



August 2016

SHRM Montgomery



ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

General Membership Meeting

Date: Thursday, August 11, 2016

Topic: EEOC's Top 10 Litigation Topics

Speaker: Tam Yelling

Constangy, Brooks, Smith & Prophete, LLP

Sponsor: HireLevel. Powered by Extra Help
ESS / Employment Screening Services



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

Save the date...

Meetings that are already confirmed for 2016:

September 15,
November 10...more to come.



Speakers' Biography



CONSTANGY
BROOKS, SMITH &
PROPHETE LLP

Tam Yelling is a partner with the law firm of Constangy, Brooks, Smith & Prophete, LLP, where she devotes her practice to defending and counseling employers on various employment matters. Tam earned her B.A. degree, magna cum laude, from Spelman College and her J.D. degree from Cumberland School of Law, Samford University. Before joining Constangy, Tam specialized in representing plaintiffs in cases involving claims of sexual harassment and disability, age, religion, race and sex discrimination and violations of the Fair Labor Standards Act and Family and Medical Leave Act, as well as cases involving claims of retaliatory discharge, invasion of privacy, negligent supervision, intentional infliction of emotional distress and breach of contract. Tam is a hearing officer for the Personnel Board of Jefferson County, Alabama, and she serves as adjunct faculty at Samford University. She is a Past President of the Alabama Lawyers Association, which is the oldest and largest minority bar association in the State, and a current member of the Birmingham Bar and Magic City Bar Associations. Tam has been named a Rising Star for Employment Litigation in Alabama Super Lawyers, as well as in Chambers USA as one of America's Leading Lawyers for Business.

A gold-colored banner with a ribbon-like border, containing the text "Gold Sponsor" in white, bold, sans-serif font.

Gold Sponsor

The logo consists of the letters "Hi" in a bold, red, sans-serif font, enclosed within a red square border.

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HireLevel powered by Extra Help is a nationwide, full service WBE staffing firm with core competencies in light industrial, clerical, professional, IT staffing and payroll services. HireLevel currently has 9 offices in 6 states. Over the last 2 years, we have experienced exponential growth and are proud to say we employed over 6000 people in 2015. Our consistent delivery is unmatched by our competitors and we will stop at nothing to deliver excellence to our clients. To learn more, visit www.HireLevel.com.

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ESS is a top 10, national risk management solutions provider, specializing in background screening, drug testing and specialized security and investigative services. For over 20 years, ESS has partnered with companies to minimize risk and maximize results. ESS serves clients in all 50 states as well as internationally.

ESS continues to stay in the forefront of industry solutions, developing new security and investigative services, offering TSA pre-check, electronic fingerprinting, credentialing, enhanced drug testing and systems integrations. As an industry leader and innovator, ESS is a founding and fully-accredited member of the National Association of Professional Background Screeners (NAPBS). ESS provides high-touch client care directly from their headquarters in Birmingham, Alabama. As a result of this hard work, innovation and dedication to customized service, ESS has reached a new level of national competitiveness that boasts inclusion on the Inc. 5000 list for 10 consecutive years. In 2015, ESS CEO Sheila Benson was recognized nationally as a finalist for the EY Entrepreneur of the Year Award. ESS has been consistently recognized for customer care and has maintained a 98% client retention rate over the 10 past years. ESS remains focused on future innovation and continues to develop an advanced shield of solutions for companies who are growing in the global marketplace.



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 if you have any questions.

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

<http://shrmmontgomery.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!



The Society of Human Resources (SHRM) has awarded our SHRM Montgomery chapter Membership Superstar status for 2015!

Congratulations and thank you for everyone's hard work! With increasing our membership.

Keep up the good work.



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

If you have a career opportunity in HR, please



LEHR MIDDLEBROOKS
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Save the Date for Lehr, Middlebrooks, Vreeland & Thomas, P.C. 2016 Employee Relations Summit

Join us for our 2016 Employee Relations Summit on **Thursday, November 17th from 8:30 a.m. until 4:00 p.m. at WorkPlay in Birmingham, Alabama.** Our attorneys and guest speakers will cover the workplace implications of the national election results, expansion of LGBT workplace litigation, DOL's Wage and Hour and Persuader initiatives, how existing business relationships may constitute a "joint employer" for workplace liability, and the NLRB and Organized Labor's joint efforts to transform the private sector workplace. A comprehensive agenda and list of speakers will be forthcoming during the summer. Mark this date on your calendar, however, for what will be a highly informative and interactive meeting.

To register go to: <http://lehrmiddlebrooks.com/seminars/lmvts-2016-employee-relations-summit>

Or contact Katherine Gault at
kgault@lehrmiddlebrooks.com
or 205.323.9263.

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:

- ◆ August 24
- ◆ September 7
- ◆ September 28
- ◆ October 12
- ◆ November 30
- ◆ December 14

Please contact Leanne Jordan at leannejordan7@gmail.com to find out more information.

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.



Remember to bring your business card to enter our sponsor drawing.



Check this out! You can upload a picture to your SHRM profile. All you have to do is click edit on your profile and scroll to the bottom of the page to upload a picture.

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