



APRIL 2016

# SHRM Montgomery

AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

## General Membership Meeting

**Date:** Thursday, April 14, 2016

**Topic:** FLSA Including New  
Travel Rules

**Speaker:** **Chris Weller**

**Capell & Howard, P.C.**

**Sponsor:** Alliance Insurance Group

**Time:** Luncheon Meeting  
11:30am – 1:00pm

**Location:** **Capital City Club**  
201 Monroe Street #2100  
Montgomery, AL 36104



**NOTE:** All registration should be submitted 2 business days prior

**Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meetings.**

### Meeting Guidelines Checklist:

Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting Reservation Link."

All members, guests and students must go to the website to make a reservation in order to attend the meeting.

Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.

Luncheon Meeting Fees, payable at the door

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20

### Capital City Club:

Reimagined for the future.



Please welcome new members:

- \* Patrick Hart
- \* Doug Marshall

*Save the date...*

**Meetings that are already confirmed for 2016:**

**April 14, May 5, September 15,  
November 10...more to come.**



## Speakers needed for TSHRM

Montgomery's TSHRM chapter is in need of HR professionals to come speak at their meetings. You can choose your topic. Please contact Paula Barlow at paula.barlow@prattvilleal.gov for more information.

Thank you for your help.

# ***Have you renewed your 2016 SHRM Montgomery membership?***

***Don't miss the opportunity to continue to receive the many benefits of being a SHRM Montgomery Member.***

***Contact Andrea Jordan by email at [Andrea.Jordan@ledic.com](mailto:Andrea.Jordan@ledic.com) if you have any questions.***

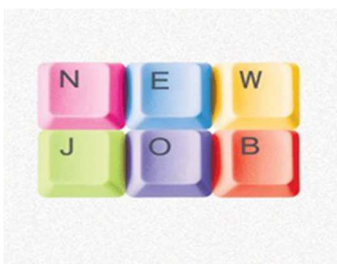
Payment instructions and options to pay through PayPal are available at:

<http://shrmontgomery.shrm.org/membership-dues-payment-options>

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down  $\frac{3}{4}$  of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

If your employer requires a W-9 to process a payment, click on the link above, scroll down  $\frac{3}{4}$  of the page and click on the W-9 link.

Thank you!



**Did you know that you can post your HR openings on our SHRM website?**

**If you have a career opportunity in HR, please use this resource to help fill your position.**

# Sponsor Spotlight



## **Alliance Insurance Group** *Employee Benefit Consultants*



Founded in 2003, Alliance Insurance Group has offices in Montgomery, Opelika and Birmingham, Alabama. We help employers plan, design, implement and manage a cost efficient and effective employee benefits program from start to finish. Our methodological, analytical, detail-oriented approach to year round benefits administration and consulting saves our clients time, money and frustration while maximizing the value of their employee benefits program and processes.

See what we can do for you!



# Opportunities for Professional Growth and Development

## AL.com River Region YP Summit & Expo

**Friday, April 29, 2016**

**Summit: 1:00pm – 5:30pm**

**Reception & Expo: 5:30pm – 7:00pm**

**One Court Square**

**1 South Court Street**

**Montgomery, AL 36104**

AL.com's River Region YP Summit, themed "Millennials Rising" is your opportunity to hear from Montgomery's top rising leaders. We will be tackling tough issues relevant in our region, talking about real change and steps to make that change happen.

We will also have career and professional development resources, including complimentary marketing strategy consultations from top experts at Alabama Media Group and complimentary professional photos to update your LinkedIn profile.

## Management Roundtable with Richard Lehr

**Date:** May 10, 2016, 11:30 a.m.—1 p.m.

**Location:** MAX Credit Union  
Auditorium  
400 Eastdale Circle  
Montgomery, AL 36117

**Cost:** Free

Please RSVP Raven Brooks to [rbrooks@mymax.com](mailto:rbrooks@mymax.com) if you would like to attend. Limited seats available.



Make plans today to join us for the 2016 ALSHRM State Conference and Exposition at the Birmingham Sheraton and Birmingham Jefferson Civic Complex in the Uptown District on May 17th & 18th!

The Alabama SHRM State Conference and Exposition is Alabama's signature gathering of HR professionals.

In 2015 over 575 human resource professionals and like-minded affiliates come together for an exceptional experience with participants from virtually every industry representing companies ranging from small businesses to large corporate centers.

ALSHRM's leadership remains committed to delivering on a conference experience that will educate, inspire and connect HR professionals through high quality industry expert presenters, interactive networking opportunities and enhanced conference accommodations.

This year's conference theme is "**Discover Your Inner Super Hero**" featuring inspiring professional development and networking for professionals across our region.

The Conference supplies a two-day concentrated professional development period to obtain affordable and easily accessible continue education credits for both the HR Certification Institute certification and SHRM Competencies certification. Hosted in our state's largest convention complex conveniently located next to [Starwood Hotels & Resorts](#) accommodations located in the exciting [Uptown District in Birmingham](#) we believe the conference offers an unmatched value proposition in the Southeast for you to obtain quality professional development in 2016.

Our two day conference is going to cover topics such as employment law, talent acquisition, change management, communication barriers, and engagement! In 2015, our conference was approved for 10.25 general SHRM and HRCI credits with 2.5 business/strategic and 1.25 GPHR re-certification credits with HRCI. More details are to soon follow related to the two day program agenda from the conference's planning committee.

**WHEN:** Tuesday, May 17, 2016 at 12:00 PM - Wednesday, May 18, 2016 at 5:00 PM (CDT)

**WHERE:** Birmingham-Jefferson Convention Complex - 2100 Richard Arrington Junior Boulevard North Birmingham, AL 35203

***Additional information on the 2 next pages...***

March 18, 2016

Connect With SHRM: [t](#) [f](#) [in](#)

## **Alabama SHRM State Conference & Exposition**

Make plans today to join us for the 2016 ALSHRM State Conference and Exposition at the Birmingham Sheraton and Birmingham Jefferson Civic Complex in the Uptown District on May 17 & 18! Last year this event drew over 600 HR professionals and vendors – you do not want to miss this year! Please join us to “Discover your Inner SuperHeRo!”

### **Tuesday Sessions:**

2016 Employment Law Update – Presented by Matthew Cannova, Maynard Cooper and Gale, PC

The Black Guy in the C-Suite – Presented by Marlin Smith

Generation “THEM” (aka) What’s wrong with these people? – Presented by: Kristin Scroggin

ALSHRM 2016 Marketplace Event and Networking – Cocktail Hour

### **Keynote Speakers:**

Chuck Blakeman – Why Employees are ALWAYS a Bad Idea

Tim Sackett – The New HR Math: Dumbing Down HR Analytics for Everyday HR Pros!

Avish Parashar – Ding Happens! How HR Professionals Can Improvise, Adapt, and Innovate in an Ever Changing World

### **Morning Concurrent Sessions:**

Background Screening: What You Don’t Know Can Hurt Your Organization – Presented by Debra Keller

Hazard Communication and GHS What Supervisors Need to Know – Presented by Malcom Ritchie

Strategic Leadership Solutions: Building Vision, Alignment and Execution – Presented by Mary White

### **Afternoon Concurrent Sessions:**

Can Health Care Costs Fall While Employee Health Rises: A Case Study – Presented by Cooper Johnson

Finding Your Super Hero Voice in the Adventurous World of Recruiting – Presented by Jonathan McKinney

The OC Equation – Unleashing Your Employees’ Passion, Potential and Performance through Organizational Culture – Presented by Cindy Beresh-Bryant



# 2016 Alabama SHRM State Conference



## Pending HRCI and SHRM Credit hours!

### Tuesday, May 17 Conference Day 1

<b>Conference Registration</b>	11:00 am – 6:00pm.....	Escalator/Lobby
<b>Session 1: 2016 Employment Law Update Presented by: Matthew Cannova, Maynard Cooper &amp; Gale, PC</b>	1:00 pm –2:15 pm.....	East N-O
<b>Session 2: The Black Guy in the C-Suite Presented by: Marlin Smith</b>	2:30 pm- 3:45 pm .....	East N-O
<b>Session 3: Generation "THEM" (aka) What's wrong with these people? Presented by: Kristin Scroggin</b>	4:00 pm – 5:30 pm .....	East N-O
<b>ALSHRM 2016 Marketplace Event and Networking – Cocktail Hour</b>	5:45pm -7:00pm .....	BJCC

### Wednesday, May 18 Conference Day 2

<b>Conference Registration</b>	6:30 am – 8:30 am .....	Escalator/Lobby
<b>Breakfast</b>	7:00 am – 8:15 am .....	BJCC
<b>Welcome &amp; Announcements</b>	8:15 am – 8:30 am.....	BJCC
<b>Opening Keynote: Chuck Blakeman - Why Employees are ALWAYS a Bad Idea</b>	8:30 am – 9:45 am.....	BJCC
<b>Marketplace and Networking Break</b>	9:45 am – 10:00 am.....	BJCC
<b>Concurrent Sessions</b> 10:00 am – 11:15 am		
Background Screening: What You Don't Know Can Hurt Your Organization Presented by: Debra Keller .....		East N-O
Hazard Communication and GHS What Supervisors Need to Know Presented by: Malcom Ritchie.....		East K-L
Strategic Leadership Solutions: Building Vision, Alignment and Execution Presented by: Mary White .....		East M
<b>Marketplace and Networking Break</b>	11:15 am – 11:45 am.....	BJCC
<b>Lunch &amp; Lunch Keynote: Tim Sackett/ The New HR Math: Dumbing Down HR Analytics for Everyday HR Pros!</b>	11:45 am – 1:00 pm .....	BJCC
<b>Marketplace and Networking Break</b>	1:00 pm – 1:15 pm.....	BJCC
<b>Concurrent Sessions continued</b> 1:15 pm – 2:30 pm		
Can Health Care Costs Fall While Employee Health Rises: A Case Study Presented by: Cooper Johnson .....		East N-O
Finding Your Super Hero Voice in the Adventurous World of Recruiting Presented by: Jonathan McKinney.....		East K-L
The OC Equation - Unleashing Your Employees' Passion, Potential and Performance through Organizational Culture Presented by: Cindy Beresh-Bryant.....		East M
<b>Marketplace and Networking Break</b>	2:30 pm – 2:45 pm.....	BJCC
<b>Closing Keynote Speaker: Avish Parashar/ Ding Happens! How HR Professionals Can Improvise, Adapt, and Innovate in an Ever Changing World</b>	2:45 pm – 4:00 pm.....	BJCC
<b>Closing Comments and Door Prizes</b>	4:00 pm – 4:45 pm.....	BJCC

[Register at al.shrm.org/](http://al.shrm.org/)  
 Follow us on Twitter: @ALSHRM  
 Live chat with us and your fellow conference goers using the hash tag: #alshrm16

# 2016 Labor and Employment Law Seminar

Who: Capell & Howard, P.C. and SHRM Montgomery

What: 2016 Labor and Employment Law Seminar will cover such topics as FMLA update, interns v. employees, ACA, DOL pay rules, handling problem employees, responding to subpoenas, retaliation claim updates, distinctions between independent contractors and employees, and a special guest speaker from the Department of Labor.

When: 7:45 am – 4:30 pm — Friday May 20, 2016

Where: AUM Campus, Taylor Center, Rooms 221-223

How do I register:

Visit [chlaw.com](http://chlaw.com) to find a fillable registration form, or send an email with the following information to [Abby.Luker@chlaw.com](mailto:Abby.Luker@chlaw.com):

Name & Title

Business/Organization Name

Email Address

Business Mailing Address

Business Phone Number

Free Admission. You must register to attend. Limited seats available.



Keynote  
Speakers

# SHRM

# 2016 D.C.

JUNE  
19-22

ANNUAL  
CONFERENCE &  
EXPOSITION



**Paul Begala**  
POLITICAL ANALYST  
AND COMMENTATOR,  
CNN



**Tucker  
Carlson**  
CO-HOST, FOX AND  
FRIENDS WEEKEND  
AND EDITOR-IN-  
CHIEF, THE DAILY  
CALLER



**Sal Khan**  
FOUNDER OF THE  
KHAN ACADEMY

BACK BY POPULAR DEMAND!

Experience the SHRM Annual  
Conference & Exposition with  
your fellow chapter members.  
Join us in Washington, D.C. for  
two and one-half days of learning,  
networking and fun.

Find your  
**BREAKTHROUGH.**

Your perspective will  
be transformed.

LEARN MORE  
ABOUT THE  
CONFERENCE

JOIN YOUR CHAPTER'S  
DELEGATION AND

**save!**

SAVE  
\$200\*

»»» [annual.shrm.org](http://annual.shrm.org)

**#SHRM16**

\*For new registrations only. This rate does not apply to existing registrations; refunds will not be provided. Offer valid through April 8, 2016.

**SHRM**  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

# Workforce Readiness



Hope Inspired Ministries is looking for a few good HR professionals who are willing to give a little of their time to perform mock interviews.

Hope Inspired Ministries seeks to serve those who are low skilled, poorly educated, and chronically unemployed by preparing and equipping them to obtain and maintain employment through an 11-week job training course.

Our program is relational and transformative in nature, providing more than 400 hours of training, including life skills, employment skills, character building, unpaid internships with local businesses and GED training.

What makes our program different is that we are relational in nature, meaning we invest time in peoples' lives and walk out this process of transformation with each our students. We are willing to walk hand-in-hand as they walk out this journey and hold them accountable to meet the high standards of our course. We not only want to instill education, soft skills and training into our students, but we also want to help them become the person God intended for them to be.

The interviews will take approximately 2 hours starting at 1:30 p.m. on the following dates:

- ◆ April 7, 2016
- ◆ May 19, 2016
- ◆ June 2, 2015
- ◆ June 23, 2016
- ◆ June 30, 2016

Please contact Leanne Jordan at [leannejordan7@gmail.com](mailto:leannejordan7@gmail.com) to find out more information.



The Family Guidance Center of Alabama WORK READY! Program is a four week hands-on employment readiness program designed for young adults from ages sixteen to twenty-four who are seeking to obtain their G.E.D. or apply for college. The WORK READY! Program is directed towards the following young adults:

- Young adults who families qualify on a low income scale in Montgomery, AL and surrounding areas
- Young adults involved in the juvenile justice system
- Young adults in the Alabama foster care system

We are currently looking for volunteer speakers for the month of April and May in the profession of Manufacturing/Distribution, Automotive or Info Technology to discuss job opportunities and work readiness skills in those fields. If you are interested in becoming a guest speaker please contact Brittany Jordan at 334-270-4100 ext. 220 or [bjordan@familyguidancecenter.org](mailto:bjordan@familyguidancecenter.org).

# SHRM Foundation

giveaway!



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.



We are participating as a chapter in the **1000 Books in 100 Days** workforce readiness initiative beginning February 29<sup>th</sup> as set forth by the SHRM State Council. The idea is for each chapter to collect at least **100** books for Kindergarten through 3<sup>rd</sup> grade level, to be distributed in our community.

## Board Members for 2016 Montgomery SHRM

### Board Members

President	Mike Polis
Membership	Andrea Jordan, PHR
Treasurer	Larissa Southey
Programs	Bonita Heartsill, PHR
Secretary/Wellness	Tara Gibson, PHR
Webmaster	Tara Langley
Newsletter	Dee Cook, PHR, SHRM-CP

### Core Leadership Areas

Government Affairs	Pam Chut, SPHR, SHRM-SPC
SHRM Foundation	Dr. David Hoover, SPHR
Certifications/College Relations	Paula Barlow, PHR
Workforce Readiness	Michaela Hutcheson
Community Services	Becky Ellis, PHR
Diversity	Tamela Selmar-Burks