

## Foreman, Robbie

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**From:** Hoffman, Cathleen  
**Sent:** Monday, June 01, 2015 11:52 AM  
**To:** Foreman, Robbie  
**Subject:** FW: NOARK Human Resource Association Newsletter\_May\_2015

Can you print this color for me? I tried...it won't work.

Thanks,

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**From:** NOARK Human Resource Association [mailto:news@noark.org]  
**Sent:** Friday, May 01, 2015 12:28 PM  
**To:** Hoffman, Cathleen  
**Subject:** NOARK Human Resource Association Newsletter\_May\_2015



*NOARK Human Resource Association Newsletter*

May 2015

Issue No. 43

Dear Cathleen,

**DUE TO LIMITED SEATING AT THE MAY NOARK MEETING, PLEASE BE SURE TO REGISTER BY MAY 12th!!!**

This month's NOARK membership meeting "Advocacy in Action" will be at The Jones Center in Springdale. We have all 3 rooms 226/227/228 but we expect a large crowd and there is maximum seating. We will start serving lunch at 11:00am and the meeting is scheduled to last until 1:30pm. We hope you will be able to join us.

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 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

All the best,

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

## Message from 2015 NOARK President--



What a great State Conference!

It was great to see so many NOARK members attending the State Conference in Hot Springs. The conference keynote and breakout session speakers were nothing short of informative, inspiring, and encouraging. The Conference is always a great place to renew acquaintances from across the state. If you were unable to attend the 2015 conference, have no fear as the 2016 "Nightmare on HR Street" ARSHRM State Conference will be held April 6-

### ***In This Issue***

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UofA Drop in class...  
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### ***Quick Links***

NOARK Website  
Professional Development  
NOARK VIDEO  
**NOARK Committee Video**

## **NOARK 2015 BOARD & Committee Chairs**

**Pat Bates, PHR, SHRM-CP**  
President

**Cliff Sandmark, CCP, CSCP,  
SHRM-SCP, SPHR**  
Past President

**Patti Barnes, SHRM-SCP, SPHR**  
President Elect

8 at the John Q. Hammons Convention Center in Rogers, Arkansas. Contact Co-Chairs and NOARK's very own Cliff Sandsmark and Jim Madden for volunteer opportunities. As we all know, volunteers are an important part of making a conference successful.

Congratulations Vera Hall for being the winner of the \$100 Visa Card SHRM Certification! In January, I challenged NOARK members to become one of the first NOARK members to take the SHRM Pathways Tutorial before the State Conference AND update your NOARK profile to include the new certification. If you currently have PHR or SPHR certification you can now go through the SHRM-CP or SHRM-SCP tutorial to obtain one of the new additional SHRM certifications. This is a FREE opportunity only available through December 31, 2015. You do not need to be a SHRM member to take advantage of this limited time offer to add this certification to your credentials. To access the tutorial, review the SHRM competency model (SHRM BoCK) and see sample questions for the exam use this link: <https://portal.shrmcertification.org>.

Advocacy in Action will be the May member meeting program and you won't want to miss the opportunity to network with the many local and state government officials that will be on hand. Cammie Scott and her committee have worked very hard at putting a great lineup of speakers together for this event. **Arrive early - we are going to start serving lunch at 11:00.**

Check back regularly on our website, [www.NOARK.org](http://www.NOARK.org) or read our monthly email to stay informed about the largest and best HR network in the Arkansas. I look forward to seeing you at one of our future events.

Pat Bates, PHR, SHRM-CP  
NOARK Chapter President

**Thanks to new partnerships between NOARK, and area Chambers and between NOARK and the University of Arkansas-Global Campus Human Resource Professionals will have the opportunity to earn more certification hours than ever before.**

Please be watching for these opportunities on [www.NOARK.org](http://www.NOARK.org) on the "Event" page. Also, be watching for information in the NOARK News newsletter and also the Announcement Powerpoint at the regular NOARK meetings.

[Tammie Edrington, SHRM-CP, PHR](#)  
Vice-President

[Carol Jones, PHR, SHRM-CP](#)  
Secretary

[Amy Fisher, SHRM-SCP, SPHR](#)  
Treasurer

[Rick Teague, SHRM-SCP, SPHR](#)  
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Diversity

[Cammie Scott, SHRM-SCP, SPHR](#)  
Legislative

[Sara Staley, PHR](#)  
Membership

[Jean Madden](#)  
Programs

[Brent Carroll, PHR](#)  
Public Relations

[Marc Campbell](#)  
Wage & Benefits

[Angela Robinson](#)  
Workforce Readiness

[Angelique O'Bryan, SHRM-SCP, SPHR](#)  
Young Professionals

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

These events will qualify for continuing education credits through the Human Resources Certification Institute (HRCI) or/and the Society for Human Resource Management (SHRM).

**May 6th 8AM-9:30AM**

## **"Top 10 Countdown: Challenges for Today's Business Leaders"**

This seminar is intended to raise awareness for NWA business leaders of the local, regional and national agenda that directly impacts business strategy and operational decision-making. Participants will hear about top compliance targets as identified by the United States Department of Labor. The presentation will also focus on top challenges presented by changing workforce demographics. The Top 10 COUNTDOWN is supported by advisories from SHRM, the Society for Human Resources Management.

**SPEAKER-RICK TEAGUE, SHRM-SCP, SPHR**



William "Ricky" Teague is the founder and principal of TransAmericas Human Resources, LLC. He has 39 years experience in human resources working for several highly branded employers like Raytheon, Nestle, and McKesson. For twelve years Ricky has and continues to provide services to the University of Arkansas through the Industrial Engineering Department. He is a member of the teaching faculty for courses in the Master of Science in Operations Management program (MSOM). His live courses include: Human Resources Management, Human Behavior Analysis, Organization and Control, Strategic Management, Strategic Issues in Human Resources and Economic Decision-making. Ricky's goal is to give back to the NWA community in a

NOARK Chapter Administrator

Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas  
72701

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socially responsible way. Much of the work performed by his firm includes mediation, employment policy development, all levels of compliance audits, employee development programs, benefit design, wage policy and process development.

Ricky holds a Bachelor of Arts degree from the University of Memphis and a Master of Arts degree from Webster University. He is a Life Member of SHRM, Society of Human Resource Management. He served for three years on the state council for ARSHRM, Arkansas Society for Human Resources Management. Ricky is a member of NOARK, the premier SHRM affiliated human resources chapter in the state of Arkansas where he serves on the board as Chair of the Certification Committee. Ricky holds senior level certifications in human resources: SHRM-SCP, Senior Certified Professional and SPHR, Senior Human Resources Professional from the Human Resources Certification Institute (HRCI).

**Location--**

**Rogers-Lowell Chamber of Commerce**  
**317 W. Walnut Street**  
**Rogers, AR 72756**



**NOARK is recognized by SHRM to offer PDC's for the SHRM-CP & SHRM-SCP. (1.5 hours of PDC's.)**

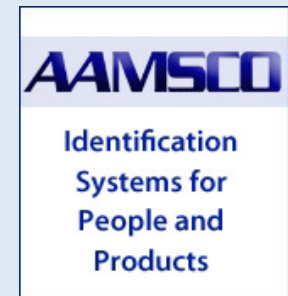


**This program has been submitted to the HR Certification Institute for approval.**

**REGISTER TODAY!!!**



**NOARK Website Sponsor**



**NOARK Name Badge Sponsor**

**Thank you to  
our vendors in  
the Vendor  
Directory!!!  
View the**



**May 14th NOARK Meeting  
11:30AM-1:30PM  
"ADVOCACY IN ACTION"**

**DUE TO LIMITED SEATING AT THE MAY NOARK MEETING, PLEASE BE SURE TO REGISTER EARLY!!!**

This month's NOARK membership meeting "Advocacy in Action" will be at The Jones Center in Springdale. We have all 3 rooms 226/227/228 but we expect a large crowd and there is maximum seating. **We will start serving lunch at 11:00am and the meeting is scheduled to last until 1:30pm.** We hope you will be able to join us.

NOARK will host its third annual Advocacy in Action event in conjunction with our regular May 14th meeting. This is a premier event designed to educate and inspire participants to get involved in the political process. Over 60 National, State and Local Legislators have been invited to attend. If you have ever wanted to meet your legislators, this is the time and the event to do it.

Advocacy in Action is a wonderful event to invite others from within your organization to allow them the opportunity to network with others as well as yourself. Common guests include CEOs, CFOs, Controllers and Labor Law Attorneys. Continuing education credit will be given through HRCI, SHRM and the Arkansas Bar (for attorneys).

Register early as seating is limited and this is expected to be a sellout event. If you would like to volunteer or have questions, please email [cscott@ckharp.com](mailto:cscott@ckharp.com).

Vendor Directory  
[Here!](#)

**Thank you to  
our Meeting  
Partner!!!**



**May Meeting Partner**

Location--  
The Jones Center  
922 Emma Avenue  
Springdale, AR 72764



**NOARK is recognized by SHRM to offer PDC's for the SHRM-CP & SHRM-SCP. (1 hour of PDC's.)**



**This program has been approved for 1.50 recertification credit hours toward "Business" recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at [www.hrci.org](http://www.hrci.org).**

**The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.**

**THIS PROGRAM HAS ALSO BEEN APPROVED FOR 1.25 CLE GENERAL HOURS.**

**REGISTER TODAY!!!**

[http://www.noark.org/calendar-of-events\\_id52.php?action=detail&event\\_id=148](http://www.noark.org/calendar-of-events_id52.php?action=detail&event_id=148)

## The 2015 NOARK Wage & Benefits Survey Gets Even Easier...

From the 2015 Wage & Benefit Committee

We know everyone is busy doing their 2015 NOARK Wage & Benefit Survey, we just want to make sure you know about the auto-fill option. If you did the survey last year, you don't have to re-enter all the data for the benefits section, or now (for the first time) the job titles, reports to, or the wage ranges in the "Salary" or "Budget" Sections of the survey. Before you start to enter data click on the GREEN BUTTON at the top of each section. Please see that as shown below.



Participation in the survey is open now through May 15th, 2015. To participate, if even for the first time, in this confidential survey, just send a request to:

<http://www.ussalarysurvey.com/noark/addnewuser.php>

To purchase a copy of the 2015 Survey, which will be complete and ready for release on July 9th, 2015, send an email request to [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org)

### 2015 Survey Pricing

Member Participant Pricing	\$135
Member Non-Participant	\$245
Non-Member Participant	\$245
Non-Member Non Participant	\$350

**Wage & Benefits Survey sponsored by:**





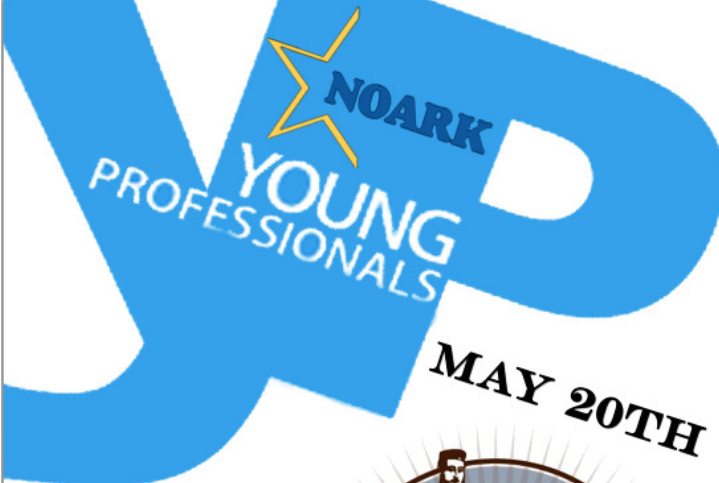
**Women in the Workforce Conference May 20, 2015**  
**7:30am-4:00pm**

This one day, interactive conference was developed to provide female professionals with an opportunity to enhance relevant workplace skills that will help conference attendees thrive as working professionals. Conference participants will hear from and interact with industry professionals who will positively impact attendees' professional selves. Presentation topics will focus on skills relevant and applicable in today's workplace.

Conference participants will be engaged in discussions and activities that will benefit professionals working in the ever changing global workforce. Each conference session was developed to excite, educate and engage you! The University of Arkansas Global Campus understands the importance of workforce development and continuing your professional education - as do employers. Employers expect you to possess certain workplace competencies.

For more information:

<http://training.uark.edu/women-workforce/>

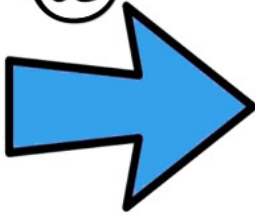


**NOARK**  
**YOUNG PROFESSIONALS**

**MAY 20TH**

**HAPPY HOUR**  
**5-6PM**

**@**



**PEDALER'S PUB**  
WOOD FIRED  
Pizza

410 SW A ST, BENTONVILLE, AR 72712  
(479) 268-3285

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**June 11th NOARK Meeting**  
**"Employment Law Updates--Trends for 2015 and Beyond."**

The world is a rapidly changing place for HR professionals and employers. With so many regulations and rulings to keep up with, it's a wonder any one has time to actually work! This informative session, presented by Cross, Gunter, Witherspoon & Galchus, P.C. attorney Rick Roderick, will explore recent trends in employment and labor law that will continue to impact the HR profession, including:

- Recent rulings by the NLRB, such as changes in rules governing the procedures of union representation elections (the Ambush Election Rule), as well as a ruling that allows employee access to company email systems during non-working time for protected activity
- Expanded and intensified activity by government agencies, including the EEOC, OFCCP and DOL, addressing such areas as compensation discrimination, sexual harassment, gender identity and pregnancy discrimination
- Legislative action regarding same-sex marriage and how that affects HR-specific issues, including FMLA and employee benefits (pending legislative action)
- Wage and hour litigation trends
- And many more topics

**SPEAKER:** Rick Roderick



Rick has more than 20 years of human resources experience in various executive management positions, including Executive Director of Human Resources with a large, multi-state corporation. He has extensive experience in labor relations, union negotiations and employment law. Rick works primarily in the areas of wrongful discharge, employment discrimination, unfair labor practices and wage and hour matters. He also advises management regarding human resources systems and policies and procedures, and performs supervisory training. He is a frequent speaker on labor and employment law matters.

**Location--**

The Jones Center  
922 Emma Avenue  
Springdale, AR 72764



**NOARK is recognized by SHRM to offer PDC's for the SHRM-CP & SHRM-SCP. (1 hours of PDC's.)**



**This program has been approved for 1.00 recertification credit hours toward "General" recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at [www.hrci.org](http://www.hrci.org).**

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**REGISTER TODAY!!!**

[http://www.noark.org/calendar-of-events\\_id52.php?action=detail&event\\_id=149](http://www.noark.org/calendar-of-events_id52.php?action=detail&event_id=149)

**June 16th 2PM-5:15PM**

## **"Organizational Change: Lead, or Get Left Behind. Your Choice"**



Drop in to the Sam M. Walton College of Business on the Fayetteville Campus for a Class on Organizational Change.

Like death and taxes, organizational change is something we will all experience at some point in our careers. It can make or break our roles, the continuity of our teams, the results of our departments, or the success of the entire organization. As such, the question then becomes, how can we make change work in our favor? In this three-hour slice of Professor Arthur T. Matthews's class, Organizational Change, you will "drop in" to Walton College for a specially designed session that will pair university students and business professionals to explore and share best practice change strategies and outcomes.

### **Learning Objectives**

At the end of this session, participants will be able to

- Consider an active role in organizational change initiatives.
- Embrace diverse views of change.
- Turn the consequences of change into a positive for self, team, organization.

Arthur T. Matthews has been opening one class session of his Walton College Mediation, Arbitration and Negotiation course to local professionals as an annual "drop in" experience for the past four years. This year, Matthews is opening a class session in his Organizational Change class as well, allowing professionals and Walton College students a unique opportunity to learn together and from one another.

**SPEAKER**-Arthur T. Matthews, J.D.



Arthur T. Matthews, J.D , is a Certified Mediator & Arbitrator (NRC, EEOC and AAA) and has been a Visiting Professor at the University of Arkansas Sam M. Walton College of Business since 1998. Matthews possesses a 25 year body of work in leadership, negotiations, employee/labor relations, human resources and diversity and inclusion. He serves as an Assistant Adjunct Professor at NYU and as a consulting faculty member at Cornell University School of Industrial and Labor Relations. He teaches courses such as diversity, leadership, human resources, labor relations, employee relations, mediation, labor-management cooperation, arbitration, managing in a global economy and public speaking. In addition, Matthews is a practicing subject matter expert and serves as a partner and Chief Operating Officer of a boutique training company ([www.diversityofficers.com](http://www.diversityofficers.com)) that specializes in the diversity & inclusion arena, including benchmarked training and consulting in conflict resolution, customer service, ethics, leadership, communication skills, team building and public speaking.

**Location--**

**University of Arkansas  
Sam Walton College of Business, Room 234  
220 N. McIlroy Ave.  
Fayetteville, AR 72701**



University of Arkansas-Global Campus is recognized by SHRM to offer PDC's for the SHRM-CP & SHRM-SCP. (3.25 hours of PDC's.)



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REGISTER TODAY!!!

<http://training.uark.edu/professional-development/organizational-change.php>

**June 16th 6PM-9:30PM**

**"Conflict: Take Control, or Let it Control You. Your Choice."**



Drop in to the Sam M. Walton College of Business on the Fayetteville Campus for a Class on Conflict.

Conflict, when negative, can stop a team, break a deal or grind productivity to a halt. In today's fast-moving, global marketplace there is no time/no place for the paralysis that out-of-control conflict can inflict on your team, its individuals or your organization. As such, the question then becomes, how can we stop the madness that is destructive conflict and get back to business? In this three-hour slice of Professor Arthur T. Matthew's class - Mediation, Arbitration and Negotiation - you will "drop in" to Walton College for a specially designed session that will pair Walton College students and business professionals to explore and share best practice conflict resolution techniques.

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### **Learning Objectives**

At the end of this class session participants will be able to

- Identify the right best practice technique for specific conflict resolution needs.
- Accept the inevitability and potential benefits of conflict.
- Employ the right best practice technique for specific conflict resolution needs.

Arthur T. Matthews has been opening one class session of his Walton College Mediation, Arbitration and Negotiation course to local professionals as an annual "drop in" experience for the past four years. This experience allows professionals and Walton College students a unique opportunity to learn together and from one another.

**SPEAKER**-Arthur T. Matthews, J.D.



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inclusion. He serves as an Assistant Adjunct Professor at NYU and as a consulting faculty member at Cornell University School of Industrial and Labor Relations. He teaches courses such as diversity, leadership, human resources, labor relations, employee relations, mediation, labor-management cooperation, arbitration, managing in a global economy and public speaking. In addition, Matthews is a practicing subject matter expert and serves as a partner and Chief Operating Officer of a boutique training company ([www.diversityofficers.com](http://www.diversityofficers.com)) that specializes in the diversity & inclusion arena, including benchmarked training and consulting in conflict resolution, customer service, ethics, leadership, communication skills, team building and public speaking.

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REGISTER TODAY!!!

<http://training.uark.edu/professional-development/organizational-change.php>



## **Save the Date!**

Once again, as NWA's premier practitioners in people management, NOARK will present a daylong conference for managers and supervisors.

### **NOARK SuperCon 2015**

Presented by NOARK and the University of Arkansas Global Campus

Thursday, November 12, 2015

7:30 a.m. - 4:30 p.m.

The Jones Center

922 E Emma Ave, Springdale, AR 72764

\$129 individuals, \$99 each member of a group of 2 or more, \$49 for students

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

To sponsor or exhibit, contact Cathleen Hoffman,

[choffman@daisy.com](mailto:choffman@daisy.com)

To submit a proposal to present, contact Judith Tavano,

[jtavano@uark.edu](mailto:jtavano@uark.edu)

SuperCon2015 is proud to be supporting The Jones Center where everyone can learn, play and belong.

**MARK YOUR CALENDAR** ★ ★ ★ ★



**14th Annual  
Employment Law & Legislative Affairs Conference**

September 17-18, 2015  
Doubletree Hotel, Little Rock, Arkansas  
Visit [www.arshrm/ella2015](http://www.arshrm/ella2015) for updates

**Hot Topics for 2015**

- State laws and impact on your business
- Ever Changing Regulation from DOL, EEOC, NLRB, OFCCP and more...

Sponsorship Opportunities Available.

ARSHRM  
**ELLA**  
Employment Law & Legislative Affairs Conference



*Register before August 1 for Early Bird Rates!*

**NEW to NOARK 2015**  
**Be a part of the "in crowd" and join NOARK's -CLUB 15- to support the SHRM Foundation**



What are the benefits of being a part of this Club?

- Club members - entered for monthly drawings. Drawing will be held at each monthly meeting
- Specials & Discounts determined by the Board throughout the year
- Recognition added to your badge for meetings

"The SHRM Foundation is a nonprofit organization that helps shape the future of HR by awarding scholarships to future leaders, furthering HR research, publishing reports and briefings, producing case study DVDs, and

moving thought leadership forward. All SHRM Foundation products are complimentary and their focus on further the HR profession and professionals is made possible by donations from sponsors, donors and chapters." Many of you are already familiar with the SHRM Foundation, or at least you might have heard us talking about it during the monthly meetings but may not be aware of all the resources it provides. I do encourage you to visit the SHRM website and check it out. As the 2015 NOARK SHRM Foundation Chair, and new to the Board, I took on this role thinking it sounded easy. Well it's not that easy for sure, but it can be fun. I am certainly an advocate of making things fun. So stay tuned for upcoming events, it certainly will be entertaining!

Join "Club 15" for an annual fee of \$15.00, and be proud to support the SHRM Foundation. More Exciting Benefits to be determined! Pay by check/credit card/cash at any monthly meeting or contact NOARK Chap Admin at [info@noark.org](mailto:info@noark.org) and we will invoice you!



## ASK DAVE THE "FORM I-9" EXPERT???



U.S. Citizenship and Immigration Services (USCIS) has announced the expansion of myE-Verify services nationwide. myE-Verify is a one-stop shop for employees to create and maintain secure personal accounts and access features for identity protection.

"Since its inception, E-Verify has provided employees with valuable online tools and resources regarding the employment eligibility verification process," said USCIS Director León Rodríguez. "myE-Verify signifies a significant step forward for added transparency, features, and identity protection."

myE-Verify gives workers a free and secure way to participate in the E-Verify process by accessing features dedicated for employees, including Self Check and the Employee Rights Toolkit. For added security, individuals will have their identities verified through Self Check, in order to create a myE-Verify account.

myE-Verify introduces the following services now available nationwide:

- myE-Verify accounts - Allows employees and job seekers to set up free and secure personal accounts to manage the use of their information in E-Verify and Self Check.
- Self Lock - Allows individuals to lock their social security numbers to prevent unauthorized or fraudulent use within E-Verify. Users can proactively protect their identities from being used by others to illegally gain employment. Self Lock is available only to myE-Verify account holders.
- myResources - A section of the myE-Verify site that contains information in multi-media formats to educate employees about their rights and the responsibilities of employers in the employment eligibility verification process.

myE-Verify accounts and Self Lock were previously released in 21 states and the District of Columbia. USCIS plans to roll out additional myE-Verify services focused on employees and job seekers in the future.

E-Verify is the free web-based service from the U.S. Department of Homeland Security used by nearly 590,000 employers at over 1.8 million hiring sites to verify the employment eligibility of persons they hire.

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

**Legislative Update...**

The Regular Session of the 90th General Assembly has come to an end. Thankfully there were not a lot of changes that impact employers. Two main changes that may be of interest to you are:

- The passage of the Social Media Bill fix. This was written by ARSHRM General Council Wayne Young. The way the original Bill was written and signed into law, it was illegal for supervisors to be "friends" or "connected" in any way on Social Media. The amended law prohibits coercion by employers to employees and potential employees to provide passwords for Social Media.
- Gun laws were also amended. The amended law allows for persons with concealed carry permits to have guns in their locked vehicles in public parking lots. Private employers can still prohibit guns on the premises.

On the Federal side, one big change is in regard to the Patient Protection and Affordable Care Act (PPACA or Healthcare Reform). It involves the final guidance on 1095-C reporting. The final rules were posted in February, but the reporting requirement began in January. Additional information can be found on the IRS website at <http://www.irs.gov/uac/About-Form-1095-C>.

### Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- **CORRECTION**--the March meeting was approved for 1 hour of SHRM PDC's. If you registered for the meeting the Activity # will be in your NOARK history.
- 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!!!

### Welcome Our Newest Members!!!

- Leslie Pounds - University of Arkansas - HR
- Elizabeth Reyes - 1st Employment Staffing
- Cheryl Pitchford - B-H-C

- Stacy Warren - Select Staff, Inc.
- Muhittin Akar -Student
- Aaron Divine - Crowder College
- Debra Emmert - LaBarge, Inc.
- Lindsey Chaney - Simmons Foods, Inc.
- Dustin Humphrey -Student
- David Parekh - PicMed
- LaNay Gould (PHR) - Walmart Stores, Inc
- Mya Fulton - Delta Group Electronics
- Jim Haller - Labor Solutions
- Willie Johnson - Communications & Consulting
- Zem Hawley - Laferty Family Care



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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