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## February Meeting Information

### North Dakota Job Service

Mary Urlacher,  
Dickinson Manager

February 14, 2019  
11:30 am MT  
Lady J's Restaurant & Catering

## February Meeting

### North Dakota Job Service



Mary Urlacher, Job Service North Dakota, will be joining us to provide a deeper dive into the JobsND.com website. Her talk will include a review of the information available, particularly labor market information, and more importantly, how to interpret and utilize this information for your business.

#### Learning objectives:

- Knowledge of Job Service services
- How to utilize information on JobsND.com
- Where to find pertinent labor marking information on the website and how to interpret

Mary has been the Manager of Job Service for the past 12 years and has been with the Dickinson office for 18 years. She and her husband also own and operate Urlacher Angus & Farms near Regent . ■

## Are You Attending SAHRA in February?

Please RSVP at [NDSAHRA.shrm.org](http://NDSAHRA.shrm.org), scroll down to Upcoming Events and click "Register Here."  
Menu: beef stir fry over rice, egg roll, iced tea or water. \$12 per person; includes tax and tip. Cash or check accepted with advance RSVP. ■



## Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



### Society for Human Resource Management

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 Alexandria, VA 22314  
 Phone: 703.543.3340  
 Toll Free: 800.293.SHRM  
 Email: [shrm@shrm.org](mailto:shrm@shrm.org)  
 Website: [www.shrm.org](http://www.shrm.org)

#### Thank You!

Thank you for your contributions to this edition of the SAHRA Newsletter.

### Southwest Area Human Resource Association

This newsletter is a publication of the Southwest Area Human Resource Association Chapter #0571  
 PO Box 132 • Dickinson ND 58601  
<http://ndsahra.shrm.org>  
 Newsletter Editor: Carrie Zubke

## President's Message



Carissa Suter is currently on maternity leave. She had a beautiful baby girl and will be back with us in the coming months. In the interim, other board members will submit newsletter items for the President's Message section. This issue April Frank 'poses' a question.

### Power Pose- Yea or Nay?

Recently I watched a pretty interesting TEDTalk. The talk was first posted in October 2012 by Amy Cuddy and is entitled "Your Body Language May Shape Who You Are." Ms. Cuddy is a social psychologist and associate professor at Harvard Business School. (For those of you unfamiliar with TEDTalks, TED is a nonprofit organization founded in 1984 to spread ideas mostly in the form of video speeches. ([www.TED.com](http://www.TED.com) \*)

The essence of the talk was can you 'fake' your body language and give yourself a physical 'pep talk' to produce a more favorable outcome in a given situation. For example, before a meeting with your toughest client you take a private break and strike a power pose (facing a mirror or not) and give yourself a boost of positive vibes to carry you through. Power poses come in various forms from propping your feet up on the desk to standing tall with your arms out

(Continued on page 6)

## Treasurer's Report

Southwest Area Human Resource Assoc  
 January, 2019

|  |                 |                 |                                  |             |
|--|-----------------|-----------------|----------------------------------|-------------|
| New Statement Balance                    |                 |                 |                                  | \$13,431.05 |
| Current Checks / Deposits                |                 | Interest earned |                                  | \$0.12      |
|  | 12/24/2018      | SHRM            | Foundation donation              | (\$280.00)  |
|  | #607 12/21/2018 | DeAnn Scheeler  | Year end Foundation raffle prize | (\$125.00)  |
| Compare to ending bank statement balance |                 | \$13,026.17     |                                  |             |
| Outstanding Checks / Deposits            | n/a             |                 |                                  |             |
| TOTAL:                                   |                 |                 |                                  | \$13,026.17 |

# SAHRA Board Minutes

January 10, 2019

Present: Sarita Haag, Melissa Stoltz, Amanda Pearson, Carrie Zubke, April Frank, Alison Johnson, Lynae Harper, Krissy Kilwein and Carissa Suter.  
Absent: Kathleen Obritsch.

President Carissa Suter called the meeting to order.

The 2019 budget was discussed. Approval was tabled until February pending final review.

Carrie Zubke motioned to approve the November board minutes. April Frank seconded. Motion carried.

April Frank motioned to approve the November and December board minutes. Sarita Haag seconded. Motion carried.

## COMMITTEE REPORTS:

Program-Lynae Harper: Lynae shared upcoming program options. February – confirmed Job Service presentation. Board discussed upcoming program ideas.

Diversity-Alison Johnson: No report.

Certification-Carrie Zubke: Carrie reported that there are currently no members preparing for certification. She will research certification-eligible webinars to possibly offer to the group outside of the regular membership meeting.

Foundation-Sarita Haag: The January basket was donated by Sarita. Carrie Zubke committed to February and

Krissy Kilwein to March.

President Elect / Legislative Director –

April Frank: April reported on attending the State Council leadership meeting. Liability insurance was a topic of discussion to protect SAHRA in the event of a financial incident. Carrie Zubke offered to check into this. April shared that the State Council is requesting chapter assistance with the 2019 Governors' Workforce Conference. The State Council is now in charge of the conference again and any chapter reimbursement will be based on the chapter's assistance. April also reported that the State Council will be at the July SAHRA meeting.

Membership-Melissa Stoltz: No report.

Public Relations/Technology –Krissy Kilwein: Krissy reported that she is updating the membership meeting slideshow.

Workforce Readiness-Kathleen Obritsch: No report.

Community Relations- Amanda Pearson: Amanda contacted Trinity High School to offer SAHRA's help in conducting mock interviews and plans to contact Watford City. She is checking dates for SAHRA to assist with the Backpack Program again this year.

Secretary/Treasurer- DeEll Jordre: No report.

OLD BUSINESS: The purchase of a tablecloth with SAHRA's logo on it was  
(Continued on page 8)

## Southwest Area Human Resource Association Board of Directors

### President:

Carissa Suter, SHRM-CP  
McKenzie Electric Cooperative, Watford City  
csuter@mckenzieelectric.com | 701-870-4110

### Past President / SHRM Foundation Director:

Sarita Haag  
Continental Resources, Inc., Dickinson  
sarita.haag@clr.com | 701-764-6582

### President Elect / Legislative Director:

April Frank, PHR, SHRM-CP  
Dry Bulk Rentals, LLC, Dickinson  
aprilhouseholder@yahoo.com | 701-590-2900

### Secretary-Treasurer:

DeEll Jordre  
Marathon Petroleum, Dickinson  
dmjordre@marathonpetroleum.com | 701-456-6912

### Certification Director:

Carrie Zubke, SHRM-SCP, SPHR  
American Bancor, Ltd., Dickinson  
czubke@weareamerican.com | 701-483-3287

### Community Relations Director:

Amanda Pearson, SHRM-CP  
Patterson-UTI Drilling Company, Dickinson  
amanda.pearson@patenergy.com | 701-260-2852

### Diversity Director:

Alison Johnson  
Dickinson T-R Regional Airport, Dickinson  
ajohnson@dickinsonairport.com | 701-483-1042

### Membership Director:

Melissa Stoltz, SHRM-SCP  
a\_mstoltz@yahoo.com | 701-260-3729

### Program Director:

Lynae Harper, SHRM-CP  
Whiting Oil and Gas, Dickinson  
lynae.harper@whiting.com

### Public Relations / Technology Director:

Krissy Kilwein  
Dickinson State University, Dickinson  
krissy.kilwein@dickinsonstate.edu | 701-483-2530

### Workforce Readiness Director:

Kathleen Obritsch  
Dickinson State University, Dickinson  
kathleen.obritsch@dickinsonstate.edu | 701-483-2541

# SAHRA Meeting Minutes

January 10, 2019

Members present: Alison Johnson, Carissa Suter, April Frank, Melissa Stoltz, Carrie Zubke, John Cloutier, Nancy Lantz, Mary Anderson, Aimee Kovash, Amanda Pearson, Krissy Kilwein, Tammy Haugen, Vicky Honcharenko, Tiffany Benner, Amanda Heidt, Brandon Sickler, Kristen Coleman, and Janilyn Murtha.

President Carissa Suter called the meeting to order. There were no chapter minutes from December due to the member social. The December treasurer's report can be found in the newsletter. The board has been working on the 2019 budget and will bring to the membership next month. If you

have not yet paid your 2019 membership dues, please

contact Melissa Stoltz, Membership Director.

### Committee reports:

President Elect / Legislative Director - April Frank: April introduced a 'gratitude challenge' for the new year and provided thank you cards for everyone to take a moment and thank someone in their life.

Secretary / Treasurer - DeEll Jordre: No report.

Past President / SHRM Foundation Director – Sarita Haag: All proceeds from today's basket raffle will go to the SHRM Foundation. Tickets are \$1.00 each.

Certification Director-Carrie Zubke: No report.

Community Relations Director-Amanda Pearson: No report.

Diversity Director-Alison Johnson: No report.

Membership Director-Melissa Stoltz: No report.

Public Relations / Technology Director-Krissy Kilwein: No report.

Workforce readiness Director-Kathleen Obritsch: No report.

Presentation: Wellness Panel including Jared Erie-Therapy Solutions, Joe Champa- N.E.W. Training, and Heather Dressler-Body Lift Fitness. ■



Jared Erie, Therapy Solutions



Joe Champa, N.E.W. Training



Heather Dressler, Body Lift Fitness



## An Eye on the Law

The 66<sup>th</sup> Legislative Assembly of the North Dakota Legislature is now in session. It has begun the process of passing new bills that could have a profound effect on employment matters. This current legislative session is limited to 80 days; it began on January 3, 2019 and will end on April 30, 2019. If enacted into law, some of the proposed bills could have a major impact on business operations and employer-employee relations.



Monitoring these bills can help an employer anticipate potential changes it may have to make to policies, practices, and even operating budgets. At present, several of the newly proposed bills touch on hiring, days a business can be open, and changes to non-compete agreements. This month's article will summarize a few of the bills of which to be aware.

### A Bill Affecting Hours of Business Operation

House Bill 1097, the Blue Law repeal, seeks to repeal laws prohibiting certain businesses from opening between the hours of 12:00 a.m. and 12:00 p.m. on Sundays. In addition to repealing the existing Blue Laws, the bill contains a provision ensuring that business that choose to stay closed will not be required to be open on Sundays. It provides that lease agreements, franchise agreements, or any other contractual arrangements entered and executed before January 1, 2019 cannot require a business to be open on Sunday. On January 17, 2019, this bill passed the House, and was subsequently received by the Senate.

If passed in the Senate and enacted as law, more businesses will be able to open on Sunday mornings. This has the potential to increase operating budgets, and possibly profit margins. Also, with more employees going to work on Sunday mornings, the repeal of the Blue Laws may impact requests for leave for those attending Sunday church services. Affected employers may need to revisit employee leave policies to account for these requests for religious accommodation. It is also be advisable for affected businesses to revisit lease agreements, franchise agreements, and other contractual agreements pertaining to required hours of operation.

### A Bill Affecting Corporate Tax Credits

House Bill 1235 proposes a tax credit for corporations that reimburse employees for child care expenses. The amount of the proposed credit will be equal to the amount of the reimbursements paid by the employer during the tax year. There is no limit on this credit in the proposed bill. This credit would provide a great incentive for employers to offer child care reimbursement to their employees as a benefit of employment. This benefit could reach beyond the monetary savings related to a tax credit. This type of benefit could prove useful in attracting a workforce that includes young people, and could help to retain employees that have recently started a family. The high cost of child care oftentimes becomes a factor in the decision to accept or retain a job. However, on February 5, 2019, the Finance and Taxation Committee recommended that this bill should not pass. It has not yet been voted on in the House.

### A Bill Affecting Hiring Practices

House Bill 1282, is North Dakota's take of the Fair Chance Initiative for Hiring (Ban the Box). Under this bill, a public employer cannot ask about or consider the criminal record or history of an applicant until the applicant's interview. This bill is designed to give an applicant with a criminal history a better chance securing public employment. On January 24, 2019, this bill passed the House of Representatives, and was thereafter received by the Senate.

If enacted into law, public employers will be required to update their hiring policy manuals, and possibly re-train staff conducting such interviews on how deal with the new law. Private employers should also take note of this bill, though it does not immediately affect their practices. The immediate request for a criminal history can discourage otherwise qualified candidates from applying for a job. Additionally, the EEOC has made clear that refusing to hire any individual with a criminal history may be discriminatory under a disparate impact theory. Private employers would do well to assess their use of criminal history information in the hiring practices to ensure that all employment decisions are being based on job related factors consistent with business necessity.

### A Bill Affecting Unemployment Insurance Contributions

North Dakota employers pay into the state unemployment insurance trust fund. When claimants file for unemployment benefits these are paid from the trust fund, charging the accounts of liable employers.

*(Continued on page 6)*

## An Eye on the Law

*(Continued from page 5)*

House Bill 1060 proposes to apply a surcharge to the accounts of employers whose unemployment benefit payouts to employees exceed the employer's contributions for that year. For example, a construction company that has frequent layoffs during the off season may have several employees receiving unemployment insurance benefits. If these benefit payouts exceed the employer's contribution for the year, then the company could face a large surcharge.

On February 4<sup>th</sup>, 2019, this bill was amended to add a rate gradient to the surcharge, with the surcharge beginning at three percent and capping at ten percent. If enacted into law, an employer that exceeds its cumulative contributions could face a potentially costly surcharge.

### The Takeaway

It is a good idea to keep abreast of the new bills during the current legislative session. Monitoring the passage of bills affecting employment matters is a proactive way for employers to identify policy updates they may need to make if the bills become law. Several of these proposed bills may implicate changes to hours of operation, hiring, employee training, and leave policies. The bills discussed above are just a sampling of potential legislation affecting North Dakota businesses. It is recommended that competent counsel be consulted in the event you have any questions regarding how any proposed legislation may implicate your business practices.

### Our Interest in Serving You

My law firm's goal is to give understandable information and to foster discussion about real-life issues facing human resource professionals. If we are not achieving that goal or if you would like us to address other employment law issues, please email me at [amann@ndlaw.com](mailto:amann@ndlaw.com). We promise to take your comments and ideas to heart.

### Disclaimers (Otherwise known as "the fine print")

I make a serious effort to be accurate in my writings. These articles are not exhaustive treatises, though, so do not consider them complete or authoritative. Providing this information to you does not create an attorney-client relationship with my firm or me. Do not act upon the contents of this or of any article on our homepage or consider it a replacement for professional advice.

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## President's Message

*(Continued from page 2)*

to your side (imagine running through a finish line tape) or arms bent and your hands on your hips (also dubbed the Wonder Woman pose).

During the talk, Ms. Cuddy lays out her research findings of how she believes just by striking a 'power pose' your physical make-up actually changes. Testosterone levels increase (hormone often associated with dominance) and cortisol levels (stress hormone) decrease. After the release of her talk, many other social psychologist researchers did not agree with Ms. Cuddy's analysis and called it pseudoscience. So I ask you- Power Pose- yea or nay? Personally, I'm in the yea side and here's why: 1) it is simple, 2) who can't use help, but most convincingly 3) I see children strike a power pose and say "ta-da"...and gosh do they look happy and confident!

*\*Please note, SAHRA does not endorse or promote TED and is merely sharing information with members on HR related topics from various sources. ■*

The worst  
enemy to  
creativity  
is self-  
doubt.

-Sylvia Plath



## SAHRA Earns 2018 Chapter Champion Award from SHRM

Congratulations SAHRA! Your support of the SHRM Foundation in 2018 has qualified your chapter to be a 2018 SHRM Foundation Chapter Champion! Your chapter received this honor because you completed all three SHRM Foundation activities outlined in 2018 SHAPE:

1. Make a donation to the SHRM Foundation from chapter funds
2. Host a fundraising event to benefit the SHRM Foundation
3. Conduct a leadership campaign

Every gift we received, including donations from your chapter and members, will be used to deliver 300+ scholarships in 2018 and continue our work to engage and integrate military veterans in the workplace. Additionally, your contributions supported the launch of our Veterans at Work Certificate, a program developed for HR professionals to help them better understand the value veterans bring to the workplace and how to engage and integrate veterans in their organization.

We are proud to award you the SHRM Foundation Champion badge! Again, thank you for making a difference in the lives of HR professionals. ■

SHRM Foundation Team  
shrmfoundation.org  
Alie Mihuta | Development Specialist  
SHRM Foundation  
1800 Duke Street | Alexandria, VA 22314 USA



## Seeking Volunteers for the Dickinson Backpack Program

SAHRA has signed up for the Dickinson Backpack program for the following upcoming dates/times. In my experience, you are almost always done before 7pm. The Dickinson Backpack Program provides hungry children in our community with nutritious, easy to prepare food on weekends and during school breaks. SAHRA has signed up to help assemble the food packages. Please contact Amanda Pearson at [amanda.pearson@patenergy.com](mailto:amanda.pearson@patenergy.com) to volunteer for this cause.

Thursday, March 14      5:30 pm to 7:00 pm

Thursday, April 11      5:30 pm to 7:00 pm

Thursday, May 2      5:30 pm to 7:00 pm

St. John Lutheran Church basement is located at 146 - 6th Avenue West in Dickinson. ■

Amanda Pearson  
Community Relations Director

## Meet Harper Jane!



Congratulations to our SAHRA President, Carissa Suter, on the birth of your daughter! Harper Jane Liebel was born January 23, 2019 to Carissa and her husband xx Seibel. She weighed 8 pounds 7 ounces. Beautiful! ■

## SHRM Foundation Basket Raffle



With January under our belts, and the second week of February underway, I need to take a minute to just say, “HELLL-O 2019!! You’ve brought us snow and frigid cold, I hope you have better intentions for us real soon!”

I am excited to serve you all as the Foundations Director in 2019 and 2020. I’d like to share with you all a new idea that we are going to try this year with regards to the Foundation baskets, otherwise known as our monthly raffle. It stemmed from the great success we had last October with the big wine basket. Three times this year, we are going to do something like that again, a more grand, fun, themed basket we hope you all love! So keep watch for those! Each will be announced in the newsletter. Also, each month, whether big or small, the baskets have been donated by board members or the companies they work for. If you, or your company would like to sponsor a basket, please reach out to myself or any Board Member.

I would like to thank this month’s sponsor of a wine themed basket, our Certification Director, Carrie Zubke. ■

Sarita Haag  
Past President / SHRM Foundation Director

## SAHRA Board Minutes

(Continued from page 3)

discussed. Carrie Zubke motioned to approve the purchase of a tablecloth with the SAHRA logo on it in the amount of less than \$200. Lynae Harper seconded. Motion carried.

Meeting adjourned. ■

Submitted by: Melissa Stoltz, Membership Director  
Approved by: Carissa Suter, President

## How to Exceed Expectations

Ambitious employees don’t just meet expectations on the job—they exceed them. From *The Economics Times* website, follow this advice for getting—and staying—ahead at work:

- **Plan for a marathon.** Get a running start by showing up early your first day, paying attention to the onboarding process, and making sure you have everything necessary to begin working effectively.
- **Connect with people.** Talk to your co-workers and managers to get a good sense of what they do, what they like, how you can help them, and how they can help you.
- **Look for learning opportunities.** Ask lots of questions about your job, your organization, customers, and your manager’s goals. Be on the lookout for the chance to pick up new skills.
- **Set up a routine.** Once you’re clear on your priorities, design a daily or weekly routine that lets you concentrate on them efficiently. Get goals from your manager, and set up some personal stretch goals for yourself.
- **Communicate well.** Find out which co-workers and managers prefer email, one-in-one meetings, text messages, or whatever other communication tools are available to you. Adapt to their preferences so you can get and share important information efficiently.
- **Look for support—and offer it.** Find out what your co-workers are expert in so they can help you out when you’re in a jam. At the same time, be available to help others out so they know you’re not just trying to use them. ■

First Draft  
February 2019





1. Anderson, Missy, SHRM-CP\* - Patterson-UTI Drilling Co, Dickinson
2. Beaudoin, Leann-Southwest Water Authority, Dickinson
3. Benner, Tiffany-Dickinson State University (student member)
4. Berry-Gietzen, LeAnne-Trial Runners, Dickinson
5. Canen, Jade-White Owl Energy Services, Dickinson
6. Cloutier, Jon\*-St Luke's Nursing Home, Dickinson
7. Coleman, Kristen—Titan Energy Services, Dickinson
8. Cook, Lindsey, SHRM-CP\*, PHR- Creek Energy Services, Dickinson
9. Dave, Zafar-Killdeer Mountain Manufacturing , Dickinson
10. Dicke, Chelsea\* -Theodore Roosevelt Medora Foundation, Medora
11. Diede, Sarah-Wyoming Casing, Dickinson
12. Fetch, Cindy – Southwest Water Authority, Dickinson
13. Fox, Etta-Sax Motor Co., Dickinson
14. Frank, April, SHRM-CP, PHR\* - Dry Bulk Rentals, LLC, Dickinson
15. Gomillion-Giese, Donna \* - Remote Control Resources, Dickinson
16. Haag, Sarita\*-Continental Resources, Inc., Killdeer
17. Haderlie, Cindy-City of Dickinson
18. Hanson, Shelly\* - Fisher Industries, Dickinson
19. Harper, Lynae, SHRM-CP\*-Whiting Oil & Gas, Dickinson
20. Haugen, Tammy-Marathon Petroleum, Dickinson
21. Heidt, Amanda-Steffes Corporation, Dickinson
22. Heidt, Kim\*-Steffes Corporation, Dickinson
23. Hellman, Julie-American Insurance Center, Dickinson
24. Hendricks, Britney-SHRM-SCP,\* Western Cooperative Credit Union, Dickinson
25. Hintz, Kristy\*-The Medora Corporation, Dickinson
26. Honcharenko, Vicky-American Bancor, Ltd., Dickinson
27. Howe, Rebecca, SPHR, SHRM-SCP\*- Titan Energy Services, Dickinson
28. Hueske, Coley\*-Savanna Well Servicing, Dickinson
29. Huizenga, David-Bismarck State College/Train ND, Bismarck
30. Jackson, Andrea, SHRM-CP\*-Whiting Oil & Gas, Dickinson
31. Jahner, Rosie\* - Able, Inc., Dickinson
32. Jahner, Zach - Baker Boy, Dickinson
33. Jahraus, Jessica-Wyoming Casing, Dickinson
34. Jirges, Karen\*-Ebeltoft . Sickler . Lawyers, Dickinson
35. Johnson, Alison-Theodore Roosevelt Regional Airport, Dickinson
36. Jordre, DeEll\* - Marathon Petroleum, Dickinson
37. Kilwein, Krissy\*-Dickinson State University, Dickinson
38. Kovash, Aimee - Job Service North Dakota, Dickinson
39. Krebs, Linda, SHRM-CP\*-Stark County, Dickinson
40. Lantz, Nancy - Southwestern District Health Unit, Dickinson
41. Lengowski, Susan\*- St. Benedict's Health Center, Dickinson
42. Lindbo, Connie - Community Action, Dickinson
43. Lorge, Dorene\*-Dakota Western Bank, Bowman
44. Mann, Allison-Ebeltoft . Sickler . Lawyers, Dickinson
45. Massad, Mary\*- SW Water Authority, Dickinson
46. Messer, Jennefer, SHRM-SCP\*- Fisher Industries, Dickinson
47. Murtha, Janilyn, SHRM-SCP\*—City of Dickinson, ND
48. Nameniuk, Shelly\*- City of Dickinson, ND
49. Oase, Matt\*-City of Killdeer, ND
50. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
51. Olson, Hanna-Baker Boy, Dickinson
52. Pavlicek, Pam, PHR - Southwest Grain, Dickinson
53. Pearson, Amanda, SHRM-CP\*-Patterson-UTI Drilling Company, Dickinson
54. Praus, Carey\*-Benz Oil Co, Killdeer
55. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
56. Roller, Sue, SPHR, SHRM-SCP\*- Baker Boy, Dickinson
57. Scheeler, DeAnn, SHRM-SCP\*- Trinity Catholic Schools, Dickinson
58. Sickler, Brandon\*-Steffes LLC, Dickinson
59. Simonieg, Alexandra-Theodore Roosevelt Medora Foundation, Medora
60. Spangler, Amy - City of Dickinson, ND
61. Stoltz, Ashley\*-Steffes LLC, Dickinson
62. Stoltz, Melissa, SHRM-SCP\*- Dickinson
63. Suter, Carissa\*-SHRM-CP, McKenzie Electric Cooperative, Watford City
64. Tuhy, Shar - American Bank Center, Dickinson
65. Turbiville, Bev-ND Division of Vocational Rehabilitation, Dickinson
66. Turner, Sara-Dickinson Parks & Recreation, Dickinson
67. Tysver, Danita - Stark County Development, Dickinson
68. Vollmer, Sarah, CPP, CCT-Bismarck State College, Bismarck
69. Wallace, Sarah\*- Therapy Solutions, Dickinson
70. Working, Suzanne\*-White Owl Energy Services, Dickinson
71. Zubke, Carrie, SPHR, SHRM-SCP\*- American Bancor, Ltd., Dickinson

\* - indicates SHRM National Membership

**PHR** indicates HRCI's Professional in Human Resources certification

**SPHR** indicates HRCI's Senior Professional in Human Resources certification

**SHRM-CP** indicates SHRM's Certified Professional certification

**SHRM-SCP** indicates SHRM's Senior Certified Professional certification