



# HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

## IN THIS ISSUE

- 1 The President's Post
- 2-4 Sponsor(s) Appreciation
- 5 HR Exchange: General Membership Meeting
- 6-7 The Advisor: Speaker Biography
- 8 HR News You Can Use: Legislative Update
- 9 MGM Scoop: News & Information
- 10 River Region Workforce Today: **Red, White, & You**
- 11 In it Together: HR Hero Spotlight
- 12 Human Relations Chronicles
- 13 MGM People: 2022 SHRM Montgomery Board Members

October, 2022

## THE PRESIDENT'S POST

### You Can't Spell Hero Without HR

Hello Fall and Hello Montgomery Chapter!!! I say this every month but I cannot believe how fast 2022 is flying past us. As I think back on all that we have done this year, it makes me so proud of our chapter and how well we represent our state. 2022 has brought some amazing speakers, new sponsors, fresh ideas and I think my favorite new thing this year is our newsletter. All of these accomplishments have been made possible thanks to our board. We have accomplished so much this year and 2023 is going to really shape our chapter for years to come. Speaking of new things, instead of our annual social, this year we will be hosting a holiday luncheon that will definitely be the highlight of our year. We will play some fun HR games, give out some special treats and awards and spend some time networking with each other. We're finalizing some details in the weeks to come so stay tuned for a save the date coming soon. As we get closer to closing out this year, we will be looking to fill some roles within our board. If your interested in learning about joining us please reach out to any of our board members. We're also looking to you as members to help us shape 2023. If there are speakers, sponsors or ideas that you would like to see implemented, please give us your feedback. We're here to ensure that you are getting the most value out of your membership. Your feedback is important and it gives us to opportunity to chat with each of you. We look forward to seeing you all at our next meeting on October 20th.



We would like to express our appreciation to our outstanding sponsor(s) for the immeasurable display of generosity towards us. It is our hope that this partnership progresses to even greater endeavors.



# SPONSOR



Onin Staffing is The Onin Group's industrial and light clerical staffing division. Please visit us at [oninstaffing.com](https://oninstaffing.com) for your staffing needs.



# SPONSOR



**HEALTHMED**  
Wellness With You In Mind

*Platinum*  
**SPONSOR**

**WELLNESS PROGRAMS**  
**BIOMETRIC SCREENINGS**  
**MENTAL HEALTH**  
**COVID 19**

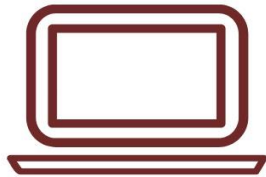
**VISIT OUR WEBSITE**  
**[WWW.HEALTHMEDINC.COM](http://WWW.HEALTHMEDINC.COM)**





# BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

SHRM MONTGOMERY



## WHY SHOULD I BE A SHRM MONTGOMERY SPONSOR?

SHRM Montgomery's Mission is to provide networking opportunities, foster closer cooperation, and facilitate the exchange of information and ideas between human resource (HR) professionals. This means that as a sponsor, your business will have the opportunity to promote and share your product with over 100 HR professionals and partners across the River Region. Our Platinum, Gold and Silver sponsorships give you the opportunity to connect with the area's top decision makers.

### BRANDING

Your business will be branded on social media and highlighted on chapter literature and communication as well as our website to maximize exposure to our members.

### MARKETING

Marketing your business has become a challenge during the pandemic. Partnering with SHRM Montgomery will allow you maximum visibility with our members.

### PUBLIC RELATIONS

Getting in front of top decision makers is difficult these days. Our sponsorship levels allow you to maximize your exposure to the companies that directly seek your products and services to help them run efficiently.

Date: Thursday, October 20, 2022

Topic: Organizational Wellbeing

Speaker: Sarah Green & Sommer Mason, Gallagher

Time: 11:30am – 1:00pm  
Lunch Meeting


Location: Montgomery Country Club (MCC)  
3001 Narrow Lane Road  
Montgomery, AL 36106




MONTGOMERY COUNTRY CLUB



CONNECT WITH US

 <https://www.facebook.com/shrmmontgomerychapter.chapter>

 <http://linkedin.com/in/shrm-montgomery-51125a19>

*Save the Date*  
for the following topics:

November 17, 2022: TBA

December 2022: Social/Networking Event  
TBA

*Post Card*

U.S. POSTAGE  
2 CENTS

SPEAKERS:

November: Jamie Brown, Max Credit Union

December: Social/Networking Event

\*\*\*Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting and Events" tab to register.

We will be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$20 and guest fee is \$25.

Reservations must be made by 12:00pm on Friday, October 14, 2022 by logging into your account on the SHRM Montgomery website. **The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline.** ALL SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals. Cancellations should be emailed to [SHRMMontgomery0092@gmail.com](mailto:SHRMMontgomery0092@gmail.com) by 12:00pm on Friday, October 14, 2022.

## Sarah Green, M.A.

As a Regional Wellbeing & Engagement Consultant, Sarah directly assists clients to inspire more meaningful, strategic and impactful employee experiences. In partnership with clients, Sarah provides solutions that enhance multiple domains of wellbeing – resulting in a more engaged workforce. Sarah thrives on problem solving, building positive relationships with clients and employees at all levels of the organization, and implementing sustainable solutions that improve business advantage. Ultimately, Sarah uses her dynamic workplace experience and knowledge to enhance employers' effectiveness to provide valuable total wellbeing support.

Prior to joining Gallagher Benefits Services (GBS), Sarah has gained over 15 years of experience in the field health & wellness. Sarah started her career as a personal trainer in Southern California. Upon completion of her graduate degree she moved to Houston and has helped develop, implement and evaluate wellness programs for Devon Energy, Chevron and Texas Children's Hospital.

Sarah is a graduate of Texas Christian University and received her Graduate Diploma in Wellness Management from Ball State University. She completed her consultant certificate, *Building Thriving Workplace Cultures*. Outside of work, Sarah is a chair member of Young Friends of Ronald McDonald House. She also teaches spin class and enjoys snow skiing, cycling, hiking and swimming.



**South Central Region**  
Regional Wellbeing &  
Engagement Consultant

### GALLAGHER BENEFIT SERVICES, INC.

1900 West Loop South, Suite 1600  
Houston, TX 77027  
Direct: 713.722.1631  
Sarah\_Green@ajg.com

Sommer joined Gallagher in November, 2016. She began her career in technology in 1998 and moved into Human Resources as a Compensation Analyst in 2000. Prior to joining the Gallagher Benefit Services Baton Rouge office, Sommer served in various Compensation and Benefits leadership roles within Human Resource Departments.

Sommer is an accomplished Compensation and Benefits professional with Project Management experience in various industries such as Manufacturing, Healthcare, Wellness, Oil & Gas, Energy and Construction. She received her Lean Six Sigma Green Belt certification in 2010 and is highly skilled in leading large-scale projects with significant financial impact.

Sommer's primary role is to partner with Benefits Consultants and connect clients and prospective clients to Gallagher's Human Resources and Compensation consulting services. With her expertise in Compensation, she often becomes involved in special projects related to Compensation Consulting. Sommer's strong analytical skills, strategic approach and commitment to excellent customer service makes her a trusted advisor to both clients and her Gallagher team.

Sommer is a graduate of Louisiana Tech University with a bachelor of Science in Management Information Systems. She is a Certified Compensation Professional (CCP) and Lean Six Sigma Green Belt. Sommer resides near the Baton Rouge area with her husband and two children.



**Sommer Mason, CCP**  
Sr. Human Resources Consultant

**GALLAGHER BENEFIT SERVICES, INC.**

235 Highlandia Drive, Suite 100

Baton Rouge, LA 70810

225-663-3344

[sommer\\_mason@ajg.com](mailto:sommer_mason@ajg.com)





# LEGISLATIVE UPDATE



## **Thomas Anile, Reporting SHRM Montgomery Board Member**

On Tuesday, 9/13/2022, I was given the opportunity to gather in Washington DC with several other legislative leaders located in different SHRM chapters across the state of Alabama. We met with the staffs of Senator Richard Shelby and Senator Tommy Tuberville, and we also met with the staffs of Congressman Gary Palmer, Congressman Robert Aderhold, Congressman Mo Brooks, Congressman Mike Rogers, Congressman Jerry Carl, and Congresswoman Terri Sewell.

One of our main goals on this trip was to offer ALSHRM and National SHRM as resources for our representatives in Congress so that they can utilize the knowledge of subject matter experts in the field of HR when researching and voting on bills that would impact businesses across our state and Nation.

Our other goal was to bring awareness to several preexisting bills that we, along with National SHRM, felt are important for Congress to consider. The first of these bills is the Commonsense Reporting Act. The intent of this bill is to lessen the strict reporting requirements that the IRS places on health plans to allow employers to transmit Form 1095 to employees electronically and to extend the amount of time employers have to appeal penalty notices from 30 to 90 days. This bill would help free up some of the more administrative burdens of HR professionals to allow them to focus more on their employees and on their strategic roles with their companies. The second bill that we focused on during our trip to DC is the Jumpstart Our Businesses by Supporting Students (JOBS) Act. This bill intends to extend the types of education programs that are eligible for Workforce Pell grants by allowing individuals to receive grants for short-term, occupational development training programs.

As I look back on my trip to Washington DC, I believe that our ALSHRM legislative team accomplished our goals. We made great connections with the many staffers we spoke with and were able to bring awareness to the bills I discussed above which many of the staffers were unfamiliar with. We received positive feedback and were told by the staffers that the bills we introduced to them would likely be supported and possibly even cosponsored by our representatives in Congress in the future. I feel very blessed to have been given the opportunity to represent our SHRM Montgomery chapter and learned so much on this trip!





Hello potential Mates!!!! We'll stay ported until you arrive!!!!

## THE FORUM

For **HOT TOPICS**, please visit the “BLOG” section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

## HR PROFESSIONALS

Check out the latest edition of the HR Professionals Magazine on our website by following the link below:

<https://shrmontgomery.shrm.org/news>



## FOUNDATION



## TICKETS:

1 for \$1.00  
6 for \$5.00

## ITEM(S):

Gift Card(s)  
✓ Starbuck's - \$10

## SHRM-GRAPEVINE: RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers, to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

For more information, or to enlighten us in the following areas with your thoughts and recommendation(s); please contact...

Quote/Pun Intended/Newsletter Ideas:  
**Tawanna Bedgood** at  
[tawanna.bedgood@abc.alabama.gov](mailto:tawanna.bedgood@abc.alabama.gov)

Workforce Readiness: **Robin Ricks** at  
[robin@manufacturealabama.org](mailto:robin@manufacturealabama.org)

Speaker(s): **Fereisie (Free) King** at  
[fking@cnhi.com](mailto:fking@cnhi.com)

Sponsorship(s): **Fereisie (Free) King** at  
[fking@cnhi.com](mailto:fking@cnhi.com) **OR**  
**Cierra Belser** at  
[careercoachalabama@gmail.com](mailto:careercoachalabama@gmail.com)

Hello SHRM Montgomery Members,

I am Robin Ricks, and I serve as your workforce readiness representative on the SHRM Montgomery Board.

I understand that there are a multitude of organizations that support workforce development and workforce readiness in our area, and through this area of our newsletter we hope to simplify finding and accessing some of those resources.

Here you will see pictured a menu of programs that you can access at little to no cost to your organization. In this issue, I would like to introduce you to Central AlabamaWorks! The team at Central AlabamaWorks! are here to support workforce efforts of business and industry in the 13 counties that make up central Alabama, including Montgomery.

We will return with additional information in future monthly issues, and please feel free to reach out to me if you have questions in the meantime.

Wishing you a Happy and Fully Staffed Year!

Robin Ricks

[robin@mamnuufacturealabama.org](mailto:robin@mamnuufacturealabama.org)

**Workforce Menu**

**Train your Own**

**NEW EMPLOYEES**

- Work Based Learning
- On the Job Training
- Alabama Workforce Stabilization Program

**EXISTING EMPLOYEES**

- Leadership Training
- Alabama Workforce Stabilization Program
- Existing Industry Training Program
- Incumbent Worker Training Program

**Grow your Own**

**COMMUNITY COLLEGES**

- FAME (Federation for Advanced Manufacturing Education)
- Apprenticeship
- Work Based Learning
- Ready To Work
- Adult Education

**K-12**

- Career Discovery
- Career Tech Programs
- Tours (virtual/in-person)
- Work Based Learning
- Mock Interviews
- Ready To Work
- Signing Days

**CENTRAL ALABAMA WORKS!**

**A la carte**

For more information, contact Gindi Prutzman.  
gprutzman@centralalabamaworks.com / 334-300-8592



**Dee Cook**

### **How did you end up in HR?**

I worked as an Executive Assistant with a media company and transition to the HR Department as the Benefits Coordinator. I found that I really liked assisting employees resolve issues.

### **What drives you to work so hard in the HR Field?**

The employees. Impacting employees' lives, personally and professionally, by respecting and appreciating them for who they are and what they do. Meeting them right where they are.

### **Tell us about yourself**

I have been in Human Resources for close to 20 years. I am married to my best friend and the love of my life. We have 2 children, a daughter and son. We have 5 grandchildren. Spending weekends hanging out with our family fills my heart. I grew up in Illinois. I have lived in Illinois, California, Texas, and Alabama. I love to run, workout, play pickleball and travel. I am currently the Director of Human Resources at ASK. ASK is an inbound call center. We employ approximately 300 employees. I sat on the SHRM Montgomery Board of Directors as the Newsletter Chair and the Chapter President. As the Chapter President I also took part in ALSHRM. I am SHRM-CP certified.

### **Why are you a member of SHRM?**

I am a SHRM Montgomery member for the networking possibilities and the informative monthly meetings. I am a SHRM National member for the information I receive and the resources I can find and utilize that make my job easier. With every facet of HR that an HR professional must accomplish, SHRM is a lifeline that keeps me compliant with current, changing, and upcoming HR responsibilities.





Thomas Anile, SHRM Montgomery Board Member, in Washington DC to meet with Congressional Representatives.



Pictured left to right: Tara McDowell and Cierra Belser, SHRM Montgomery Board Members, at the ALSHRM Legal Conference.



Pictured left to right: Barbara Alexander and Cierra Belser, SHRM Montgomery Board Members at the ALSHRM Legal Conference.



# 2022 BOARD MEMBERS

## Board Members:

President

Cierra Belser

Past President

Paula Barlow, SHRM-CP

Treasurer

Barbara Alexander

Membership

Andrea Jordan, SHRM-CP, PHR

Programs Chair

Fereisie King, SHRM-CP, PHR

Webmaster

Tara McDowell

Newsletter

Tawanna Bedgood

Secretary Co-Chair

Tara Gibson, SHRM-CP, PHR

Secretary Co-Chair

Krystal Bryan, SHRM-CP

## Core Leadership Areas:

Governmental Affairs/Legislative

Thomas Anile, SHRM-SCP

SHRM Foundation

Stefanie Player

Certifications

VACANT

Workforce Readiness

Robin Ricks

College Relations

Sheral Ware