



MAY 2021

AFFILIATE OF



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Don't forget to pay your 2021 dues for your SHRM Montgomery membership!

Date: Thursday, May 20, 2021

Topic: Criminal Enforcement of Employee Benefits Plans

Speaker: Christina Mobley, The Department of Labor (DOL)

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

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

VIRTUAL



MONTGOMERY COUNTRY CLUB



UPCOMING MEETINGS:

- ❖ **June 17, 2021** – Everything You Need to Know About Outplacement but Haven't Had Time to Ask
- ❖ **July 15, 2021** – How to Develop Your Virtual Interviewing Playbook

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

This meeting will be limited to the first 28 **MEMBERS** who 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 \$15 and guest fee is \$20.

Remember, seating is limited for the meeting. Reservations must be made by 12:00pm on Friday, May 14, 2021. Any SHRM Montgomery member, guest, or student who registers for a meeting/lunch and does not show up or cancel at least 3 days before the start of the meeting, will be billed for the cost of the lunch. This includes all-inclusive members. We are serving individual plates; therefore, no drop attendees will be permitted. We are strictly limited to the number of seating we reserve. In order to register, you need to login to your account on the SHRM Montgomery website.



AWARD WINNING



Congratulations to SHRM Montgomery

WINNER OF THE SHRM PLATINUM EXCEL AWARD

Together we have introduced the next generation of students and young professionals to the HR profession and educated them on interviewing and resume skills. We strive to keep our members and other HR Professionals abreast of new and everchanging laws and regulations. And most of all we have tried to continuously engage each other throughout this stressful time and encourage healthy dialogue.

Thank you to our SHRM Montgomery members for your dedication to this profession.

We make a great team!

SHRM EXCEL 2020



MAY 20, 2021 Speaker's Biography

Christina Mobley, Senior Criminal Advisor
The Department of Labor (DOL)
mobley.christina@dol.gov



Christina Mobley has worked for the Department of Labor's Employee Benefits Security Administration ("EBSA") since 2005. She has served as the Atlanta Regional Office's Senior Advisor for Criminal Investigations since March 2018. Ms. Mobley manages the regional office's criminal enforcement program and provides technical and procedural guidance to staff members conducting criminal investigations involving 401(k)/pension embezzlement, healthcare fraud, wire fraud, and money laundering. She works closely with U.S. Attorney's offices across the Southeast to bring to justice individuals who threaten the retirement and healthcare benefits of our workers. Ms. Mobley has also worked in EBSA's Office of Enforcement in Washington, D.C., where she served as a Senior Enforcement Advisor. Ms. Mobley received a B.A. from Rhodes College in Memphis, T.N., and a Juris Doctor from UIC John Marshall Law School in Chicago.

Short description of the material being presented: The Criminal Enforcement of Employee Benefit Plans presentation offers attendees an overview of EBSA's criminal enforcement program for investigating crimes affecting employer-sponsored benefit plans. The presentation includes a discussion of EBSA's criminal authority under ERISA, what constitutes fraudulent activity, statutes most often utilized, and case examples. It is presented by the Atlanta Regional Office's Senior Advisor for Criminal Investigations

News and Information

GUESTS AND STUDENTS!!!

If space allows, open registration for the May 20, 2021 monthly meeting is May 10, 2021.

PLEASE WELCOME NEW MEMBERS

hello

ASHLEY EASTERLING
Central AL. Electric Co-op

hello

KASEY TACKETT
Buffalo Rock

hello

STEPHANIE WENTLAND
Central AL. Electric Co-op

Check out the latest edition of the HR Professionals Magazine on our website. To view it, follow the link below:

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



Hot Topics

- ❖ Please visit the new “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.



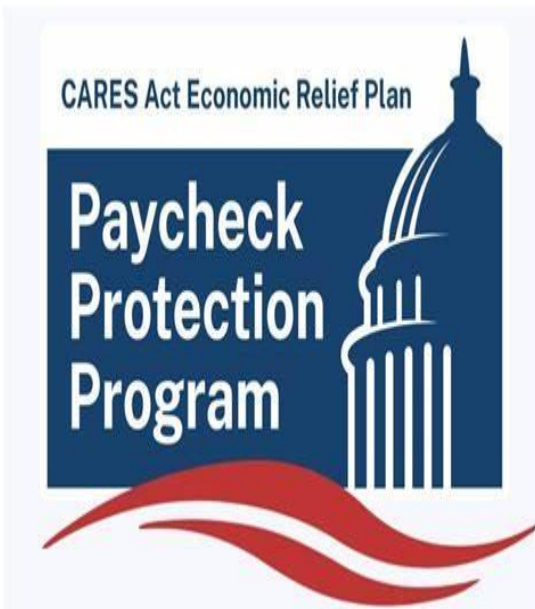
Legislative Update from Thomas Anile, SHRM Montgomery Board Member



On April 21st, 2021, President Biden made a statement to encourage all employers to offer paid leave for employees going to get vaccinated for COVID-19. He emphasized a tax credit available to businesses with less than 500 employees that covers up to \$511 per day for each vaccinated employee. This credit is funded through an already existing program within the American Rescue Plan Act. The IRS released a fact sheet to inform employers of how to claim the tax credit for this leave as well as for other leave due to COVID-19 including quarantine, illness, getting tested, and caregiving.

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/vaccine-paid-leave-tax-credit.aspx>

The IRS fact sheet for COVID-19 paid leave can be found here: <https://home.treasury.gov/system/files/136/Paid-Leave-Credit-Snapshot.pdf>



The IRS announced a safe harbor for small businesses on 4/23/21. Guidance that was issued in April of 2020 indicated that small business taxpayers that received the Paycheck Protection Program (PPP) loans could not claim a tax deduction for covered mortgage, rent, and utility payments. The passing of the Consolidated Appropriations Act in December of 2020 changed this to say that small businesses could claim deductions for those expenses. For those businesses that filed a 2020 tax return prior to the change in law, a safe harbor exists which allows these expenses to be deducted on the taxpayer's timely filed return for the following taxable year rather than filing an amended return for the 2020 taxable year. For details regarding how to do this, visit the IRS's website.

<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/irs-provides-safe-harbor-for-2020-expenses-paid-with-ppp-loans.aspx>

MEMBER SPOTLIGHT



Fereisie King (Free), SHRM-CP, PHR
CNHI, LLC

SHRM Montgomery Board Member, Programs Co-Chair

Fereisie King (Free) is a Sr. Human Resource Professional with over 10 years of combined progressive Human Resource experience in the logistics, auto parts manufacturing, and newspaper publishing fields. She holds a Bachelor of Science in Human Resources Management from AUM and the PHR Certification. Her area of expertise are leadership training and coaching, recruiting, onboarding, employee relations, Federal and State compliance/reporting, leave management, unemployment management, policy creation/revision, change management for leaders and employees during company transitions special projects from the C Suite, and HRIS Systems Implementation. Free is currently the Sr. Human Resources Generalists at CNHI, LLC.

Free is a loving wife and proud parent. When she is not working, Free enjoys volunteering with SHRM Montgomery as the Programs Co-Chair, spending time with family, relearning to cook, streaming comedy podcast, watching movies and shows, and helping others with learn job prep and soft skills through informational videos for her YouTube Channel. She believes “Success is always achievable if you give the workforce what they need to succeed”.

In November 2020, Free was afforded the opportunity to test for the SHRM-CP. After successfully passing the test, she obtained her SHRM-CP on April 3, 2021. Congratulations Free; on a job well done!

NOTE: To be featured as our “Member Spotlight”, please email your accomplishment(s)/achievement(s) to Tawanna Bedgood at tawanna.bedgood@abc.alabama.gov. Spotlight recipients are asked to provide a bio-introduction of themselves to include, but not limited to; their employment/school, the accomplishment(s)/achievement(s), and a headshot. Board members are asked to provide the capacity they operate in on the Board.

Workforce Readiness

Ready Set Work



Hope **I**nspired **M**inistries is looking for a few good HR professionals who are willing to give a little of their time to perform mock interviews.

Hope **I**nspired **M**inistries 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 are scheduled from 1:00pm – 4:00pm on the following dates:

- ❖ May 24, 2021
- ❖ July 22, 2021
- ❖ September 16, 2021
- ❖ November 10, 2021

We can be flexible on the date and time, if someone wants to serve; but not available on that exact date and time. We also prefer 2 volunteers. Thank you!

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



If you attended AL SHRM 2021, we would love to hear about it. Please visit the [BLOG](#) section to share your thoughts and what you took from the experience.

2021 SHRM Montgomery Board Members

Board Members:

President
Past President
Treasurer
Membership
Programs Co-Chair
Programs Co-Chair
Webmaster
Newsletter
Secretary Co-Chair
Secretary Co-Chair

Paula Barlow, SHRM-CP, PHR
Dee Cook, SHRM-CP, PHR
Larissa Southey, SHRM-CP
Andrea Jordan, SHRM-CP, PHR
Cierra Belser
Fereisie King, SHRM-CP, PHR
Tara McDowell
Tawanna Bedgood
Tara Gibson, SHRM-CP, PHR
Krystal Bryan, SHRM-CP

Core Leadership Areas:

Governmental Affairs/Legislative
SHRM Foundation
Certifications
Workforce Readiness

Thomas Anile, SHRM-CP
Shaneira Harris, PHR
Logan Dudley, SHRM-CP, PHR
Robin Ricks