



AUGUST 2014



SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

- Date:** Thursday, September 11th, 2014
- Topic:** **Defining Plan Success: Balancing Behavioral Economics, Company Culture and Your Fiduciary Responsibility**
- Speaker:** **Paul Powell**
- Time:** Luncheon Meeting
11:30am – 1:00pm
- Location:** **MAX Credit Union**
Auditorium
400 Eastdale Circle
Montgomery, Alabama 36117



Please welcome new members:

Gregory Lewis
Brittany Lopez
Linda Steele

Registration Deadline: Monday September 8th

NOTE: All registrations should be submitted 2 business days prior to the meeting.

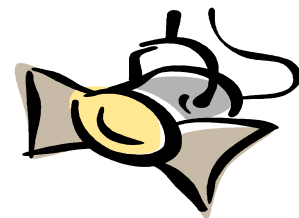
Meeting Guidelines Checklist:

- Please go to <http://shrmontgomery.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



Speaker Spotlight

August



Rep. Martha Roby (ROH-bee) is currently in her second term serving the people of Alabama's 2nd Congressional District in the U.S. House of Representatives. Prior to being elected to Congress, Rep. Roby worked as an attorney and served as a city councilman in her hometown of Montgomery.

In her short tenure in Congress, Rep. Roby has distinguished herself as an effective legislator and messenger for the conservative cause. In 2013, Roby shepherded to House passage the Working Families Flexibility Act, which seeks to repeal an outdated federal regulation to give employees in the private sector more options for paid time off. Always on the lookout for government overreach and abuse, Roby brought attention to a questionable Labor Department program that targeted the right-to-work Alabama automotive industry. As a strong advocate for the unborn, Roby has often spoken against the federal funding of abortion and in support of other pro-life causes.

Roby serves as a strong advocate for the military and has led multiple Congressional delegations to Afghanistan to survey conditions and visit with service members. She successfully pushed back against an Air Force plan to move the 908th Airlift Wing from Montgomery's Maxwell Air Force Base, and worked in Congress to help the Army Aviation Center of Excellence at Fort Rucker avoid crippling budget cuts that would have decimated training capabilities. During her time as chairman of the House Armed Services Subcommittee on Oversight and Investigations, Rep. Roby led the investigation into the military's preparation and response to the Benghazi terror attacks.

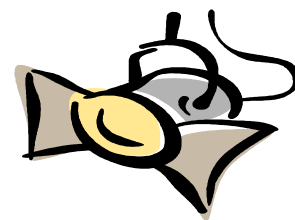
Roby's service in Congress has also been defined by independence and pragmatism. She played a front-and-center roll in passing the 2014 Farm Bill. Roby went against her party's leadership and voted against the Budget Control Act of 2011 due to the threat of sequestration, which led to dangerous military funding cuts. In December of 2013, Roby was tapped to serve on the House Appropriations Committee, which has oversight on the whole range of government spending. Roby is the first representative from Alabama's 2nd Congressional District to serve on this key committee. In addition to defense and agricultural issues, Roby's primary areas of focus on the Appropriations Committee are improving the services and efficiencies of the Department of Veterans Affairs, and supporting the role of Career and Technical Education in workforce development.

Roby obtained a Bachelor of Music degree from New York University in 1998 and her law degree from Cumberland School of Law at Samford University in 2001. Martha is married to Riley Roby and they have two children, Margaret and George. The Robys are members of Trinity Presbyterian Church, where they are involved in various ministries.



Speaker Spotlight

September



Paul L. Powell, AIF, PRP, PPC **Managing Director**

*Accredited Investment Fiduciary
Plan Sponsor Retirement Professional
Professional Plan Consultant*

As a well-known speaker, writer and expert in the retirement plan industry, Paul specializes in helping corporations design, implement and monitor successful retirement plans.

Over the past 15 years, Paul has built a successful retirement consulting practice by providing corporations with proven strategies that have resulted in improved outcomes for participants and reduced liability for employers. As a result of his success, he has been asked to speak at industry conferences such as the Plan Sponsor Council of America, the Louisiana SHRM Conference, Mid Sized Pension Conference, Construction and Financial Managers National Conference and has been a panelist with other well-known industry experts like ERISA specialist, Fred Reish. In addition, Paul was recognized as one of the top 100 advisors in the nation in both 2009 and 2010.

As a plan sponsor and participant advocate, Paul's expertise in vendor negotiations has resulted in lowering total plan and administrative costs for plans of all sizes. Paul's interest in Behavioral Finance has helped plan sponsors understand how plan design can dramatically improve their employees' ability to successfully retire.

Outside of the industry Paul will be found biking with his family and playing drums. As an amateur photographer Paul's camera is never far away.

August/September Sponsor



Ultimate Software's cloud-based UltiPro helps simplify and improve work experiences for employees at every level. Organizations can easily manage global people data and processes with UltiPro and ensure their people feel engaged and productive from day one. With UltiPro, you can deliver personalized recruiting and onboarding experiences, guide employees through important benefits choices, simplify complex payroll computations, efficiently manage time and attendance needs, support continuous performance management and development, and build proactive succession plans for the future. Most importantly, UltiPro's solutions are supported by powerful business intelligence and reporting to help you drive smarter, people-focused business results.



MONTGOMERY
AREA CHAMBER OF COMMERCE

SEVENTH ANNUAL DIVERSITY SUMMIT

A CLEAR AND PRESENT OPPORTUNITY INTENTIONAL AND AUTHENTIC DIVERSITY LEADERSHIP

SEPTEMBER 30, 2014 8:00 A.M. – 6:00 P.M.

RENAISSANCE MONTGOMERY HOTEL & SPA AT THE CONVENTION CENTER

PRESENTING SPONSOR: STIVERS FORD LINCOLN MAZDA

RECEPTION SPONSOR: AUBURN MONTGOMERY

GOLD SPONSORS: ALABAMA STATE UNIVERSITY,

HYUNDAI MOTOR MANUFACTURING ALABAMA, WIND CREEK HOSPITALITY



ARTICLE X – CODE OF ETHICS

SHRM-MONTGOMERY CODE OF ETHICS

This Code of Conduct for the Society for Human Resource Management-Montgomery Chapter has been adopted to promote and maintain the highest standards of professional and personal conduct among its members. By joining the Society, a member agrees to act in accordance with this Code as set forth below, thereby assuring public confidence in the integrity and service of human resources management.

As a member of the Society for Human Resource Management-Montgomery Chapter, each member shall agree to:

- # Maintain the highest standards of professional and personal conduct;
- # Strive for personal growth in the field of human resource management;
- # Support the Society's goals and objectives for developing the human resource management profession;
- # Instill in the public and other SHRM-Montgomery members a sense of confidence about my conduct and intentions;
- # Uphold all laws and regulations relating to my own and my employer's activities;
- # Refrain from using official positions, either regular or volunteer, to secure special privilege, gain, or benefit for my company or myself;
- # Refrain from actively soliciting from any other member at Chapter meetings or through the use of information provided to him/her as a member of the Chapter without the approval of the Board of Directors;
- # Speak on behalf of the chapter unless approved by the Board of Directors;
- # Maintain the confidentiality of privileged information;
- # Recognize that SHRM-Montgomery meetings, events, and/or other Society activities are times for networking, development, and education, not times for sales contacts or self-promotion;
- # Encourage his/her employer to make the fair and equitable treatment of all employees a primary concern;
- # Strive to support and encourage effective employment practices;
- # Maintain loyalty to his/her employer and pursue its objectives in ways that are consistent with the public interest; and
- # Improve public understanding of the role of human resources management.

By accepting membership, every approved member understands that violation of these principles may be grounds for dismissal from membership in SHRM-Montgomery.

Proposed Board Members for 2015 Montgomery SHRM

Board Members

President	Mike Polis
Membership	Andrea Jordan, PHR
Treasurer	Becky Ellis, PHR
Programs	Tamela Selmar-Burks
Secretary/Wellness	Tara Gibson, PHR
Webmaster	Tara Langlely
Newsletter	Michaela Hutcheson

Core Leadership Areas

Government Affairs	Bonita Heartsill, PHR
SHRM Foundation	Linda Browder
College Relations	Deneen Hughes
Workforce Readiness	Carol Purnell
Certifications	Deneen Hughes
Diversity	Rich Lewis

2014 Montgomery SHRM Board Members

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President	Becky Ellis, PHR
Membership	Twyla Williams, PHR
Treasurer	Tamela Selmar-Burks
Programs	Bonita Heartsill, PHR
Secretary	Tara Gibson, PHR
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Core Leadership Areas

Government Affairs	Mike Polis
SHRM Foundation	Andrea Jordan, PHR
College Relations	Open
Workforce Readiness	Carol Purnell
Certifications	Open
Diversity	Rich Lewis