



August 2021 NOARK NEWS



NOARK President's Message

It's time once again for our Employee Benefit Summit. On Thursday, August 12, 2021, we are providing two options to attend. We hope you can join us for the entire half-day event (8:00 a.m. to 1:00 p.m.) or for the regular membership meeting from 11:30 a.m. to 1:00 p.m. With our partners at Hogan Taylor, we have assembled a nationally acclaimed team of ERISA experts to provide an overview of issues and trends currently impacting employee benefit plans. I predict you'll be hooked when you read the title of the first session!

We continue to monitor the COVID surge in our area, and to consider the safety of all our participants. The meeting is currently scheduled as an in-person event, and we encourage everyone to wear their masks upon arrival, and while moving about the venue. While seated at the (socially distanced) tables, you may remove your mask if you choose. While we may continue to greet each other with frantic waving and fist bumps, please know that we will be sharing those much preferred "HR Hugs" by mental telepathy (for now).

As I mentioned last month, it is time for us to consider volunteers for open board positions and other opportunities to serve. The personal and professional rewards for helping other HR pros achieve success is exponential. We need your input and your energy to not only maintain but to grow your organization. There are various ways to serve involving differing levels of time commitments. Please be sure to

ways to serve involving differing levels of time commitments. Please be sure to reach out to Cindy Ruffing (President-elect) to indicate your interest.

We ask again for input from all members in the form of a current survey (link included in this newsletter). Please take just a moment to provide valuable perspectives to help shape the future of NOARK. The responses will remain anonymous if you choose, and will be considered in ongoing strategic planning. If you have already completed the survey, we appreciate your time and thoughtfulness.

Our hearts go out to all of you who are being impacted by the pandemic surge. We certainly understand the challenges you are facing in your workplaces, but your personal health and that of your loved ones remains in the forefront of our thoughts.

Sheila Moss, President
NOARK 2021

THE EMPLOYEE BENEFIT PLANS SUMMIT (4 HOURS)-(In Person)

Date: August 12, 2021

Time: 8am-1:00pm

Location: The Barn at the Springs

HoganTaylor assembled a nationally acclaimed team of ERISA experts to help you unlock the current challenges and complexities of today's benefit plan environment. This seminar provides practical illustrations and an overview of issues and trends currently impacting employee benefit plans while providing useful information to help attendees understand the various compliance requirements in the administration and oversight of employee benefit plans.

Who Should Attend:

Human resource professionals, employee benefit plan administrators and anyone with administrative or fiduciary responsibility for employee benefit plans

AGENDA

8:00 am Check-in and Networking

8:30 am 10 Things That Could Send You to Jail or Hell
Brandon Long, McAfee & Taft

9:25 am Cybersecurity for Employee Benefit Plans
Cody Griffin, HoganTaylor Technologies

10:10 am Break

10:10 am Break

10:20 am Changes are Coming to Your Employee Benefit Plan Audit
Gwen Stoute, HoganTaylor LLP

10:35 am Rewarding Retirement: Focus of the Fiduciary
Chris Thixton, Pension Consultants Inc.

11:30 am Lunch / NOARK Member Update

12:00 pm Panel Session and Q&A
Moderator – Alison Wynn, HoganTaylor LLP
Brandon Long, McAfee & Taft
Cody Griffin, HoganTaylor Technologies
Gwen Stoute, HoganTaylor LLP
Chris Thixton, Pension Consultants Inc.

For full speaker bios click [here](#).

(4) HR Certification Hours Approved.

Register Today!

August NOARK Membership Meeting (In-Person)

Date: August 12, 2021

Time: 11:30am-1:00pm

Location: The Barn at the Springs

THE EMPLOYEE BENEFIT PLANS SUMMIT **Panel Question & Answer Session**

HoganTaylor assembled a nationally acclaimed team of ERISA experts to help you unlock the current challenges and complexities of today's benefit plan environment. This question & answer session provides practical illustrations and an overview of issues and trends currently impacting employee benefit plans while providing useful information to help attendees understand the various compliance requirements in the administration and oversight of employee benefit plans.

Bring your questions...

One (1) HR Certification Hours Approved.

Register Today!



September NOARK Membership Meeting-(In Person)

**Diversity and Inclusion Leadership:
an Ethical Imperative**

Date: September 9, 2021

Time: 11:30am-1:00pm

Location: The Barn at the Springs

There is strength in unity, however there is strength in diversity which fosters innovation and enhances performance. Inclusion, in a nutshell, is the sense of belonging. As a leader who promotes Diversity and Inclusion, I know it is important to help team members feel like they are a part of the organization. I know that it is my ethical responsibility to ensure diversity in all HR practice, while ensuring equity and inclusive throughout the organization. Inclusive leaders do not bury their heads in the sand when they need to speak-up regarding inequities. *Inclusive leaders make diversity and inclusion a priority and hold others accountable* - in the recruitment process, onboarding, mentoring, and advancing team members to ensure the fair treatment of team members.

This workshop will provide tools and best practices for leaders to develop and promote a more diverse and inclusion-created work environment.

Objectives:

- At the end of this session, participants will be ready to:
- Create a work environment where team members have safe spaces to be their authentic selves without feeling excluded.
- Reevaluate your organizational systems and develop strategies that drive change for inclusion.
- Lead by example by actively being engaged in diversity and inclusion initiatives.

SPEAKER: Tina Gilbert, Chief People Strategist

Tina Gilbert, founder of Next Level Training Solutions Group, LLC —has more than 25 years of experience in the areas of training and organizational development, leadership, and customer service. Her consulting company has worked with local and state government agencies, corporate entities, faith-based and community groups. Tina's mission is to add value to the lives of others, to help them grow, and develop so they can accomplish their goals. Tina is a graduate of the University of Central Arkansas with a Bachelor of Business Administration degree in Marketing. She also holds a Master of Arts degree in Management Leadership from Webster University. She has an extensive background and multiple certifications in the adult learning process. Tina has worked as

background and multiple certifications in the adult learning process. Tina has worked as an independent certified coach, teacher and speaker with the John Maxwell team and is a certified facilitator with Franklin Covey, Development Dimensions International, Achieve Global, and Diversity and Inclusion certificate from eCornell University. She is the author of a book and journal titled Next Level Thinking 90 Days to Inspire your Best Life. She is a certified Minority Business Vendor with the State of Arkansas, and is a Certified Women's Business Enterprise National Council, and serves on the Tea Rose Foundation board, as the Vice President. She loves spending time with her family and friends. The following quote by John C. Maxwell is a guiding purpose for Tina: "Success is knowing your purpose in life, growing to reach your maximum potential, and sowing seeds that benefit others."

One (1) Hour Ethics HR Certification Hour Pending

NOARK Members...

The NOARK board is currently conducting a series of Strategic Planning sessions and needs your help! NOARK is *your* organization and the board needs to know what you want and need from your NOARK. The attached survey will take you about five minutes to complete. Your responses are anonymous (unless you choose to self-identify) and there are spaces to add comments and suggestions.

Here is the link: <https://www.surveymonkey.com/r/3KGW5Y3>

We look forward to hearing your voice.

Thank you,
The 2021 NOARK Board



August DIVERSITY CALENDAR

Our August 2021 diversity calendar highlights a variety of religious, ethnic, and cultural events taking place throughout the month. As the summer ends, look for ways to celebrate these events, whether learning about a diversity leader, or exploring a culture different from your own. August diversity days are some of the best ways to learn about diversity and be more inclusive.

Diversity Calendar





A Clear Vision of the Future

Arkansas SHRM 2021 HR Conference & Expo • Sep 29 - Oct 1 • Rogers, Arkansas

Registration is opening this month! (If you were a paid registrant for 2020, your registration carried over to this year's event.)
Watch our website for more information coming soon.

Register Today!

Announcing ELLA On-Demand for 2021!



ELLA will be provided on-demand on October 14 with 7 pre-recorded sessions and 7 hours of CE.

If you're registered for the State Conference, your cost will be \$99. **Not attending the State Conference?**

You can purchase ELLA On-Demand for \$125.

Watch ella.arshrm.com for more information.



We are kicking off the fall SHRM Conference season with a bang at the Music City Center in Nashville for the 2021 Tennessee SHRM Conference & Expo starring Johnny C. Taylor, Jr., President and CEO of SHRM. He will be our inspiring opening keynote speaker on August 15. He is also delivering the opening keynote in Louisville at the 37th Annual KYSHRM Conference. Hoping to see him in Las Vegas also August 22-25 for the 2021 SHRM Talent Conference. The grand finale for August will be at Kissimmee for the 2021 HR Florida Conference and Expo. It will be an exciting whirlwind month!

Click on the logo above to read more.

-Cynthia Thompson, HR Professional Magazine Editor



Arkansas SHRM State Council recognizes professionals and organizations who endeavor to improve the HR profession in our state. The awards will be presented at the conference in September with August 15 as the deadline to nominate a deserving individual or organization. You can find the nomination forms on Arkansas SHRM's **website**.

- Professional of the Year recognizes an individual that has shown outstanding service and has promoted the profession of Human Resources Management.
- Jim Wilkins Lifetime Achievement Award recognizes an individual who has continually shown outstanding service and has promoted the profession of Human Resources Management throughout their career.
- Russell Gunter Legislative Advocacy Award recognizes for "outstanding contributions of time and effort in local, state or federal legislative advocacy on behalf of the Human Resources profession.
- Best HR Practice Award is awarded to a company that demonstrates the importance and positive impact strong HR practices can have within an organization.

Friend of the HR Profession Award recognizes and expresses appreciation to legislative or business leadership who have proven a continued willingness and effort to listen to HR Professionals' concerns relating to local, state, or federal legislative matters affecting the profession, educate themselves on these issues, and actively consider the impact of legislative measures on the Profession.

2021 NOARK Compensation and Benefits Salary Survey is ready for purchase... Sponsored by



[Purchase Here](#)

- Leah Cutchall, KeyTronicEMS
- Tyler Masters, Single Parent Scholarship Fund



Please reach out to them and make them feel welcome.



Arkansas SHRM State Council presents a \$1,000 scholarship to one deserving college student. You can find the J.C. Cote Scholarship Application and criteria **HERE**. The deadline to apply is August 15.

2021 NOARK NWA Walmart Vendor Survey Participation is Open Now!

For More Information on How to Participate

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Human Resource Generalist**, NWA Food Bank
- **Human Resources Analyst**, University of Arkansas, Fayetteville

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

Create HR Job Listing

SHRM Complimentary Exam Offer

SHRM has given NOARK the opportunity to provide up to five (5) NOARK Members with complimentary SHRM Certification exam applications for the second testing window of 2021 (December 1, 2021 - February 15, 2022)!

Please contact **Sheila Moss, 2021 NOARK President** if interested in more information.

Thank You To Our NOARK Sponsors...We Appreciate You!!!

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JOB GUIDE



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