



NOARK Human Resource Association Newsletter

June 2016

Issue No. 55

Dear Cathleen,

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to our www.noark.org website where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call 479.305.2466

All the best,

*NOARK Human Resources Association
Advancing the Profession
Serving the Professional*

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Message from 2016 NOARK President--



Greetings,
2016 is proving to be a very contentious political year. Regardless of your personal political views, it is more important than ever that you remain current on pending or proposed legislation impacting HR. For example, the much awaited "overtime rule" is now in play. As Human Resource Professionals, we must prepare an action plan to address this issue, if we have not already done so. To that end, NOARK's Legislative Committee is hosting the 3rd Annual Advocacy in Action event during the June Membership Meeting. During this meeting, you will receive information to help you better understand how laws are passed and how to correctly contact legislators, give input and influence the legislative process. I look forward to seeing you there as we kick off our summer.

Regards,

Patti Barnes
2016 NOARK President

NOARK Re-certification Classes Off To A Great Start!

Our first class in the NOARK series of re-certification classes was a great success. Sixteen members benefited from Rick Teague's excellent class, Business 101: How and Why the Strategy of Your Business Matters to You and all that You Do. The next class in the series will be taught by Darin Coon and is scheduled for July 14, after the NOARK meeting at the Holiday Inn, 1:30 - 3:30PM.

This class, entitled HR Strategy 2.0: Proving You are in Alignment with Business Strategy will earn attendees 2 HRCI business hours and 2 SHRM PDC. It's going to be a great class!

[REGISTER TODAY!!!](#)

[NOARK Website](#) [Professional Development](#)

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Young Professional

[Cathleen Hoffman, SHRM-SCP, SPHR](#)
NOARK Chapter Administrator

NOARK New Member Orientation: "Member Connect"

Join us prior to the monthly membership meeting in June for New Member Connect. If you are a new member to NOARK, or are a seasoned member in need of a review, "Member Connect" is where you are going to learn the ins-and-outs of NOARK and the benefits of your membership.

As the membership committee chair, I will be hosting a brief orientation focusing on NOARK's membership and all of the resources, values, and benefits that there is to offer you from your commitment to our association. This will take place at the Springdale Holiday Inn at 10:00am prior to this month's membership meeting. [Register Today!!!](#) This is a free event.

Regards,
Sara Staley
Membership Chair

"Advocacy in Action" June 9th

A Legislative Primer to clarify and demystify the lawmaking process and how to effectively call our legislators to action.

This session will equip attendees with the information they need to understand how laws are passed and how to correctly contact legislators, give input and influence the legislative process.

Learning Objectives:

- Educate attendees on how something goes from being an idea to a bill to a law and the part they play in the process.
- Highlight key dates such as when the legislature is in session and when the Supreme Court is in session and key committees within the legislature that introduce legislation that impacts the HR Industry.
- Equip attendees with strategies they can use to follow the legislative process including key

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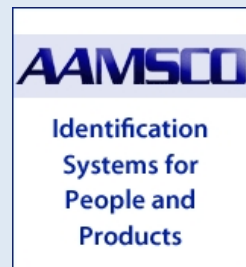
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NOARK Name Badge Sponsor

websites for the House and Senate that allow them to monitor legislation that will impact their organization.

[Register Today!!!](#)



Representative
Charlie Collins



Sheila Moss,
Owner
InfoSolutions
Team



Lance Eads,
Arkansas House of
Representatives

[Have you been looking for good](#)



NOARK June Meeting Patron



2016 NOARK Wage & Benefits
Survey Sponsor

**Thank you to our
vendors in the
Vendor
Directory!!!**

View the
Vendor Directory
[Here!](#)

***MEET THE NOARK
BOARD***

**benchmarking data for salary and
benefits? You need the 2016 NOARK
& Walmart Vendor Surveys!**

Good News....the 2016 edition of the NOARK Wage and Benefit Survey will be ready soon. Also, the Walmart Vendor Survey is coming up next!

We have just completed the 2016 survey process and the expected publication date is July 1, 2016. Please be looking in July for promotion of sales for the survey on the NOARK website and the Rogers/Lowell Chamber of Commerce is going to assist us in promoting the survey to its members. If you would like more information on how to purchase the 2016 NOARK survey please contact Sandy at wageandbenefits@noark.org or contact Cathleen, NOARK Chapter Admin at 479.305.2466.

NOARK WAGE & BENEFITS SURVEY Sponsored by...



The Walmart Vendor Survey committee is planning to open its survey window for the 2016 edition in August with projected publication in October. If you would like more information on the 2016 Walmart Vendor Survey please Cliff Sandsmark or Cathleen, NOARK Chapter Admin.

Hagan NewKirk is bringing to ARSHRM FREE Professional Development. Rob Thorpe and his group have and will continue to be a huge supporter of ARSHRM. If you see them tell them thank you.

Invitation for Fiduciary Regulation Webinar -If you are



Q: Patti as 2016 NOARK President we would like to know what keeps you up at night?

A: Having recently changed jobs, my foremost concern is what I don't know about pending deadlines and learning about being a self-insured employer under the ACA. It is approaching the deadline time for 5500 filings. Do we have the forms? Who prepares the report? Is there an annual 401 K audit? When is it time to select benefit options for the coming plan year? Believe me, my list is much longer. I know I will get a handle on this. I have a great team, who are very knowledgeable and on top of things. However, until I know the answer to these questions, it keeps me awake at night.



not the individual in your company that needs this info please pass along to them.
New DOL Fiduciary regulations, specifically what it means to plan sponsors. This webinar is FREE but you need to register. It will have SHRM/HRCI credit.

Wednesday, June 8, 2016...2:00 pm - 3:00 pm CST

If you need more info please contact Cathleen, NOARK Chap Admin and I will send you the flyers with registration information on them. info@noark.org



Help Needed!

As part of the NOARK Workforce Committee, we are doing a series of presentations (Lunch and Learn) to expose Upward Bound high school students to different careers and how to be successful.

Upward Bound provides an opportunity for about 50 high school students (Pea Ridge, Gentry, Decatur, Gravette, Springdale and Rogers) better opportunities for attending college with a summer program at NWACC to take classes in Leadership and English. The categories of greatest concern are those with low income, those with parents who did not attend college and those living in rural areas.

Program Start: 6/27

Duration: 5 weeks

Fields of interest: medical, veterinary, music, elementary education, law, and any other career where holding a college degree is desirable.

Time: 12:30-12:50 (presenters are also invited to eat

Welcome to Jeriad Gumm, New
Young Professionals Committee
Chair



NOARK Speaker May 2016
Kerstin Nemec -
Med-Enroll President



Carmen Stanley, College
Relations Committee
Chair...doing so much with the
students.



HR Students (Pictured Victor
Seweje & Nick Le)

with us starting at noon)

You involvement helps shapes the future. Contact ANGELA Robinson at angela@thejobguide.com or 479-903-5995.

July 14th NOARK Meeting

Consistently Picking The Top 2-3% How To Transform Your Interviewing (and Selection) In 30 Days or Less

You'll Learn:

- The 1 Must-Ask Question Most Interviewers Miss
- How To Become An Applicant's "Partner In Crime" And Unleash The REAL Applicant
- Real-Life Detective Skills To Read Body Language And Reveal The Hidden Signals Of Lies

SPEAKER: Leigh Davis, DavisDelany



Register Today!!!

Wanted: Speaker Committee Members for BizCon

It's time to put together a committee to review speaker applications for the 2016 BizCon, scheduled for November 1, 2016. NOARK has partnered with The Rogers/Lowell Chamber of Commerce to create BizCon, of the marriage of SuperCon and the Rogers/Lowell Business Expo. NOARK is taking on the responsibility for speakers and I need help selecting and managing our speakers. If you are interested in being on this committee your duties will include: speaker selection as well as speaker management before and during the conference, Anticipate at least 2 - 3 face-to-face meetings before the conference, email,



Sandy Sullins, Wage & Benefit Committee Chair working hard getting the survey ready for you!!!



NOARK Members having a great time at ARSHRM16!!!



and perhaps some phone conference calls. Time between now and the day of the conference can be estimated to be tops 10 hours. Time commitment at the conference will be all day.

Please email me at judithtavano@gmail.com if you are interested in joining!

Judith



Questions and Answers with Brad???



Everyone...Meet Brad J. Wilson, MSS/HRM, SPHR, GPHR, CPLP, Global Markets Executive for the HR Certification Institute.

Q: How does a new certification affect the Body of Knowledge that the exams are based on? Where can I find more information about the exam competencies and Body of Knowledge?

A: HRCI does not base its certifications on any single competency model. Instead, the Bodies of Knowledge for HRCI's certifications reflect the latest research from a variety of sources on the knowledge and abilities necessary for HR professionals to succeed in their careers. You can learn more about how the HRCI Body of Knowledge for each certification is developed, and view the Bodies of Knowledge for each of our certifications, on this page: [Bodies of Knowledge](#).

You can always get more answers to your questions at www.hrci.org

ARSHRM16 Comedy Show...Scott Taylor, BHC Insurance having fun!!!



30th Anniversary ARSHRM Conference & Expo Past Conference Chairs VIP Breakfast!!!



ARSHRM Student Volunteers photo- Several students from UALR, AR Tech University, and our very own University of Arkansas volunteered their time to assist wherever needed during the 2016 ARSHRM Conference- Nightmare on HR Street



JBU Business Etiquette Dinner photo- I had the esteem pleasure

NOARK Calendar of Events!!!

With the new partnership with the University of Arkansas-Global Campus and the area chambers we have several upcoming sessions with SHRM/HRCI HR Certification Hours.

Check out the [NOARK Calendar of Events](#) for specific dates and times.

Join Club 15 Today!!!

Join Club 15 today! Club 15 supports the SHRM Foundation which funds scholarships for future leaders and HR research. You can be part of Club 15 with a one-time \$15.00 donation.

Benefits you receive by being part of Club 15:

- Drawings at monthly meetings for gift cards, free monthly meeting, registration for ARSHRM and SuperCon conferences
- Recognition added to your badge
- Specials and Discounts determined throughout the year

Thanks for joining Club 15 in 2016:

Russ Anzaloni
Carmen Stanley
Sheila Moss
Pat Bates
Patti Barnes
Sandy Sullins
Tammie Edrington
James Harri
David Bugea
Margaret Doyle
Broderick Daniel
Cliff Sandsmark
Cathleen Hoffman
Patricia Flashnick
Dan Parker
Kaleb Allee
Cindy Christopher

Contact [Robin Evans](#) if you are interested in joining Club 15.

of facilitating and teaching the JBU students on Business Dining Etiquette hosted by Professionals In Progress (PIP) at 28 Springs in April.



JBU Students at NOARK Road Show Meeting (October 2015) photo- Several JBU PIP students joined us for the Road Show Meeting at 28 Springs.



Victor Seweje graduation photo - Victor Seweje, U of A HRMA NOARK liaison, has been a great NOARK partner. Since joining NOARK last fall, Victor

Honest Conversation with Angela!!!

A personal rant about the push for college education and the validity of it with the hope this stirs some honest conversation.

Little background, I did not earn my college degree until I was 40 and my first job after it was because of my experience not the degree. Before Job Guide, I was a director of a private vocational tech campus/college that provided associates degrees and student loan debt.

Many non-traditional ways of training and much needed worker training are not funded by student loans. Which has always baffled me. Where do you go to become a Maintenance Tech or a plumber or a truck driver? TRAINING - Preparing. Is college the only way?

Did you know that only 25% of NWA have a college degree? By requiring a college degree you are eliminating a lot of experience and workforce. Yes, there are many careers, which absolutely require a degree (brain surgeon) but seriously what is your company missing by requiring a degree for some of your positions.

And with the cost of a college education escalating, (According to the U.S. Labor Department, the price index for college tuition grew by almost 80 percent between 2003 and 2013) a gentle nudge to our high school students that is a worthy choice to attend a technical training facility to learn a trade!

Flip side - recent graduates are graduating with student loan debt and a new benefit that some companies are offering a new benefit Student Loan Repayment

Beyond.com Inc. recently conducted a survey of more than 5,000 job seekers that revealed student loan reimbursement is a highly desirable piece of the benefits package, with 89 percent of respondents with debt saying they believe companies should offer student loan repayment.

Read more of the article at <http://www.workforce.com/articles/21967-indebted-to-you-student-loan-benefit-could-be-key-retention-tool>

Recruiting edge? Student Loan Repayment or expand your reach and ask...is a college degree necessary.

Angela
Workforce Readiness Chair

has not only attended nearly every monthly meeting, but has jumped right in to assist with helping greet and register monthly meeting attendees. In addition to recognizing Victor for taking time out of his busy college schedule to be active with NOARK, we want to congratulate him on graduating from the University of Arkansas's Walton College of Business's with a Bachelor of Science degree in Business. Victor plans on remaining in the NWA area as he continues to advance the HR profession. Congratulations Victor on this very important milestone!s.



Homeland
Security

ASK DAVE THE "FORM I-9/E-Verify" EXPERT???



QUESTION: Do all pages of the Form I-9 and Form I-9 Instructions need to be provided to my employee?

ANSWER: Not all pages have action or instructions for the employee. Expand The instructions and the Lists of Acceptable Documents page must be made available to all employees completing the form. You do not need to provide a copy of the instructions for employees to keep, but you must provide a copy that they can refer to while completing the Form I-9.

For more information on E-Verify, visit www.dhs.gov/E-Verify, or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS

NOARK Career Center

The purpose of NOARK's Career Center is to connect qualified HR professionals with the companies who are looking for them. If you are an HR professional looking for a job in NW Arkansas, you'll find current openings here on the Job Listings page. If you need to fill a vacancy in your HR department, please visit our Post a Job page for more information.

- [HR Administrator--Washington County](#)

Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- New "HR News" stories posted daily on www.noark.org
- SHRM Members please go to www.shrm.org and make sure that you have designated NOARK as your chapter.
- [NOARK Committees](#) need you...get connected with one today!!!

Welcome Our Newest NOARK Members!!!

- Maria Espinoza - Bella Vista Village POA
- Breanna Mounts - Zweig Group
- Melissa Montgomery - Lassonde Pappas
- Taylor Womack - Gallagher Benefit Services, Inc.
- Tonya Schein - Field Agent



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.

Join or [RENEW SHRM membership now!](#)

Northwest Arkansas Human Resources Association, Inc.
NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.
[Come explore NOARK!](#)

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