incentives:

The Final ADA rule states that incentives that are a part of a wellness program are limited to the following:

- The incentive may not exceed 30 percent of the total cost for self only coverage of the health plan in which the employee is enrolled when the wellness program is available only to employees who are enrolled in a specific group health plan.
- The incentive may not exceed 30 percent of the total cost for self only coverage when an employer offers only one group health plan, and doesn't require employees to be enrolled in the health plan in order to participate in the Wellness Program.
- The incentive may not exceed 30 percent of the lowest cost self only coverage under a major medical group health plan offered by employer, when an employer offers more than one group health plan, and does not require employees to be enrolled in a health plan in order to participate in the wellness program.
- The incentive may not exceed 30 percent of the total cost to a 40 year old nonsmoker purchasing self only coverage under the second lowest cost silver plan available on the state or federal exchange in the location that the employer identifies as its principal place of business, when an employer *does not offer a group health plan and offers a wellness program* open to employees.

The maximum incentive for a spouse's participation may not exceed 30 percent of the total cost of self only coverage (same as an employee) under the final GINA rules. In addition, children may participate in an employer's wellness program but the employer can't offer incentives in exchange for current or past health status information about children. Incentives in exchange for genetic information about spouses and children are prohibited.
Voluntary Programs

Under the ADA, a voluntary wellness program offered by the employer is described as follows:

- Participation cannot be required.
- Employees who do not participate may not be denied access to health insurance or benefits.
- An employer cannot retaliate against or threaten any employee who does not participate or who fails health outcomes.
- An employer must provide a notice that explains what kind of the medical information that will be asked, how it will be used, who will receive it and the restrictions on disclosure.
- An employer must comply with the incentive limits as described in the rules.

Source: Equal Employment Opportunity Commission

Certification and Scholarship Update

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

- Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.
- Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

CERTIFICATION SCHOLARSHIPS! DEADLINE is July 15, 2016

Wouldn't it be great to see an EHRA member get one of these scholarships?

New for 2016! There is still time to apply for SHRM Foundation certification scholarships to be awarded in the fall. *SHRM members* may apply for this **$750 award** to support their pursuit of the SHRM-CP or SHRM-SCP certification.

Application Deadline: July 15, 2016 (awarded in October)

Eligibility: Individuals must be current members of national SHRM and their membership must remain active throughout the year they are awarded the scholarship. Individuals must be preparing to sit for the SHRM-CP or SHRM-SCP certification exam. Employees or board members of SHRM or the SHRM Foundation or other SHRM affiliate (not including chapters), and members of their immediate family are not eligible to apply for SHRM Foundation grants, awards or scholarships. Student members are not eligible to apply for this award. For more information (selection criteria and application) visit the SHRM Foundation certification scholarship page.

Application*:* The application includes contact information and a series of short-answer questions about your volunteer experience and your career aspirations. You will also be asked to upload a current resume that includes your SHRM Foundation and/or SHRM volunteer experience, and one letter of reference. Reference letters should be addressed to the "SHRM Foundation Scholarship Review Committee" and should provide insight into your character, career and volunteer accomplishments, work ethic, values, and need for the scholarship.

Timeline: Apply May 2 - July 15, 2016.....Notified of results by October 7

HRCI Introduces aPHR for Entry-Level Professionals

The HR Certification Institute (HRCI) has launched a new credential for practitioners who are just beginning their HR careers: the Associate Professional in Human Resources (aPHR) certification. The aPHR is designed for professionals who are embarking on an HR career or transitioning into the HR field. The aPHR exam focuses on the fundamentals of HR principles and practices including recruitment, HR development and retention, compensation and benefits, employee relations and safety.

Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, explained HRCI CEO Amy Schabacker Dufrane. HRCI's Professional in Human Resources credential is the next step up from the aPHR.

Registration for the aPHR pilot exam opens Feb. 16 for test dates in early May and registration for the first aPHR testing period opens April 1 for test dates in November 2016 through January 2017. Individuals passing the aPHR exam during either testing window will receive the aPHR designation. Learn more at www.hrci.org/aphr.

Meisinger Award Application Window Now Open

The SHRM Foundation is currently accepting applications for the 2016 Susan R. Meisinger Fellowship for Graduate Study in HR. This award is designed to support master's degree students who are either SHRM members or certified HR professionals. The Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

Applications are due on **Monday, August 15, 2016**. For more information, click here.

Michael R. Losey Excellence in HR Research Award

A single award of $50,000 is presented annually to further the field of human resource management. Nominations are encouraged for scholars with a significant body of work in the field of HR.

For more information about the nomination process visit the Losey Award page.

Application deadline: July 15, 2016.

Volunteer and Scholarship Opportunities!

SHRM Special Expertise Panel Applications Now Accepted

Want to be able to weigh in on emerging HR trends? Want to provide guidance on current HR policy, and renowned industry publications? There is no better way to leave your mark on the HR community than to serve on one of SHRM's five Special Expertise Panels: Ethics & Corporate Social Responsibility and Sustainability, Global, HR Disciplines (including total rewards, staffing, employee relations, org development, diversity, and employee health, safety & security), Labor Relations, Technology and HR Management. If you have a willingness to participate in media interviews (training provided), a minimum of 8-10 years progressive HR expertise and good communications skills, we want you! The 2017 application period is now open.

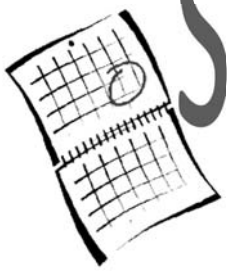
Application deadline July 31, 2016.

SHRM Foundation Scholarships Deadline

Applications are now being accepted for undergraduate scholarships ($2,500), graduate scholarships ($5,000) and SHRM certification scholarships ($750). Those that are SHRM professional members are eligible for these scholarships. For more information visit the SHRM Foundation scholarship page.

Application deadline: July 15, 2016.





SAVE the DATE

EHRA Night at the Otters

EHRA Member Appreciation Night

Friday, August 26, 2016

Game starts at 6:35pm
Hotdogs, Hamburgers, & Chicken Breast with sides will be served
Free to members +1 guest
It will be on the Bud Light Lime Party Deck

EVANSVILLE OTTERS BASEBALL

AURORA

Aurora is 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.**

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:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

Thank you for those that attended our June meeting on the FLSA salary level changes. Sweetwater was an excellent host and we will, of course, be back there next month for our July meeting.

Speaking of the July meeting, we are excited to welcome Angela Nuttle to our organization to speak. We think her program will provide some professional and personal growth opportunities for our members.



We have also announced our Membership Appreciation Night at the Evansville Otters. The event is on Friday, August 26, and is open to a member and a guest. We will be set up in the Bud Light Lime outfield area and food and drinks will be served. Should be a great time to network will fellow members.

SHRM has announced a fantastic price on its 2017 annual conference, but it expires on July 8. The early, early bird price is $995. Next year's conference is in New Orleans.

Also, we hope to see you at the Indiana State Conference August 29-31. We will be partnering with our southern Indiana SHRM Chapters in hosting a networking event one evening. More to come on that…

As always, should you have any questions, please email me at jfulcher@kddk.com.

Thank you for being a member!

Jake

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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.

SHRM Tip:

HR Magazine is available to SHRM members to read on your phone as an app! Search for *HR Magazine SHRM* and download the app today!

MEMBER SPOTLIGHT





Jennifer Zimmer, MBA, Organizational Development Specialist at Country Mark, heard so many wonderful things about EHRA and wanted to get involved. She would like to deepen her HR knowledge and learn alongside her peers in the industry.

Please welcome these new members:

Cheryl Cobb, Office Manager at ProLam Products, Inc.
Kim Snodgrass, Benefits Specialist
Teresa McKeethan, HR Generalist at Evansville Goodwill Industries
Nicholas Seifert, HR Specialist at TMMI
Carlos Marrero, Sr. HR Employee Services at Vectren



Did you have a recent accomplishment that you want to share? Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Chang at jenchan@atlasworldgroup.com

Guidance that won't leave you lost



Planning your business' future can feel perilous without a knowledgeable guide leading you in the right direction.

Your business faces many potential wrong turns as it cruises along toward future financial success. An expert employee benefits consultant can help you steer clear of any bumps in the road, ensuring a smooth, uninterrupted and secure ride for you and your employees.

ONI Risk Partners specializes in providing customized of health insurance and voluntary benefits programs as well as human resources solutions. We have charted your challenges and know how to avoid and overcome them. Contact us today to keep your business moving forward—leave the navigation to us.

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