CHAPTER CONNECTION

June 2015



AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2014 AWARD GOLD CHAPTER

SHRM® Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



Welcome to the June 2015 edition of the EHRA newsletter.

meet – p.3

See information on the June Meeting

Sponsored by

Colonial Life

Save the Dates—p. 4

See info on our July and September events.

Legal Update—p. 5

Agencies publish FAQs on Preventive Services Implementation.

LGBT Pride Month and Diversity—p. 6

EHRA Cares—p. 7

How can you help in 2015 and beyond?

President's Letter—p. 8

Tela Erdell, EHRA President, shares EHRA news.

Member Spotlight—p. 9

See new EHRA members.

SHRM Scholarships—p. 10-11

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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06 24 15

What's All This Talk about Abolishing the Annual Review?

Sweetwater Event Center | 8335 Eagle Lake Drive | Evansville, IN 47715

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:30 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program

Description

Have you or other leaders in your organization been questioning the annual performance review process? If so, you're not alone. Numerous books and articles on the topic have called into question the value of traditional performance review processes and approaches.

In this session, we'll look at the current thinking around the effectiveness of performance reviews and the arguments being made for abolishing them altogether. We'll discuss the pros and cons of making radical shifts and what to consider if you want to start down a "no-review" path. In the end it's about creating a performance-driven culture that ensures managers provide just-in-time and meaningful feedback that helps to drive organizational results.

Speakers



Megan Crowley, PHR, SHRM-CP, Associate Consultant at FlashPoint. With a background in industrial/organizational psychology, Megan Crowley offers FlashPoint's clients a unique perspective that's data drive and based on research. She investigates the root of organizational problems and the psychology behind employee behavior, applying her knowledge as she builds talent systems and processes and talent development programs for clients. Megan has provided support to clients in manufacturing, transportation, utilities, and other industries. Key projects have centered on building performance management programs, updating talent acquisition process, and developing competencies.

Megan earned a master's degree in industrial/organizational psychology from Purdue University and a bachelor's degree in business administration and psychology from Indiana Wesleyan University. She is a member of the Society of Industrial and Organization Psychology, a certified Professional in Human Resources (PHR), and a SHRM Certified Professional (SHRM-CP).



Nancy S. Alrichs, SPHR, SHRM-SCP, Consultant, Business Development for FlashPoint. Nancy Alrichs applies her extensive industry experience to help FlashPoint's clients identify their talent management needs. Nancy is a prolific author, and her works have appeared in print and online journals. Her most recent book is *Igniting Gen B and Gen V: The New Ruls of Engagement for Boomers, Veterans and Other Long-Termers on the Job*. She is also a frequent public speaker and has presented to more than 500 audiences, including management teams in a variety of industries. Before joining FlashPoint, Nancy served as vice president of talent management and diversity at the United Way of Central Indiana, helping it to become a Best Place to Work in Indiana. For more than 6 years she was president of EOC Strategies, a consulting firm specializing in intergenerational communication and management. She also opened the San Diego office of Right Management Consultants, a 300-office international management consulting firm.

Nancy has a master's degree and a bachelor's degree in anthropology, both from Purdue University. She is a board member of the Indiana Blood Center, board member of the Purdue University College of Liberal Arts Alumni Board, board adviser and past board member of the Society for Diversity, and a member of the Human Resource Professional Development Association (HRPDA), IndySHRM, the Kiwanis Club of Indianapolis, the Organization Development (OD) Network, and the Society for Human Resource Management (SHRM). She is a certified Senior Professional in Human Resources (SPHR) and a SHRM Senior Certified Professional (SHRM-SCP).

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

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.

07 16 15

SAVE THE DATE

Social Media: Building a Sustainable and Strategic Presence

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

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Schedule below

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:30 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program

Description

In this session, you will learn what social media isn't and why it's so hard, as well as the need to define your audience and objectives before you do anything else. In addition, you will explore the rules to live by so that you can develop an enduring social media presence, build a sustainable team, and foster strategic growth. Finally, you will look at tips regarding specific social media platforms.

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

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.

09 17 15

SAVE THE DATE

A Young Marine's Story of Courage, Hope, and a New Life in the NFL

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

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Schedule below

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:30 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program



Description

One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL follows Josh Bleill's journey from his enlistment then on to active duty in Fallujah, through two years of rehab, and ultimately to his job as the community spokesman for the Indianapolis Colts. Audience members will be inspired by his undying enthusiasm, infectious joy, and sense of humor. Everyone has had that "one bad day". Josh discovered that life begins when we embrace our bad days and keep going forward, one step at a time. HR Professionals can apply what's learned towards leading companies through challenges and change.

This program has been submitted for recertification credit with HRCI.

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

Agencies Publish FAQs on Preventive Services Implementation

Provided by Todd Tillsworth of NFP Clippinger Financial Group

On May 11, 2015, the DOL, HHS and the Treasury (collectively, the Departments) published FAQs (FAQs about Affordable Care Act Implementation (Part XXVI)), which provide guidance on the coverage of preventive services. As background, PPACA requires non-grandfathered group health plans to provide preventive services without cost-sharing. The new FAQs specifically give regulatory guidance concerning breast cancer (BRCA) testing, FDA-approved contraceptives, sex-specific services, well-women care for dependents and colonoscopy coverage.

Under PPACA, one of the preventive services required to be provided without cost sharing is screening for women who have a family history of breast, ovarian and other cancers that predispose them to harmful mutations of the breast cancer susceptibility genes BCRA 1 or BCRA 2. However, there was some confusion as to whether or not the requirement to offer BCRA testing and genetic counseling extended to women who had prior non-BCRA-related breast cancer, but no family history or current symptoms. The FAQs clarify that genetic counseling and BCRA genetic testing must be provided with no cost sharing to women who have had prior non-BCRA cancers as long as they have not been diagnosed with BRCA-related cancer.

Another requirement under the preventive services mandate is for plans to provide coverage for contraception without cost sharing. However, the original FAQs on contraceptive coverage also provided that plans and issuers could use reasonable medical management techniques. In the new FAQs, the Departments clarify the rules on using medical management techniques as they apply to contraceptives. Specifically, plans must cover at least one form of contraception in each of the 18 FDA methods of contraception. See the FDA Birth Control Guide for a list of the 18 methods. The Departments explicitly addressed the ring and the patch, stating that a plan cannot limit contraceptives to the pill just because other methods are also hormonal contraceptives.

The FAQs further clarified that medical management techniques can be used within each method of contraception, such that plans may discourage the use of brand name contraceptives over generics or may encourage the use of one FDA-approved item over others. Additionally, plans that utilize medical management techniques must provide an exception process that is accessible, transparent, sufficiently expedient and not unduly burdensome on the participant or their service provider.

Due to the confusion surrounding whether or not plans had to cover at least one form of contraception in each method, the Departments will apply this guidance for plan years beginning on or after 60 days from the date the FAQs were issued (July 10, 2015).

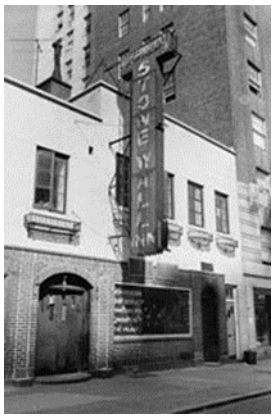
In addition, the FAQs state that plans cannot limit sex-specific recommended preventive services based on an individual's sex assigned at birth or gender identity. For example, a mammogram or pap smear would have to be provided to a transgender man if his medical provider determines the procedures are appropriate.

The FAQs also state that the recommended women's preventive care services also apply to dependent children. So if the medical provider of a dependent child determines that well-women visits are age- and developmentally-appropriate for the dependent, then the plan would have to cover those services with no cost sharing.

Finally, the FAQs provide that the anesthesia used during colonoscopies is also to be provided without cost sharing.

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

LGBT Pride Month and Diversity
By Danyelle Granger



The month of June is observed as **Lesbian, Gay, Bisexual, and Transgender Pride Month** and the last Sunday in June is Gay Pride Day. The month of June was chosen because it marked the 1969 Stonewall Inn Riots. The Stonewall Inn in the Greenwich Village area of New York City was a popular club and one of only a few clubs that welcomed openly gay people at that time. It was common for police to raid these establishments and force gay people out or even beat and arrest them. On this particular night, when police attempted to raid Stonewall, a large crowd convened to protest the mistreatment of gays and lesbians, riots broke out and lasted several days. Within months after this incident, gay activist organizations, including newspapers, began establishing themselves and promoting the rights of gays and lesbians across the U.S. The first Gay Pride marches took place in 1970 in Los Angeles, Chicago and New York to commemorate the anniversary of the riots.

Throughout the month of June, cities all over the world hold Gay Pride festivities. The term "pride" is used to promote a positive stance against discrimination and violence toward people who identify as LGBT, and encourages celebration and self-confidence, as opposed to feelings of shame. Click here for LGBT Pride Month Facts & Figures and for an LGBT Historic Timeline from Diversity Inc.

Visit our source, for additional information on Stonewall. For information on LGBT diversity in the workplace diversity, please visit the links below.

Organizations
The Human Rights Campaign – The largest civil rights organization working to achieve equality for LGBT Americans.



Out & Equal Workplace Advocates – A non-profit, national organization addressing LGBT issues in the workplace.

Article
Thinking about LGBT Diversity in the Workplace by Susan Woodson

June Diversity Observances **Partial Listing*
LGBT Pride Month
June 7 - All Saints Day (Eastern Christian)
June 14 - Flag Day (US)
June 18-July 17 – Ramadan (Islamic)
June 19 - Juneteenth (US)
June 21 - Father's Day (US)

Click here for a full listing of observances

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



Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

The SHRM Foundation has announced that Evansville Area Human Resources Association (EHRA) is a 2014 SHRM Foundation Champion. Funds donated by EHRA enabled the SHRM Foundation to award more than 100 scholarships to HR students and professionals, fund more than $4 million in HR research since 2007, publish complimentary educational resources, and advance thought leadership.

The latest HR After Hours networking event, held May 19th at RiRa's, was a success! EHRA has a great line up for the summer including June 24th- **What's All This Talk about Abolishing the Annual Review? ; July 16th- Social Media: Building a Sustainable and Strategic Presence, and September 17th- One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL.** I hope to see you at one of these upcoming events.

Thanks for being a member!

Tela

Tela M. Erdell, SPHR, GPHR, SHRM-SCP
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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.

June Nonprofit Highlight

The June Non-Profit highlight is the **Vanderburgh County Health Department**. The Health Department exists to serve their clients and the community and work with community partners to develop and provide quality healthcare services, promote healthy lifestyles, protect against and prevent the spread of disease, and assure preparedness to achieve and maintain the best public health for our community.

Mary Jo Borowiecki, B.S., Health Education Supervisor, will be attending the EHRA meeting and sharing the services that the Vanderburgh County Health Department has to offer.



420 Mulberry Street
Evansville, Indiana 47713-1231
(812) 435-2400
Hours: 8:00 am to 4:30 pm

MEMBER SPOTLIGHT



Please give a big welcome to our newest members:



Bonnie Wininger, HR Generalist with Kimball Electronics, feels being a member of this professional organization will be very beneficial. It will assist in staying current on HR trends, legislative updates, provide educational opportunities and create a forum for sharing of best practices. She is excited about joining the EHRA and learning more about the organization and EHRA members!

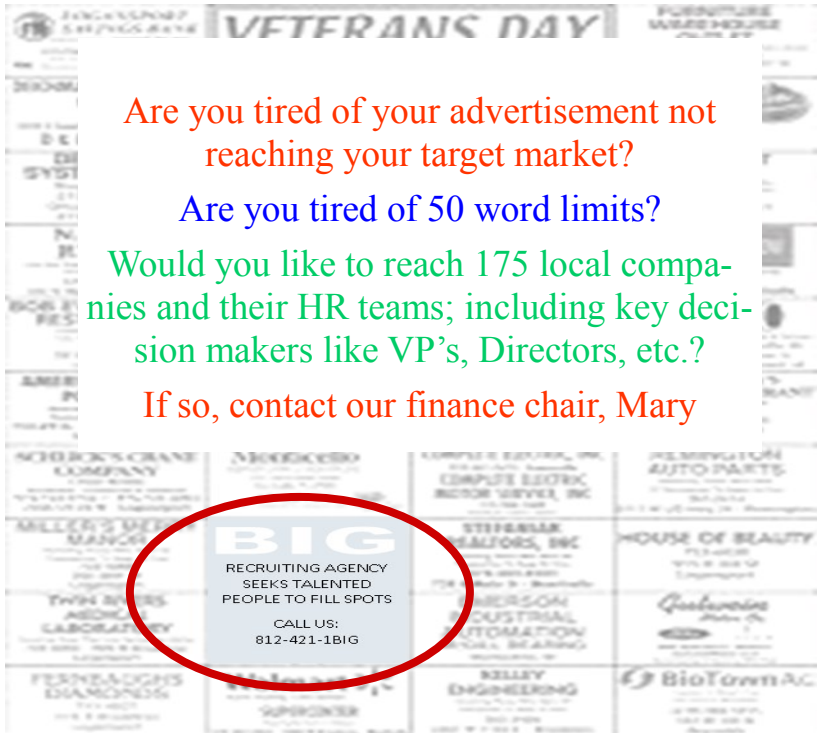
John Mulherin, HR Manager with Royal Crown Bottling Co.
Rhonda Trail, HR Coordinator with VenuWorks of Evansville
Amber Snow, HR Generalist with Koch Air, LLC
Danielle Troutman, HR Specialist with Toyota Tsusho America, Inc.



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 jchang@cresline.com



SHRM Foundation
Shaping the future of HR

Academic and Certification Scholarships
For HR Professionals

More than 100 scholarships totaling $122,500 will be awarded to SHRM members in 2015. The awards program is designed to support HR professionals working towards a college degree or SHRM certification. Individuals may apply for a $2000 education scholarship and/or a $750 certification scholarship.

Application Deadline: July 15, 2015

Eligibility

SHRM professional, general and associate members — with a valid SHRM ID number — pursuing a college degree or working toward SHRM-CP or SHRM-SCP certifications are eligible to apply. (SHRM student members and local-only members are *not* eligible for these awards.

Awards

- 110 Certification scholarships of $750 each, including

  —3M Certification Scholarship
  —Career Spa, LLC Certification Scholarship
  —Sara Rynes Certification Scholarship
  —Jim Schultz Certification Scholarship
  —Talent Connections, LLC Certification Scholarship
  —Virginia SHRM State Council Certification Scholarship

- 20 Academic scholarships of $2,000 each

Each SHRM domestic region has a total of $20,000 to distribute which means applicants compete only with others in their own area of the country. Each region will award 22 certification scholarships and 4 academic scholarships for a total of 26 awards.

How to Apply

Visit www.SHRMFoundations.org and click on "Scholarships & Awards" to learn more about the SHRM Foundation Scholarship Program.

Application period: April 1—July 15, 2015.



Getting a Master's in HR?

Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship for Graduate Study in HR award is designed to support master's degree students who are either SHRM members or certified HR professionals. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, 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.

We encourage volunteer SHRM leaders and academics to share this information with HR professionals who are applying now to begin studying HR at the master's level in fall 2015 or spring 2016. Anywone who meets the eligibility requirements is encouraged to apply.

The Frequently Asked Questions (FAQs) document, available online at www.shrm.org/meisinger, details the eligibility and submission requirements. The application form is also available online.

Applications are due on Monday, August 17, 2015. Please note: Application packages will not be returned.

Questions? Please contact: Elissa Soares, Foundation Administrator
Phone: (703) 535-6020
E-mail: fellowship@shrm.org

SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

HR CERTIFICATION INSTITUTE™

SHRM Foundation Shaping the future of HR

Colonial Life

Prepared by: *Jeffrey A. Bosotn*
Evansville, IN

(812) 455-8796

How can Group Medical Bridge$_{SM}$ help you?

Prepared for: *"A Evansville Based Truck Parts Company"*
Number of Employees: *71*
GMB Employer Contribution: *100% - All Insureds*
Group Size and Funding Mechanism: *Large Group, Fully Insured*
GMB Plan Selected: *Plan: 3; Hospital Confinement: $1000*
Outpatient Surgery: Tier 1 = $500, Tier 2 = $1,000, CY Max = $1,500
Diagnostic Procedure: Option 3-$1000
Emergency Room: $150

Date Prepared: ***1/0/1900***
State: *Indiana*
County/Locality: *Vanderburgh (Ra*

Approx GMB Employer Cost per EE: *$62.30*
Approx GMB Employer Cost for Account: *$4,423*

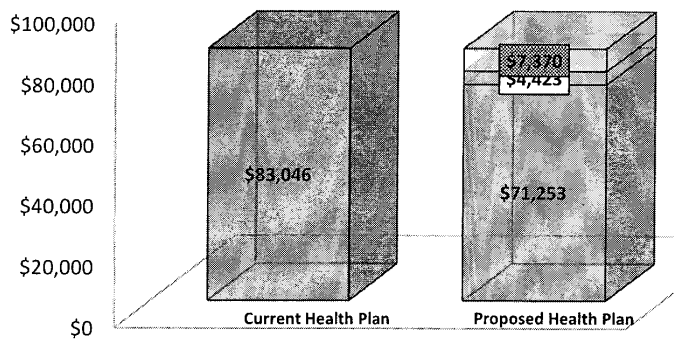
Target Effective Date: *1/1/2014*

Enter Plan Details

Benefit Highlights	Current Health Plan	Proposed Health Plan
Type of Health Plan	*PPO*	*PPO*
Annual Deductible	*$1,000*	*$2,000*
Coinsurance (% Paid by Member)	*20%*	*20%*
Primary Care Provider Cost Share	*$25*	*20%*

PPO Plan Employer Costs*	Current Health Plan	Proposed Health Plan
Actual Monthly Premium per Employee (If Available)	*$1,169.66*	*$1,003.56*
Illustrative Monthly Premium per Employee		
Illustrative Total Monthly Costs	*$83,046*	*$71,253*

Illustrative Total Monthly Costs



Potential Annual Savings: $88,440 = 9%

Colonial Life