



March 2019



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, March 21, 2019
Topic: **ACA Employer Mandate**
Speaker: **Brent Wills**
Gilpan | Givhan, PC

Sponsor: **AHI Corporate Housing**

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

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



Please welcome new members:

- Stacey Cockrell
- Tamra Flowers
- Cherish Goode
- Alexander Hancock
- Brittany Roosendaal
- Amelia Strickland
- Brandi Wright

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



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

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 Dates

Meetings that are already confirmed for 2019

April 25th

May 23rd

June 27th

Speaker's Biography



D. Brent Wills

Gilpan | Givhan, PC

Brent works with various health care providers and clients in regard to HIPAA compliance, including responding to numerous data breaches and government investigations. Most recently, Brent has worked extensively with employers in planning and complying with the Affordable Care Act ("ACA"). He has also conducted numerous educational sessions on the ACA for numerous employers and employer organizations. More broadly, Brent works frequently with clients in various tax and business planning matters, including mergers and acquisitions and business succession planning, and with hospitals, physicians and other health care clients in various transactional and regulatory matters, including compliance with Stark, Anti-Kickback and other fraud and abuse laws, EMTALA, HIPAA and other regulatory matters. Brent is also a frequent speaker and publisher for the Alabama Hospital Association ("AlaHA"), the Medical Group Management Association ("MGMA"), the Medical Association of the State of Alabama ("MASA"), the American Health Lawyers Association ("AHLA"), and other health care organizations.

Sponsor Spotlight



AHI Corporate Housing

For over 20 years, we've helped thousands of people with the perfect home away from home. Short-term, temporary furnished apartments are our specialty.

- ◆ Competitive rates
- ◆ Resort-style apartment communities
- ◆ Fast and easy arrivals and move-outs
- ◆ Full size washer/dryers
- ◆ Pet friendly

If you're looking for furnished apartments or any kind of corporate housing contact AHI Corporate Housing and we'd be more than happy to help you.

Special Recognition

AHI received the 2017 Cartus Commitment to Excellence Platinum Award. We love what we do!

In 2008 AHI was awarded the Tower of Excellence Award by the Corporate Housing Provider Association (CHPA). For two years in a row, AHI happily accepted the Commitment to Excellence Award for 2013 and 2014.



ALSHRM Legislative Symposium

April 4, 2019

Alabama Department of Archives and History

624 Washington AVE Montgomery,

Alabama 36104

Agenda Includes:

Wednesday April 3rd at 5:00 - 6:30pm Meet 'n Greet Reception with Lawmakers

Thursday April 4th at 8:00 a.m. Breakfast

Federal Legislative Update from SHRM Government Affairs

John Merrill – Secretary of State for Alabama

Tae Phillips – Ogletree Deakins State House

and/or Senate Session Q&A with Lawmakers

Lunch will be provided also!

Cost: \$89.00 Early Bird Registration

\$99.00 after February 14th

<https://2019alshrm-legsymposium.eventbrite.com>



2019 ALSHRM Legislative Symposium

Agenda

April 3rd

5:00 - 6:30 Reception at Alabama Archives

April 4th

7:30 – 8:00 Registration and Breakfast

8:00 – 9:15 Chatrane Birbal - National SHRM – Federal Washington Update

9:15 – 9:30 Walk to State House

9:30 – 11:00 Sit in on State and/or Senate Sessions

11:00 – 11:15 Walk to Conference Room 316

11:15 – 12:15 Lawmaker Q&A Scott Stadthagen, Pricilla Dunn, Berry Forte

12:15 – 12:30 Walk back to Archives

12:30 – 1:30 Lunch

1:30 – 2:30 John Merrill – Secretary of State

2:30 – 2:45 Break

2:45 – 3:45 Tae Phillips – Ogletree Deakins -

3:45 – 4:00 Closing Comments



2019 ALSHRM Legislative Symposium Sponsorship Opportunities

\$1000.00 –

- 1 page Ad in Handouts that will be given to every attendee with Company name, Logo and Information
- Name will be printed on the Reception Invitations that will be handed out to Lawmakers and Staffers
- Name and Logo will be displayed on Registration Website
- Name and Logo will be displayed during Reception
- Announced at Symposium as Sponsor
- 3-5 minutes during Breakfast at the Symposium to speak to the audience

\$500.00 –

- 1/2 page Ad in Handouts that will be given to every attendee with Company name, Logo and Information
- Name will be printed on the Reception Invitations that will be handed out to Lawmakers and Staffers
- Name and Logo will be displayed on Registration Website
- Name and Logo will be displayed during Reception
- Announced at Symposium as Sponsor

\$250.00 –

- 1/4 page Ad in Handouts that will be given to every attendee with Company name, Logo and Information
- Name will be printed on the Reception Invitations that will be handed out to Lawmakers and Staffers
- Name and Logo will be displayed on Registration Website
- Announced at Symposium as Sponsor

Any Sponsorship or Donation would be appreciated.

Sponsorships are due by March 23, 2019. For more information please call or email Jennifer Parker at 256-739-1701, 256-636-2006 or jennifer@payroll-services-llc.com

LEVEL UP

TAKING HR BEYOND THE DESK

Alabama SHRM State Conference & Expo



May 14-15, 2019 • REGISTER NOW @ www.alshrm.org



Alabama SHRM is excited to announce our 2 Day conference scheduled for May 14th - 15th at the BJCC in Birmingham, AL. Our team has lined up some excellent speakers who are bringing relevant content to our audience on Performance Management, Employee Engagement, Recruiting, Corporate Culture, Diversity & Inclusion and more!

Day 1

1:00 p.m. - 5:15 Sessions

5:15 p.m. - 6:15 p.m. Marketplace Happy Hour

Day 2

8:00 a.m. - 4:30 p.m.



Dr. Jarik Conrad
Senior Director of HCM
Innovation, Ultimate
Software

*The Future of HR:
Establishing New HR
Norms that Put People First*



**Laurie Shakur, SPHR,
SCP**
Head of People at
Rakuten Marketing

*Putting the Human back into
Human Resources*



Kate Bischoff
Employment
Attorney & HR
Consultant

*Two Questions
Will Save Us All*



Katrina Kibben
CEO of Three
Ears Media

*Employer Branding:
Translating Your Story into a
Recruitment Marketing
Strategy*



Rashida Dore-Wilson
Director of Experiential
Learning Opportunities

*In the Mix: Motivating,
Managing, and Mentoring
Millennials*

Multiple Pricing Options Available:

Conference Registration \$389

Corporate Registration (5 attendees) \$1750

Student Rate: \$99

For more information and to register visit

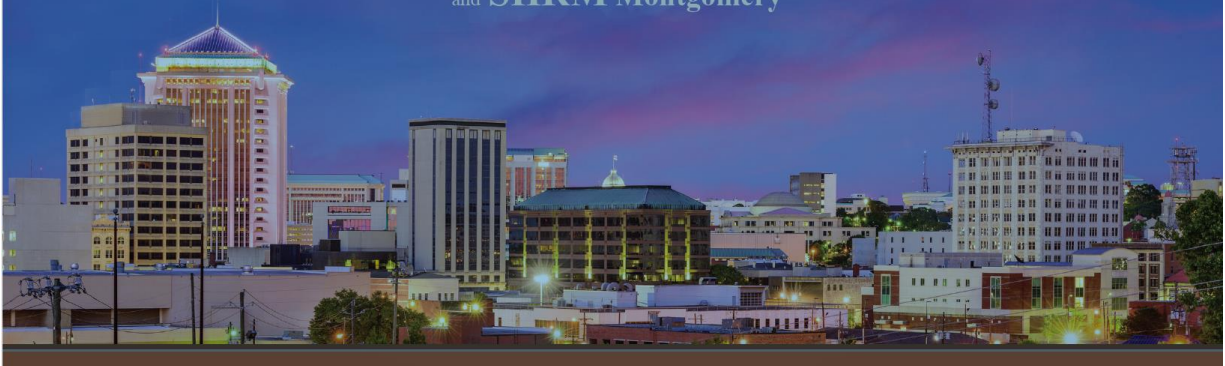
<https://www.alshrm.org/2019-conference-information>

Content is being submitted for 10 re-certification credits with SHRM and HRCI

CAPELL & HOWARD P.C.

ATTORNEYS AT LAW

and SHRM Montgomery



FREE ONE-DAY CONFERENCE | CONTINUING EDUCATION CREDITS AVAILABLE FOR HR PROFESSIONALS & CPAS

2019 LABOR & EMPLOYMENT LAW SEMINAR

Thursday, May 9 from 8 a.m. to 5 p.m. | Auburn University Montgomery Taylor Center, Rooms 221-223

Event Details:

- › Capell & Howard and SHRM Montgomery team up to provide the latest information on the ever-changing laws regulating the employer-employee relationship.

Registration Form:

- › Attendee Name: _____
- › Attendee Job Title: _____
- › Business/Organization Name: _____
- › Attendee Email Address: _____
- › Business Mailing Address: _____
- › Business Phone Number: _____

- › Break Out Session 1 Selection: A) B) C)
- › Break Out Session 2 Selection: A) B) C)
- › Break Out Session 3 Selection: A) B) C)

How/from whom did you hear about the 2019 seminar?
Check all that apply.

- Capell & Howard Attorney
- SHRM
- Supervisor
- Other (Please specify) _____
- Colleague
- Website/Social Media
- U.S. Mail

To register, send this form or the requested information to:

Mary Tyler Ashe
Email: MaryTyler.Ashe@chlaw.com
Fax: 334.241.8248

Continuing Education Credits

This seminar curriculum has been submitted to the HR Certification Institute for HR General recertification credit hours toward GPHR, PHRI, SPHRI, PHR and SPHR. The seminar has also been submitted for business-related CPE credit.

Schedule, Discussion Topics & Speakers:

- › 8-8:45 a.m. Registration
- › 8:45-9:15 a.m. #GettingSocial
Carla Gilmore, Capell & Howard Attorney
- › 9:15-9:45 a.m. Training Employees for Optimal Workplace Safety
Brooke Lawson, Capell & Howard Attorney
- › 10-10:30 a.m. Purpose, People & Productivity
Tasha Scott, Maximized Growth, LLC
- › 10:30-11 a.m. Multigenerational Workplace
Blake Brookshire & Faith Perdue Twiggs, Capell & Howard Attorneys
- › 11-11:30 a.m. Dazed and Confused: Drug-free Workplace Issues
Barbara Wells, Capell & Howard Attorney
11:30-1 p.m. Lunch
- › 1-1:30 p.m. Unconscious Bias in the Workplace
Jerusha Adams, Capell & Howard Attorney
- › 1:30-2 p.m. Can't We Just Resolve This?
Debrica Jackson, Alliance Consulting & Training
- › 2:15-2:45 p.m. Wage & Hour Update: What's Hot and What's Not!
Chris Weller, Capell & Howard Attorney
- › 2:45-3:15 p.m. How Healthy is Your Wellness Policy?
Mai Lan Isler, Capell & Howard Attorney

› Break Out Sessions

(choose one 30-minute selection for each session)

Session 1 3:20-3:50 p.m.	A) Preventing Workplace Violence: Allen Sheehan & Terrie Morgan, C&H Attorneys	B) ABC's of Contract Review: Bobby Rives, C&H Attorney	C) Estate Planning: Russ Russell, C&H Attorney
Session 2 3:55-4:25 p.m.	A) Stump the Chumps: Roundtable Your Tough Questions, C&H L&E Attorneys	B) PC, LLC, SubS, Inc, etc: Six or Half A Dozen, What Difference Does it Make? Kyle Johnson, C&H Attorney	C) 401k Basics: Courtney Williams, C&H Attorney
Session 3 4:30-5 p.m.	A) HIPAA for Employers: It Is Not What You Think: Barbara Wells, C&H Attorney	B) Beware of Alligators: Reviewing Commercial Leases: Blake Piel, C&H Attorney	C) New Divorce Laws: Allen Sheehan & Terrie Morgan, C&H Attorneys



The SHRM Foundation will award eight conference scholarships in 2019. Members are encouraged to apply to attend the SHRM Annual Conference and Exposition and the Diversity & Inclusion Conference & Exposition.

The SHRM Foundation will award **FIVE** scholarships to SHRM members interested in attending the SHRM19 Annual Conference & Exposition in Las Vegas, NV and will award **THREE** scholarships to SHRM members interested in attending the SHRM Diversity & Inclusion Conference & Exposition in 2019.

The timeline to apply for the SHRM19 Annual Conference & Exposition scholarships is January 15th, 2019 to March 15th, 2019. These scholarships are valued at approximately \$3,000.

The timeline to apply for the SHRM Diversity & Inclusion Conference & Exposition scholarships is May 1st, 2019 to July 1st, 2019. These scholarships are valued at approximately \$2,500.

For more information on these scholarships including eligibility and application requirements, please visit the link below.

<https://www.shrm.org/foundation/ourwork/scholarships/conference/pages/default.asp>



SHRM Recertification Counselor Hotline

Certificants with Recertification Questions?

Refer them to the **“Recertification Counselor Hotline”**



(703) 535-6360

8:30 a.m. – 5:00 p.m. ET
7:30 a.m. – 4:00 p.m. CT



SHRM Foundation



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.

2019 Montgomery SHRM Board Members

President	Dee Cook, SHRM-CP, PHR
President Elect	Paula Barlow, SHRM-CP, PHR
Membership	Andrea Jordan, SHRM-CP, PHR
Treasurer	Larissa Southey
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Secretary	Tara Gibson, SHRM-CP, PHR
Webmaster	Tara McDowell
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