



OCTOBER 2021

AFFILIATE OF



# SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

## General Membership Meeting

**Date:** Thursday, October 21, 2021

**Topic:** 2021 Plan Insights

**Speaker:** Tom Tielbur, Gallagher

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

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



MONTGOMERY COUNTRY CLUB



### UPCOMING MEETINGS:

- ❖ November 18, 2021: Stress Management & Burnout
  - Crystal Mullen-Johnson-Strive Counseling Services
- ❖ No December Monthly Meeting
- ❖ January 20, 2021: Legal Update
  - Matt Stiles-Maynor Cooper Gayle

\*\*\*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 \$15 and guest fee is \$20.

Reservations must be made by 12:00pm on Friday, October 15, 2021 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 15, 2021.

## Tom Tielbur, AIF<sup>®</sup>, CEBS<sup>®</sup> Area Vice President

**Address** Arthur J. Gallagher & Co.  
Retirement Plan Consulting  
109 Northpark Blvd.  
Suite 305  
Covington, LA 70433

**Direct** 985.231.3263  
**Mobile** 214.998.0212  
**Email** Tom\_Tielbur@ajg.com



**Professional Experience** Tom Tielbur joined the Gallagher retirement consulting team in August 2018, with 10 years of financial services experience that has encompassed all areas of the retirement industry. The last 10 years have been specifically focused on plan design consulting, investment consulting, and fiduciary liability consulting for large-market defined contribution plans, defined benefit plans and non-qualified plans.

Prior to joining Gallagher, Tom worked for a recordkeeper in their large market retirement division.

Tom earned his Bachelor's Degree in Business Administration from The University of Northern Iowa. He completed the Certified Employee Benefits Specialist<sup>®</sup> (CEBS<sup>®</sup>) through the International Foundation of Employee Benefits in conjunction with Wharton and the Accredited Investment Fiduciary<sup>®</sup> (AIF<sup>®</sup>) through Fi360.

Tom assists his clients with the design, implementation, benchmarking, and investment monitoring of qualified retirement plans; performing research and consulting on plan document reviews; compliance testing and other U.S. Internal Revenue Service (IRS) and/or Employee Retirement Income Security Act of 1974 (ERISA) issues; and Fiduciary Risk Mitigation and process management. Tom is an Investment Advisory Representative and is able to service as an ERISA §3(21) or §3(38) plan fiduciary.

**Professional Designations:**  
Accredited Investment Fiduciary<sup>®</sup> (AIF<sup>®</sup>)

Certified Employee Benefits Specialist<sup>®</sup> (CEBS<sup>®</sup>)

**Years Experience:**  
10+

**Education:**  
Bachelor's degree in Business Administration from the University of Northern Iowa

**Specializes in:**  
Qualified employer retirement plans (401k, 401a, 403b, 457b), defined benefit plans, non-ERISA and governmental plans, student loan and financial wellbeing benefits. Helping clients with design, implementation and monitoring of retirement program and supporting employee engagement.



## SHRM Montgomery Chapter Meeting

### 2021 Fall Plan Sponsor Insights

Gallagher's Investment Advisor, Tom Tielbur, will be discussing industry insights regarding retirement programs while highlighting legislative, DOL and IRS updates and how they impact Plan Sponsors.

#### Our topic includes:

- An understanding of recent changes that have taken place in the industry
- Updates on proposed changes that come on the heels of all the activity over the past several years
- How to implement and apply to remain compliance and meet fiduciary obligations

**Thursday, October 21st**

**Montgomery Country Club**  
3001 Narrow Lane Road  
Montgomery, AL 36106

11:30am-12:30pm

For questions, please contact:

Sponsored by:



**Gallagher**

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# News and Information

## PLEASE WELCOME NEW MEMBERS



## \*NAME THAT NEWSLETTER\*

A "CAST YOUR VOTE" email was sent out on September 27, 2021 for SHRM Montgomery members to vote on the FINAL FOUR names for the winning name and the person who submitted it to be published in this month's issue. Due to extenuating circumstances, members still have an opportunity to vote until **October 21, 2021**.

## 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.

## 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.

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>



## **Legislative Update from Thomas Anile, SHRM Montgomery Board Member**

On September 9<sup>th</sup>, 2021, President Biden tasked the Occupational Safety and Health Administration (OSHA) with developing an emergency temporary standard (ETS) which will impact over 80 million workers. The ETS will be aimed at private employers with 100 or more employees and will require those employers to mandate the COVID-19 vaccine for their employees.

Details are slim at the moment regarding when the ETS will go into effect as well as what the details and requirements of the ETS will be. What we do know is that employers will have to be given a set amount of time to implement these mandatory policies, and employers will still have to enter into the interactive dialogue process with employees requesting religious accommodations under Title VII of the Civil Rights Act of 1964 and disability-related accommodations under the Americans with Disabilities Act. It is highly expected that there will be legal pushback regarding the ETS once it comes out.

President Biden also signed an executive order requiring most federal contractors and employees to become fully vaccinated against COVID-19 while removing the previous option to undergo regular COVID-19 testing as an alternative to getting vaccinated. Federal contractors have until 12/8/2021 to be fully vaccinated.

As more details reveal themselves regarding the ETS impacting private employers with 100 or more employees, we will send out an update to our members to keep them informed. In the meantime, I have included several links to different articles on the SHRM National website that provide additional information as well as resources for preparing for this ETS.

<https://www.shrm.org/resourcesandtools/tools-and-samples/policies/pages/vaccination-policy-mandatory-covid19-coronavirus.aspx>

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/federal-vaccine-mandate.aspx>

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/coronavirus-federal-contractors-vaccination-due-date.aspx>

# Workforce Readiness

**Ready**  
**Set** :  
**Work**



**H**ope **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.

**H**ope **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:

❖ 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 Robin Ricks at [robin@manufacturealabama.org](mailto:robin@manufacturealabama.org) to find out more information.

**NOTE:** For more information and/or details for publishing workforce readiness programs in our newsletter, please contact Robin Ricks at [robin@manufacturealabama.org](mailto:robin@manufacturealabama.org).

## 2021 SHRM Montgomery Board Members

### Board Members:

President

Paula Barlow, SHRM-CP, PHR

Past President

Dee Cook, SHRM-CP, PHR

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Larissa Southey, SHRM-CP

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Tara Gibson, SHRM-CP, PHR

Secretary Co-Chair

Krystal Bryan, SHRM-CP

### Core Leadership Areas:

Governmental Affairs/Legislative

Thomas Anile, SHRM-CP

SHRM Foundation

Shaneira Harris, PHR

Certifications

Logan Dudley, SHRM-SCP, SPHR

Workforce Readiness

Robin Ricks

College Relations

Barbara Alexander