

SEPTEMBER 5TH, 2024

# NOARK News



## SEPTEMBER 11TH, JULY 2024 MEMBERSHIP MEETING



### Upcoming Membership Meeting: Don't Miss "Medicare Gotchas"

Join us for our next NOARK Membership Meeting on **September 26th** from **11:30 AM - 1:00 PM** as we dive into the complexities of Medicare with the session, "**Medicare Gotchas**". This insightful event will cover the most common pitfalls employees face when navigating Medicare, especially those nearing retirement age.

HR professionals play a vital role in helping employees understand the nuances of Medicare and avoid costly mistakes. From enrollment deadlines to coordination with employer health plans, this session will equip you with the tools to better support your workforce through this challenging process.

#### What You'll Learn:

- The top Medicare enrollment mistakes and how to avoid them.
- Strategies for smoothly transitioning employees from employer-provided health plans to Medicare.
- Key differences in Medicare coverage and how it impacts your employees' retirement planning.

Don't miss out on this opportunity to gain critical insights and prepare yourself to be a valuable resource for your team. Register today and be ready to navigate the Medicare maze with confidence!

## Newsletter Highlights

September Membership Meeting

IMPORTANT Update

Inclusion Update

Mindful Moments

ARSHRM Update!

What's Happening Next?

You 2.0: Taking Control of Your Time

SEPTEMBER 5TH, 2024



# EXCITING UPDATES FOR ARSHRM

Join Us at the  
**ARSHRM 2024 State Conference**



Mark your calendars for the ARSHRM 2024 State Conference, happening October 21-23 in Hot Springs! This highly anticipated event will gather HR professionals from across the state for three days of insightful learning, networking, and professional growth.

We're excited to announce that **Sheila Moss** will be leading two engaging sessions: "Socially Intelligent Leadership" and "Leading an I-9 Compliant Workforce". Additionally, **Rachel Jessen** will share her expertise in her session, "Empowering Inclusion: Solutions Through Effective Change Management Strategies".

This conference offers a unique opportunity to learn from leading experts, including our own members, while exploring the latest trends and strategies in HR. Don't miss this chance to enhance your skills and bring back actionable insights to your organization!



# AUGUST MEETING RECAP

By Dustin Bro

## Looking Back:

### August Membership Meeting at the Arkansas Retirement Plan & Risk Summit

Our August Membership Meeting took place at the Arkansas Retirement Plan & Risk Summit, where HR professionals and business leaders gathered to explore critical topics in retirement planning and risk management. Hosted by XGROWTH Solutions, this event was a hub of knowledge, offering fresh perspectives on how to navigate today's complex retirement landscape.

### Highlights from the Summit

#### Retirement Plan Optimization

Attendees gained valuable insights into optimizing retirement plans to meet both employee needs and organizational goals. In a rapidly changing regulatory environment, staying ahead is key, and this summit provided the tools to do just that.

#### Proactive Risk Management

The focus was also on new strategies for managing risk—whether it's regulatory compliance or investment volatility. The sessions equipped participants with the latest techniques to mitigate these challenges effectively.

## Boosting Employee Engagement

Engaging employees in their retirement planning is more crucial than ever. The summit emphasized the importance of communication and education in increasing participation rates, ultimately leading to higher job satisfaction and retention.

## Legislative Updates

An essential component of the summit was the update on recent legislative changes. Understanding these shifts helps ensure that our members' retirement plans remain compliant and competitive.

## Why It Matters

The knowledge shared at this summit is crucial for staying ahead in the ever-evolving world of retirement planning. Our members left better prepared to tackle these challenges, ensuring they can offer top-tier benefits that attract and retain talent.

## Looking Ahead

The August Membership Meeting was more than just an event; it was a launchpad for new ideas and strategies that will shape the future of our organizations. We're excited to see how our members will apply what they've learned to build stronger, more resilient retirement plans.



**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



## NOARK INCLUSION INITIATIVE



By Rachel McAdams Jessen

### **Hispanic Heritage Month**

Celebrated from September 15 – October 15, Hispanic Heritage Month honors the rich culture, history, and contributions of Americans with roots in the Caribbean, Spain, Mexico, Central, and South America. It was first established in 1968 by President Lyndon B. Johnson. September 15 is significant as it is the anniversary of the independence of many Central American countries.

### **National Recovery Month**

Starting in 1989, this national observance is intended to promote and support treatment and recovery practices. In 2022, the theme “Every Person. Every Family. Every Community” was adopted as a permanent tagline, reflecting the ongoing commitment to helping anyone struggling with addiction and fostering recovery nationwide.

### **National Suicide Prevention Awareness Month**

September is a time to remember the lives lost to suicide and people who are living with depression. In the United States, it's a leading cause of death and is an important topic to discuss with loved ones. Take time to raise awareness about mental health by sharing resources with loved ones or colleagues this month. It's also a great time to share inspirational stories of hope too.



**September 1: National Forgiveness Day**

September 1 is National Forgiveness Day. It's a day we use to embrace healing, understanding and unity by encouraging forgiveness and fostering empathy. This day is a reminder of the transformative power of forgiveness. Everybody has a universal need for healing and forgiveness. It's time to let go of grudges and embrace a path of unity and understanding.

**September 2: Labor Day**

Labor Day happens on the first Monday of September, recognizing the men and women who labor to build this country. Since the founding of the United States, the country has relied on its workforce for its infrastructure. The labor of what we create, build and harvest fuels our education and inspires our dreams. We salute the American workforce on this day. On September 5, 1882, Labor Day first honored workers in New York City. The observance later moved to the first Monday in September in 1884. However, the observance wasn't officially recognized by any government entity until 1885 when a municipal ordinance was passed. Interestingly, Oregon recognized the day in 1887 before New York state's bill passed. As more states recognized the observance, its popularity grew. Then, in 1894, Congress declared the day to be a national observance.

**September 4: National Talent Acquisition Day**

Global Talent Acquisition Day is celebrated on the first Wednesday of September each year. This day is a way to honor the work of the talent acquisition professionals in our workplaces, who connect jobs and job seekers every day.

**September 12: National Just One Human Family Day**

National Just One Human Family Day on September 12th encourages us to reflect on the human race as a single family who share just one planet. This day is used to remind us that, as a human race, we have a responsibility to each other. While we all come from different backgrounds, speak different languages, believe differently, we are all human beings. Our experiences may vary. Even our abilities and weaknesses differ. Another sure thing we share is that we all live on just one planet, Earth. Our brothers, sisters, and neighbors are all part of the human family. This observance requires effort from every one of us. Employers could arrange a corporate harmony day to recognize this day.

**September 24 – 25: Yom Kippur**

It is one of the two main Jewish High Holy Days. Occurring on the 10th of the month of Tishrei, it focuses on repentance and atonement. Fasting and intense prayer are common during this religious observance.



# MINDFUL MOMENTS



By Dustin Bro



## Boosting Productivity and Wellness as Fall Arrives

As the days grow shorter and we transition from summer into fall, it's a perfect moment to recalibrate our productivity and well-being strategies. This season brings its own set of opportunities and challenges, and being mindful of how fall affects our routines and energy levels can help us make the most of it.

### Productivity Hacks for the Fall Season

The fall season often reignites focus and motivation as the relaxed pace of summer ends. To harness this renewed energy, consider integrating these productivity strategies into your routine:

- **Set Clear Goals:** Use the fall's energy to set and revisit your personal and professional goals. Break down larger tasks into smaller, manageable steps to maintain momentum and track progress.
- **Optimize Your Workspace:** Create a fall-friendly workspace by incorporating natural light and maintaining a clutter-free environment. These adjustments can enhance concentration and productivity.
- **Incorporate Deep Work Sessions:** Schedule periods of uninterrupted work to tackle your most important tasks. Use fall's cooler temperatures as an opportunity to dive deeply into projects without the distractions common in warmer months.
- **Leverage Seasonal Energy:** Plan brainstorming sessions or creative projects now that the summer haze is gone. Use the fall's clarity to spark innovation and problem-solving.

## Fall into Healthy Routines: Biological Shifts in the Changing Seasons

As we move into fall, the change in season affects more than just the weather—it also impacts our biological rhythms and overall health.

### Here's how to adapt:

- **Adjust Your Sleep Schedule:** With shorter days and longer nights, it's important to adjust your sleep routine. Aim for consistent bedtimes and wake times to keep your circadian rhythm in check.
- **Boost Daylight Exposure:** Make an effort to get outside during daylight hours. Exposure to natural light can help combat seasonal mood shifts and maintain your energy levels.
- **Embrace Mindfulness Practices:** Incorporate mindfulness or meditation into your daily routine to manage stress and maintain mental clarity. Simple practices can make a big difference in how you handle seasonal changes.
- **Stay Active:** As temperatures drop, it's easy to skip outdoor activities. Maintain your physical health by finding enjoyable indoor exercises or bundling up for brisk fall walks.

### Embrace the Season

As fall unfolds, embracing these productivity and wellness strategies can help you make the most of the season's unique energy. By adapting your routines to fit the seasonal changes, you can enhance both your personal well-being and your professional performance.

Let's use this time to recalibrate, set new goals, and prioritize our health as we navigate the transition into fall.

Dustin Bro  
NOARK Administrator



SEPTEMBER 5TH, 2024

# Register TODAY!



**BLUE CROSS/BLUE SHIELD**  
5288 W DON TYSON PKWY, SPRINGDALE, AR 72762

**26 SEPTEMBER 2024**

**11:30 AM - 1:00 PM**

**LUNCH PROVIDED**

SHRM  
MEMBER OF SHRM-PEP  
RECERTIFICATION  
PROVIDER  
1 HOUR



## SEPTEMBER MEMBERSHIP MEETING

### Medicare Gotcha's

This presentation will describe the provisions to meet the EAP exemption, detailing the three tests: the salary level test, the salary basis test, and the job duties test. It will also provide information on the final rule scheduled to go into effect on July 1, 2024, January 1, 2025, and beyond.

#### Speaker:

Pam Stout, owner of Redline Health, has nearly 20 years of insurance experience. She's passionate about simplifying healthcare and making Medicare easy to understand. Known for her personal touch, Pam has built a strong reputation across Northwest Arkansas. Her journey began when she struggled with her own insurance choices, inspiring her to offer better education and empower others to make informed decisions. Between work, family, and motorcycle rides, Pam believes life is a journey to be enjoyed—especially on two wheels!



**PAM STOUT**  
OWNER - REDLINE HEALTH

#### What You'll Learn:

- HSA's and Medicare: Learn the risks and penalties of transitioning to Medicare with an HSA.
- Spouse & Dependent Eligibility: Find out when a spouse or dependent qualifies for Medicare.
- COBRA vs. Medicare: Understand the complexities and potential pitfalls of combining COBRA with Medicare.

[REGISTER NOW](#)



Visit Our Website  
[www.noark.org](http://www.noark.org)



**IT'S BEER O'CLOCK!**  
JOIN US FOR HAPPY HOUR HOSTED BY  
HUMAN INTEREST  
AUGUST 14TH @4:30PM  
RENDEZVOUS JUNCTION BREWING CO.

## 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:

### You 2.0: Taking Control of Your Time

Many of us feel like there aren't enough hours in the day. We struggle to make time for all the competing demands at work and at home, and inevitably feel like we're letting someone down. But what if there were a way to reclaim our time and, as a result, get more joy out of our lives? This week, psychologist Cassie Mogilner Holmes explains how we've fallen victim to the illusion of time scarcity, and what we can do to spend our time more wisely.

To learn about another way of dealing with time scarcity, listen to our episode on the benefits of doing less.

# HIDDEN BRAIN



**PLAY NOW**



SEPTEMBER 5TH, 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

Lead By  
Alison Barnes



# WHAT'S HAPPENING?!



## 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.

Get ready for an unforgettable night at **DisruptHR NWA** on September 12th from 6-9 PM!

Imagine 14 electrifying speakers, each with just five minutes to shake up your perspective on HR with bold, game-changing ideas. This isn't your typical event—it's a high-energy experience packed with inspiration, networking, and some of the most innovative minds in HR. Enjoy delicious food and drinks while you soak in fresh insights that will leave you buzzing with excitement. Don't just attend—be a part of the revolution in HR.

Register now and let's disrupt together!



SEPTEMBER 5TH, 2024

# WINNER!

## August 2024

# CLUB 24



Coming soon!

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

Ticket Options:

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

Your Ticket Includes:

- Entry into Monthly Drawings:** Thanks to BHC, every ticket enters you to win \$100!
- More Chances to Win:** Grab our 4-ticket bundle for better odds!
- Persistent Opportunities:** Your ticket stays eligible for future drawings!
- 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.

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## CLUB 24 MONTHLY DRAWING

**BEST DEAL**

1 TICKET \$24

4 TICKETS \$80

**Your Ticket Gives You:**

- Entry into Monthly Drawings:** Every ticket you purchase enters you into our exclusive monthly drawing for a chance to win \$100! Sponsored by BHC.
- Multiple Chances to Win:** More tickets mean more entries! Increase your odds of winning by grabbing our special 4-ticket bundle for just \$80!
- 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!
- 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](mailto:award@1stemployment.com)

[WWW.NOARK.ORG](http://WWW.NOARK.ORG)

# THANK YOU!



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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.

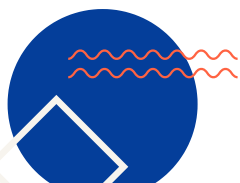
[www.noark.org/noark-wage-and-benefits-survey\\_id63](http://www.noark.org/noark-wage-and-benefits-survey_id63)

## 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](http://www.noark.org) | [noarkprograms@noark.org](mailto: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