

AUGUST 6TH, 2024

NOARK News



AUGUST 14TH, AUGUST 2024 MEMBERSHIP MEETING



August Event Spotlight:

2024 Arkansas Retirement Plan & Risk Summit

Join Us at the 2024 Arkansas Retirement Plan & Risk Summit!

This year, the Arkansas Retirement Plan Risk Summit will be held at a new location: Embassy Suites Northwest Arkansas in Rogers. Join us on August 14th from 11:00 am to 3:00 pm for an event focused on the latest trends and strategies in retirement plan risk management.

Event Highlights:

Date and Time: August 14, 2024, 11:00 am - 3:00 pm

Location: Embassy Suites Northwest Arkansas, Rogers, AR

Exclusive Offer: Free attendance for NOARK members with code.

Credits: Earn up to 3 hours of **CPE**, **HRCI**, and **SHRM** credits

Don't miss this opportunity to enhance your knowledge and network with industry experts. Check your email for a unique registration code, and if you haven't received it, contact our chapter administrator. We look forward to seeing you there!

Newsletter Highlights

August Membership Meeting

IMPORTANT Update

Inclusion Update

Mindful Moments

Registration is OPEN!
&
September Update

What's Happening Next?

Changing Our Mental Maps

AUGUST 6TH, 2024



AUGUST SPEAKER LINE-UP



Clay Kendall, CFA,
Managing Partner, Financial
Advisor - WealthPath Investment
Advisors



Erik Berry,
Partner, Financial Advisor -
WealthPath Investment Advisors



Gwen Mazzola,
Assurance Partner -HoganTaylor
LLP



Ethan Beckcom,
Senior Risk Advisor, Producer -
World Insurance Associates LLC



Brandon Long,
Attorney - McAfee & Taft



Annie Thomas Chavis,
HCM Consultant - Paylocity



Melissa Wallace Lozano,
Senior Partner Account Manager
- Human Interest



Seth Sherman,
Regional Sales Director -
Empower

+ More Speakers TBA!

AUGUST 6TH, 2024



JULY MEETING RECAP By Dustin Bro

Navigating the New FLSA Overtime Rules

Our recent July meeting was packed with valuable information, especially for those of us in HR roles. Victoria Gonzalez, a Wage and Hour investigator, gave an insightful presentation on the latest changes to the Fair Labor Standards Act (FLSA) overtime rules. Here's a quick recap of the key points she covered:

Key Updates on FLSA Overtime Rules

- **Increased Salary Thresholds:** The executive, administrative, and professional (EAP) exemptions will see salary thresholds rise to \$844 per week in July 2024 and \$1,128 per week in January 2025.
- **Non-Discretionary Bonuses:** Employers can now count up to 10% of an employee's salary in non-discretionary bonuses, incentives, or commissions towards meeting the salary threshold.
- **Regular Updates:** A new mechanism will update salary levels every three years, based on the 35th percentile of full-time salaried workers in the lowest-wage Census region.
- **Overtime Pay Calculations:** Victoria provided guidance on calculating overtime pay for salaried non-exempt employees, emphasizing the importance of separating overtime pay from the base salary on pay stubs.
- **Remote Work Tracking:** Best practices were shared for tracking hours worked by non-exempt employees, even when they work remotely.

Victoria's presentation was incredibly informative and will help us keep our organizations compliant with the evolving FLSA regulations.

Thanks for your continued engagement and support. We look forward to seeing you at our next event!



NOARK INCLUSION INITIATIVE



By Rachel McAdams Jessen

August is National Civility Month



People being civil to other people is what makes the world a whole lot better and is the key focus of National Civility Month, which is held in August each year. This holiday was founded to help the world remember to treat others the way we wish to be treated ourselves — with kindness, empathy, and respect.



August is Black Business Month

Black Business Month is celebrated in August—it's a time to acknowledge and appreciate Black-owned businesses across the nation, more especially in your local communities, and all that they represent in the continual striving for diversity, equity and inclusion.



August 4: Barack Obama's Birthday

On August 4, we celebrate the birthday of the U.S.'s first Black president. Some of his most notable achievements include the Affordable Care Act, the Paris climate change agreement, and Deferred Action on Childhood Arrivals (DACA). He was also awarded a Nobel Peace Prize in 2009 for his extraordinary efforts to strengthen international diplomacy and cooperation between peoples.



August 7: National Purple Heart Day



Purple Heart Day commemorates the creation of the oldest American military decoration for military merit. The Purple Heart honors the men and women who are of the Military Order of the Purple Heart. We greatly support our service men and women for bravely representing our country. We remember and honor the Purple Heart recipients for their heroic duties and their families on this solemn occasion.

August 9: International Day of the World's Indigenous People



The International Day of the World's Indigenous People, a time to honor and recognize the rich histories, cultures, and contributions of Indigenous communities worldwide. This year, we celebrate the resilience and diversity of Indigenous peoples, acknowledging their vital role in preserving the world's cultural heritage and biodiversity. Join us in learning more about their unique traditions and the ongoing efforts to support their rights and well-being. Let's come together to respect and amplify Indigenous voices, fostering a more inclusive and equitable future for all.

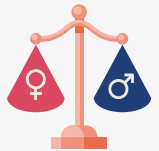


August 24: Marlee Matlin's Birthday

Marlee Matlin is the only hearing-impaired actor to win the Oscar for Best Actor or Best Actress. This is a big win for people with disabilities and shows just how significant representation is. Here are some ways you can be inclusive of deaf culture:

- Speak directly to people instead of their interpreter
- Look directly into the camera when speaking
- Make sure that only one person speaks at a time
- Take meeting minutes and have them distributed

August 26: Women's Equality Day



Each year on August 26 we celebrate Women's Equality Day. It commemorates American women gaining the right to vote in 1920. It was passed in Congress in 1973. To celebrate, we suggest creating a women's mentoring program at your office, donating to a women-focused cause, or checking out a book from the library on your favorite iconic woman. Strengthen your workforce by fostering gender sensitivity and inclusion with diversity training.



MINDFUL MOMENTS

By Dustin Bro



The Hidden Effects of Summer Heat and How to Beat the Sizzle

Summer is here, and while we're all familiar with the basics of staying cool, let's delve into some less obvious ways the heat affects us and our workplaces. Beyond the sunburns and dehydration, summer heat brings unique challenges and opportunities for mindful living. Let's explore these hidden impacts and discover how we can turn the heat into a positive force.

Beyond the Basics: The Hidden Impacts of Summer Heat



Creative Energy Boosts: Did you know that the summer heat can actually spark creativity? The change in season and environment often leads to new ideas and perspectives. Use this time to tap into that creative energy—plan brainstorming sessions or encourage innovative projects that benefit from a fresh, heat-inspired outlook.

SUMMER

Social Dynamics: Heat affects our social interactions in surprising ways. The summer months often lead to more outdoor gatherings and informal interactions, which can strengthen team bonds. Consider organizing outdoor team-building activities or casual get-togethers to enhance camaraderie and collaboration.

Increased Need for Flexibility: The heat can make rigid schedules challenging. Embrace this by promoting a flexible work environment where employees can adjust their hours or work locations to suit their comfort. Flexibility not only improves productivity but also shows empathy and respect for your team's needs.



Rethinking the Workplace: Unique Heat-Related Strategies

Eco-Friendly Cooling Solutions: Summer is a great opportunity to explore sustainable cooling options. Invest in energy-efficient cooling systems or use natural ventilation techniques. Not only will this keep your workplace comfortable, but it also demonstrates a commitment to environmental responsibility.



Heat-Resilient Workspaces: Design workspaces with heat resilience in mind. Use heat-reflective materials, create shaded areas, or incorporate green spaces to naturally cool the environment. These thoughtful touches can enhance comfort and productivity, while also making your workspace a more pleasant place to be.

Mindful Breaks: Create “cool zones” where employees can relax and recharge. Offer refreshing drinks, comfortable seating, and calming activities like guided meditation or light stretching. These small changes can make a significant difference in how your team handles the heat.



Insights from the Field

Locally, businesses in Northwest Arkansas are reimagining their approach to summer heat. For example, a local tech company recently introduced a “summer innovation challenge,” encouraging employees to submit creative ideas for staying cool and improving office comfort. The winning ideas were implemented, boosting morale and showcasing the company’s commitment to a positive work environment.

Call to Action



As we embrace the summer heat, let’s think outside the box and turn the season’s challenges into opportunities for growth and creativity. Share your unique strategies for managing heat or join us at our next event to explore innovative approaches to workplace wellness.

Let’s make this summer not just manageable, but a season of creative breakthroughs and strengthened connections. Stay cool, stay innovative, and let’s navigate this summer with a fresh perspective!

Dustin Bro
NOARK Administrator

AUGUST 6TH, 2024

Register TODAY!



2024

ARKANSAS

RETIREMENT PLAN & RISK SUMMIT

Part of the 2024 Retirement Plan Road Show



WEDNESDAY, AUGUST 14TH
11:00 AM to 3:00 PM CT

Embassy Suites Northwest Arkansas - Razorback Room,
3303 Pinnacle Hills Parkway, Rogers, Arkansas 72758 USA

Join us for an upcoming CE-accredited fiduciary training event on **Wednesday, August 14th!** Arkansas 401(k), 403(b), Retirement Plan Sponsors are invited to hear from local and national experts and get access to valuable tools and resources for advanced plan management.

DISCUSSION TOPICS:

- What Every Fiduciary Needs to Know for 2024
- Advisor Benchmarking + RFI & RFP Best Practices
- Risk Exposures & Solutions for Fiduciaries
- How To Engage Your Employees With Financial Wellness Programs
- Legislative & Compliance Update & Timelines

CE CREDIT:

- 3 Hours CPE/CPA
 - Finance 1.5 Hours
 - Personnel/Human Resources: 1.5 Hours
- 3 Hours HRCI / SPHR / PHR / GPHR General Credit
- 3 Hours SHRM Professional Development Credits (PDCs)
- CEBS Eligible

HOSTS & GUEST SPEAKERS



Clay Kendall, CFA,
Managing Partner, Financial Advisor -
WealthPath Investment Advisors



Erik Berry,
Partner, Financial Advisor - WealthPath
Investment Advisors



Gwen Mazzola,
Assurance Partner -HoganTaylor LLP



Ethan Beckcom,
Senior Risk Advisor, Producer - World
Insurance Associates LLC



Brandon Long,
Attorney - McAfee & Taft

WHO SHOULD ATTEND:

- Finance, Human Resource and Benefit executives
- Plan Sponsors with 401k, 403b, 457 or DB Pension plans
- Business Owners and Fiduciaries

[REGISTER NOW](#)

September Membership Meeting

Date: 9/26

Time: 11:30 - 1:00

Where: Blue Cross and Blue Shield
5288 W Don Tyson Pkwy,
Springdale, AR 72762

Topic:

Medicare with Pam Stout

More information to come!
Registration will be open soon.

Podcast Recommendation:

Changing Our Mental Maps

As we move through the world, it's easy to imagine we're processing everything that happens around us and then deciding how to respond. But psychologist and neuroscientist Norman Farb says our brains actually navigate the world by coming up with mental maps. These maps act like an autopilot system, allowing us to navigate our lives more efficiently. But sometimes, they can lead us astray, leaving us stuck on a path of negativity and unhappiness. This week, we talk with Norman Farb about how we can update our internal maps and see the world around us more clearly.

HIDDEN BRAIN



[PLAY NOW](#)



AUGUST 6TH, 2024

IMPORTANT UPDATES & INFORMATION



Important Notice: **Action Required for NOARK Members**

Dear NOARK Members,

I hope this message finds you well. I'm writing to inform you about some important upcoming changes within our association.

Due to technical difficulties with our website, we've encountered some issues with accessing and updating member profiles. While we are actively working to resolve these issues, we want to ensure that you have access to your essential information in the meantime.

To guarantee that you have all necessary records at hand, we kindly ask you to keep personal records of your credits, transaction history, or any other pertinent information from your profile. This proactive step will help to ensure a seamless transition during this period.

We apologize for any inconvenience this may cause and appreciate your patience and cooperation as we work diligently to address these challenges. Rest assured, we are committed to providing you with the best possible experience and will keep you updated on our progress.

Thank you for your understanding and continued support of NOARK.

Best regards,

Dustin Bro

NOARK Chapter Administrator

WHAT'S HAPPENING?!

Lead By
Alison Barnes



Sip & Share

Our recent Sip & Share event was a buzzing success, with HR professionals coming together to share insights, sip coffee, and forge meaningful connections. Your vibrant participation made the morning truly special, highlighting the power of community in our field. If you missed out, don't worry! Take a quick peek at the snapshot capturing the essence of our gathering. Who knows, you might spot yourself among the remarkable faces.



Upcoming Events:

September Membership Meeting

Date: 9/26

Time: 11:30 - 1:00

Where: Blue Cross and Blue Shield
5288 W Don Tyson Pkwy,
Springdale, AR 72762

Topic:
Medicare with Pam Stout



DisruptHR NWA



Get ready to disrupt the norm and ignite your passion for HR innovation! NOARK is excited to announce our participation in the inaugural DisruptHR event on September 12 from 6 pm - 9 pm. This isn't your typical networking event—it's a turbocharged exchange of ideas with 14 speakers, each given just 5 minutes and slides rotating every 15 seconds, designed to revolutionize our thinking about talent, culture, and technology. Join us for an evening filled with inspiring talks from industry leaders, networking with like-minded professionals, and opportunities to discover how NOARK can support your career growth. Plus, enjoy delicious food, refreshing drinks, and a night of surprises. Mark your calendars and get ready to disrupt the ordinary!

AUGUST 6TH, 2024

WINNER!

CLUB 24

July 2024



Amanda Willis
GlassDoor Insurance

Join the fun with Club 24's Monthly Drawings! ✨

🎫 Ticket Options:

- ****Single:** \$24**
- ****Special Deal:** 4 for \$80**

🎁 Your Ticket Includes:

- 1. Entry into Monthly Drawings:**** Thanks to BHC, every ticket enters you to win \$100!
- 2. More Chances to Win:**** Grab our 4-ticket bundle for better odds!
- 3. Persistent Opportunities:**** Your ticket stays eligible for future drawings!
- 4. No Need to Be Present:**** Claim your prize hassle-free!

+ + +

📍 How to Purchase:

+ + +

- On-site at our monthly meetings.

+ + +

📅 Mark Your Calendar:

+ + +

Monthly Drawings: At Every Month's Membership Meeting

Don't miss out! Purchase your tickets and boost your chances of winning! 🏆💰

Thank you, **BHC**, for your generous sponsorship!

Club 24 - Where Every Ticket Holds the Key to Excitement! ✨

NOARK Northwest Arkansas Human Resources Association, Inc.

SPONSORED BY: **BHC INSURANCE**

CLUB 24 MONTHLY DRAWING

BEST DEAL

1 TICKET \$24

4 TICKETS \$80

Your Ticket Gives You:

- 1. Entry into Monthly Drawings:** Every ticket you purchase enters you into our exclusive monthly drawing for a chance to win \$100! Sponsored by BHC.
- 2. Multiple Chances to Win:** More tickets mean more entries! Increase your odds of winning by grabbing our special 4-ticket bundle for just \$80!
- 3. Persistent Winning Opportunities:** Even if your name is drawn, you're still eligible to win in future drawings. Every ticket is a perpetual opportunity to snag the \$100 prize!
- 4. No Need to Be Present:** Busy schedule? No worries! You don't have to be present at the monthly meeting to claim your Club 24 prize. We'll make sure you get your winnings, no matter where you are.

Please email Alison Ward with any questions or suggestions you may have for NOARK CLUB24 at award@1stemployment.com

WWW.NOARK.ORG

THANK YOU!



McLEAN &
COMPANY

HR TRENDS REPORT 2024

What HR trends are
making waves in 2024?

**ACCESS THIS
REPORT!**

CLICK HERE 

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2023

NOARK WAGE & BENEFITS SURVEY

The NOARK Wage and Benefits Survey compiles valuable reward data from employers throughout Arkansas. The survey includes job descriptions, compensation ranges, health and welfare benefit plans, as well as other reward information.

NOW AVAILABLE!

[Purchase Here!](#)

WHY PURCHASE??

- **Compliance**
 - Ensure your organization meets legal and regulatory requirements.
- **Benchmarking**
 - Compare your compensation packages with others in Arkansas.
- **Cost Control**
 - Optimize compensation costs while maintaining competitiveness.

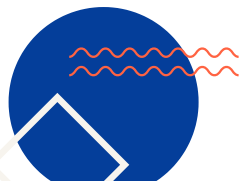
www.noark.org/noark-wage-and-benefits-survey_id63

2023 Pricing

Member Participant	\$175
2022 ACA Participants	\$175
Member Non-Participant	\$325
Non-Member Participant	\$325
Non-Member Non-Participant	\$485

www.noark.org | noarkprograms@noark.org

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HEALTH INSURANCE



Meet our team!



Misty
President



**CINDY RUFFING, SPHR,
SHRM-SCP**
Past President



**SHEILA MOSS, SHRM-
SCP, SPHR**
Vice President



ALISON NAIL-MALONE
Secretary



-
Treasurer



Mandi Ragsdale
President Elect



David Lensing
College Relations Chair



Rachel Jessen
Inclusion, Equity, & Diversity



DUSTIN BRO
Chapter Administrator

Meet our team!



Amber Pate
Certification/Membership



Nicole Parsons
Workforce Readiness



Alison Ward
SHRM
Foundation/Fundraising



Tina Gilbert
LEGISLATIVE CHAIR



-
Outreach Director



KRISTIN BRO
Programs Chair