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**Subject:** NOARK Human Resource Association Newsletter\_September\_2016

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*NOARK Human Resource Association Newsletter*

Sept 2016

Issue No. 58

**Dear Member,**

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to

***In This Issue***

President Message  
Salary Survey  
NOARK Meeting Sept 8th  
Salary Survey  
SHRM Certification Q & A  
BizCon  
Q&A w/ Brad, HRCI

our [www.noark.org](http://www.noark.org) website where more information and membership benefits can be found.

If you have any questions, please email [info@noark.org](mailto:info@noark.org) or call [479.305.2466](tel:479.305.2466)

All the best,

NOARK Human Resources Association  
*Advancing the Profession*  
*Serving the Professional*

## Message from 2016 NOARK President--



Greetings,

I don't know about you, but for me, 2016 is rushing by...except for the political advertisements, but that is a topic for another day. NOARK has designated September as our Diversity and Inclusion month. This year we will hear from our Diversity Committee Chairman, David Bugea, at our monthly membership meeting. He has a very timely message for us as we hurl headlong towards the FLSA overtime rule deadline of December 1st. We'll hear how to temper that message of change for the various generations in the workforce.

October is our "roadshow". We will have a morning session at Mimi's in Rogers and a lunch session in Siloam Springs. Be sure to visit the event section on the NOARK webpage for details and registration.

At the September meeting, we will vote on changes to the NOARK By-laws. You will receive an email this week advising of the changes so that you can make an informed decision.

Last but not least, we will also present the 2017 slate of officers and committee chairpersons at the September meeting.

As you see, September is an important and busy month

NOARK Calendar of Events...  
Join Club 15 Today!!!  
Ask Dave...  
NOARK Career Center  
Random Tidbits!!!  
Welcome New Members!  
SHRM Membership

### Quick Links

**NOARK Website**  
**Professional Development**

## NOARK 2016 BOARD & Committee Chairs

[Patti Barnes, SHRM-SCP, SPHR](#)  
President

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[David Bugea, SHRM-SCP, SPHR](#)  
Diversity

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Legislative

[Sara Staley, PHR, SHRM-CP](#)  
Membership

[Jean Madden](#)  
Programs

for NOARK. My hope is that you will make every effort to attend the membership meeting.

See you then,  
Regards,  
Patti Barnes  
2016 NOARK President

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## "Member Connects"

New Member Orientation: Member Connects  
Join us prior to the monthly membership meeting in June for New Member Connects. If you are a new member to NOARK, or are a seasoned member in need of a review, New Member Connects is where you are going to learn the ins-and-outs of NOARK and the benefits of your membership. As the membership committee chair, I will be hosting a brief orientation focusing on NOARK's membership and all of the resources, values, and benefits that there is to offer you from your commitment to our association. This will take place at the Springdale Holiday Inn at 10:00am prior to this month's membership meeting. Please register for this event online at [www.noark.org](http://www.noark.org). This is a free event.

Regards,  
Sara Staley  
Membership Chair

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## September 8th NOARK Meeting

### Diversity in the Face of the New FLSA Overtime Rule

As a Human Resources professional, you're no doubt aware of the upcoming changes made to the overtime regulations of the Fair Labor Standards Act (FLSA), which will affect approximately 4 million U.S. workers. But are you prepared for the variety of questions and

### OPEN

Public Relations

### [Sandy Sullins, SHRM-SCP, SPHR](#)

Wage & Benefits

### [Jeriad Gumm](#)

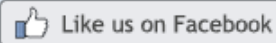
Young Professional

### [Cathleen Hoffman, SHRM-SCP, SPHR](#)

NOARK Chapter Administrator

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conversations that will arise among members of a diverse workforce?

In this session, we'll explore the scope of common concerns facing workers who are moving from exempt (salaried) to non-exempt (hourly) status, as well as the not-so-common concerns that will be unique to workers in different generations, as well as in different life situations. Through understanding of these concerns, HR professionals will be better prepared to develop informational tools and have more effective conversations.

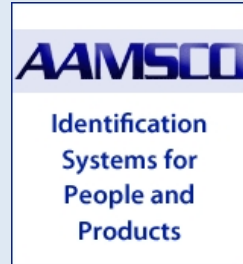
**SPEAKER: David Bugea**



David Bugea serves as Training Program Manager for Arvest Bank Group, where he has worked since moving to Northwest Arkansas in 1998. His responsibilities include the delivery of the Arvest's leadership, diversity and corporate culture messages to over 6,000 associates. He has over 35 years of professional experience with community, regional and nationwide banks, with a career progression that has taken him through a variety of positions focused on training and development, sales management and marketing.

A native of Baton Rouge, Louisiana, he received his bachelor's degree from Louisiana State University and later graduated with honors from the Stonier Graduate School of Banking at Georgetown University. He holds senior-level professional certifications from the Society for Human Resource Management (SHRM), the Human Resources Certification Institute (HRCI), and the Institute of Certified Bankers (ICB). In addition, he holds multiple certifications through The Ken

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View the Vendor Directory [Here!](#)



Blanchard Companies (leadership development),  
FranklinCovey (time, change and project management),  
and TalentSmart (emotional intelligence).

**The 2016 edition of the  
NOARK Wage and Benefit  
Survey has been published;  
don't forget to order your  
copy today!!!**

The NOARK 2016 Wage and Benefit survey and the results were published on July 19th. If you have not obtained your copy of the survey yet and would like more information on how to purchase the 2016 NOARK survey please contact Sandy at [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org) or contact Cathleen, NOARK Chapter Admin at [479.305.2466](tel:479.305.2466). On behalf of the NOARK board and the Wage and Benefit Committee, I would like to thank the Johanson Group for facilitating the distribution, compilation, analysis and publication of the results with the quality of the work product at the forefront of their endeavors. We would also like to express gratitude to QualChoice for their continued support of sponsoring the NOARK Wage and Benefit Survey again in 2016. A special thanks goes to all of those that took the time to participate in the survey, we really appreciate you making the survey possible!



It is time for the Walmart Vendor Survey. The invitation to participate in the 2016 edition of the Walmart Vendor Survey was sent on August 16th. If you would like more information on the 2016 Walmart Vendor Survey please Cliff Sandsmark or Cathleen, NOARK Chapter Admin.

**Thank you to our  
2016 Wage &  
Benefits Survey  
Sponsor  
QualChoice!!!**

(Pictured Bonnie Pruitt)



**Mike Harvey,  
NWA Council,  
COO!!!**



**Thank you to the  
Blair & Bruce  
Johanson, Corry  
Hull & Jimmy  
Madigan for  
speaking at our  
August Meeting!!!**

## **Top 5 Ways Your Organization Will Benefit From Your SHRM-CP or SHRM-SCP Certification**

- My knowledge will be current & relevant
- I will learn practical skills that will impact my job immediately
- These certifications were developed with employers in mind
- My knowledge & skills will be globally applicable and universally recognized
- My certification & training is provided by the leading advocate for HR Professionals

[www.shrm.org](http://www.shrm.org)

## **BizCon is Coming. BizCon is Coming!**

Spread the word. The date: November 1, 2016, all day at the JQ Hammonds Center in Rogers.

This year as the NOARK SuperCon and the Rogers Lowell Area Chamber of Commerce Business Expo merge to form BizCon, we are excited to offer three conference tracks: Supervisory/Management, Small Business/Entrepreneurial, and Human Resources. Our line up of speakers starts first thing with a report on the State of NWA by Mike Harvey of the NWA Council followed by break-out sessions for each track. Our luncheon speaker is Autumn Manning, CEO of YouEarnedIt, and Autumn is followed by an afternoon of compelling break-out sessions and Exhibit Hall time. Watch the Rogers-Lowell Area Chamber of Commerce website for up-to-the-minute information on the conference. The dedicated HR track is new this year, and features a panel discussion on A View from a Seat at the Table, and two break-out sessions on timely HR issues.

You can register at the NOARK site, [www.noark.org](http://www.noark.org).

Please email me at [judithtavano@gmail.com](mailto:judithtavano@gmail.com) for more info.

Judith



**Congrats to Nita Horn...Enjoy your retirement!!!**



**What a great class "Competing for Talent"!!!**



## Questions and Answers with Brad???



**Everyone...Meet Brad J. Wilson, MSS/HRM, SPHR, GPHR, CPLP, Global Markets Executive for the HR Certification Institute.**

**Q: How does earning HRCI certification set you apart?**

**A:**

- **Provides you with a fully accredited credential**
- **Validates your expertise**
- **Connects you to an exclusive network of motivated HR Professionals around the globe**
- **Delivers nearly 40 years of history**
- **Earns recognition from your organization and peers**

**NOARK Calendar of Events!!!**

With the new partnership with the University of Arkansas-Global Campus and the area chambers we have several upcoming sessions with SHRM/HRCI HR Certification Hours.

Check out the [NOARK Calendar of Events](#) for specific dates and times.

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## **Join the First SHRM Foundation Online Silent Auction!!!**

Proceeds benefit the SHRM Foundation to provide scholarships, research and education to shape the future of HR.

- Auction begins: Tuesday, September 6 at 12:01 a.m.
- Auction ends: Friday, September 9 at 11:59 p.m.
- Link to Auction:  
[www.32auctions.com/NOARK2016](http://www.32auctions.com/NOARK2016)

You can bid on items worth a total retail value of over \$2,000 that can be used right where we live! Items include:

- Gift certificates to restaurants, movies and entertainment
  - The Naturals
  - Papa Johns
  - Malco Theatres
  - Catfish Hole
  - MarketPlace
  - Freddie's Frozen Custard & Steakburgers
  - Family Package/Gift Basket
    - Rick's Bakery & Café / Ozark Botanical Garden family membership
    - LokoMotion
    - Raising Cane's
    - Education/Coaching
      - \$300 discount for PHR/SPHR Prep Class at NWACC
      - Customized résumé 're-write' (with up to 3 edits)
      - One month of career coaching with a career coach (four 1-hour sessions)
      - Other
        - "Warmie" by Obelle



- Designs
- o 1001 Rewards & Recognition Fieldbook by Bob Nelson, Ph.D. and Dean Spitzer, Ph.D.
  - o New Era 39Thirty KC Royals 2015 World Series Champion Cap
  - o Rabbit Super Aerating Decanter System
  - o Patagonia Legacy label t- shirt

Don't Miss Out on This Exciting Fundraising Event - Bid high and bid often!

Just be sure to bid BEFORE 11:59PM on Friday, September 9th!

Contact for questions: Robin Evans, SHRM Foundation Chair at [drevans2@juno.com](mailto:drevans2@juno.com)

SHRM CHAPTER EVENT TO BENEFIT  
**Foundation**



Homeland  
Security

**ASK DAVE THE "FORM I-9/E-Verify" EXPERT???**



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**QUESTION:** Do I need to create a case in E-Verify if my company rehires an employee?

**ANSWER:**

If you rehire a former employee within three years of his or her previous hire date, you may rely on the information on his or her previous Form I-9.

If you rehire an employee for whom you never created an E-Verify case and the employee's previous Form I-9 lists an expired identity document (List B), then you must complete a new Form I-9 and create a case for the employee in E-Verify.

If you rehire an employee for whom you created an E-Verify case and the employee's previous Form I-9 lists an expired identity document (List B), then you may either:

- Complete Section 3 of the employee's previous Form I-9 and not create a new case for the employee in E-Verify or
- Complete a new Form I-9 for the employee and create a new case for the employee in E-Verify

For more information on E-Verify, visit [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify), or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS

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## **NOARK Career Center**

The purpose of NOARK's Career Center is to connect qualified HR professionals with the companies who are looking for them. If you are an HR professional looking for a job in NW Arkansas, you'll find current openings here on the Job Listings page. If you need to fill a vacancy in your HR department, please visit our [Post a Job](#) page for more information.

- [HR Generalist - Central States](#)
- [Benefits Analyst - University of AR](#)
- [HR Manager - South Coast Baking](#)
- [Payroll Benefits Administrator - CaseStack](#)
- [Human Resource Coordinator - BVPOA](#)

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## **Random Tidbits!!!**

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- New "HR News" stories posted daily on

[www.noark.org](http://www.noark.org)

- SHRM Members please go to [www.shrm.org](http://www.shrm.org) and make sure that you have designated NOARK as your chapter.
- [NOARK Committees](#) need you...get connected with one today!!!

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## Welcome Our Newest NOARK Members!!!

- Jan Anderson - University of Arkansas - Human Resources
- Amanda Stephens - Springdale Country Club
- Lisa Milam (PHR) - University of Arkansas - Human Resources
- Sandra Cooksey - B-H-C
- EVA ROBERTS GREEN (SPHR, SHRM-SCP) - DEL MONTE FOODS, INC.
- Karren Taillon (SPHR) -
- Claire Ala (SHRM-CP) - Impressions Online Boutique
- Randa Allen (PHR, SHRM-CP) - John Q Hammons
- Mr Watson - Washington County
- Kelly Majdan - Strategic Retirement Partners



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.

Join or [RENEW SHRM membership now!](#)

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**Northwest Arkansas Human Resources Association, Inc.**  
**NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.**

***[Come explore NOARK!](#)***

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