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### March Meeting Information

Post COVID Roundtable: Impact of  
COVID on the Workplace from an  
HR & Leadership Perspective

*Presented by Bill Suter,  
Human Resources Manager  
The Coteau Properties Company*

March 9, 2023

8:15 am Doors Open

8:30 am Chapter Meeting &  
Presentation



Meeting Location:

NDSU Extension Service Office  
2680 Empire Road, Dickinson

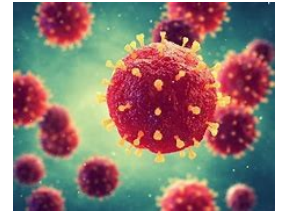
(North of Sanford Clinic)

Enter Door C / West Side

<http://ndsahra.shrm.org>

## March's Meeting

### Post COVID Roundtable: Impact of COVID on the Workplace from an HR & Leadership Perspective



We have all dealt with HR issues in the aftermath of the pandemic. Morale, culture, remote work, absenteeism, and mental health, just to mention a few, have been affected in our workplaces. Communication during this period was imperative to the success of our organizations. Our organizations may still be feeling the effects of the pandemic, either directly or indirectly. Bill will present and lead a discussion on this topic.

Learning objectives include:

1. To identify the challenges leaders are facing during the aftermath of the pandemic.
2. To learn from others what they have done and are doing to manage the "post COVID" workplace.
3. To understand the role HR staff, supervisors and managers have on morale and culture in the post-COVID workplace.
4. Do we have to look at attendance a little differently? Remote work?

Bill Suter is the Human Resources Manager with The Coteau Properties Company. He grew up in Killdeer, ND and earned a bachelor's degree in both Business Administration and Business Education from Dickinson State University. He was a school teacher and

*(Continued on page 8)*

## Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or [abaranko@bravera.bank](mailto:abaranko@bravera.bank) . ■



## 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

Greetings Membership! I am hoping that last month's Employment Law Confetti presented by Attorney Halyee Cripe Culver was beneficial and sparked your interest to look into various challenges your company faces. I promise you this month will be no different! The whiplash of the pandemic is still present in our lives today. It's forever changed how we do business, how we do work as employees, and how we navigate through the aftermath. Please plan to attend this month's meeting as Bill Suter will lead the discussion on the impact of COVID and its aftermath.

The board recently approved the 2023 budget. If you would like a copy, please reach out to one of the board members. As always, if you have any input on how we can better serve YOU, please reach out to myself or any board member, we love hearing from you.

Let's make this a great month! ■

DeEll Jordre  
 SAHRA President

Re-set, Re-adjust, Re-start, Re-focus, Re-peat...  
 as many times as you need to.  
 Just don't quit.

## Treasurer's Report

Southwest Area Human Resource Assoc.  
 February, 2023

New Statement Balance				\$15,079344
Current Checks / Deposits	2/20/2023	Interest earned		\$0.13
	1/30/2023	Deposit	Member dues	\$80.00
				\$340.00
Compare to ending bank statement		\$15,499.57		
Outstanding Checks / Deposits	4/11/2022 #646			(\$100.00)
	2/24/2023			\$40.00
	2/24/20203			\$80.00
BALANCE				\$15,519.57

# SAHRA Board Minutes

February 9, 2023

Present: Carrie Zubke, Melissa Stoltz, Krissy Kilwein, Alyssa Baranko, Tiffany Benner (virtual), AJ Eslinger (virtual), April Frank, Marie Bittner and DeEll Jordre. Absent: Amber Beld and Kim Heidt. Guests: None.

President Jordre called the meeting to order at 9:44 a.m.

President Jordre called for a motion to approve the January treasurer's report that was published in the February newsletter. Upon motion by Carrie Zubke, second by Alyssa Baranko, motion passed and was carried.

President Jordre called for a motion to approve the January Board of Director meeting minutes that were published in the February newsletter. Upon motion by Alyssa Baranko, second by Carrie Zubke, motion passed and was carried.

## COMMITTEE REPORTS:

Program- Carrie Zubke / Committee:

Carrie reported that the committee is working on 2023 programming and welcomes suggested ideas. Future Programs: March-Bill Suter.

Diversity- Tiffany Benner: April reported that CDHRA may have a generations program that SAHRA could possibly utilize to meet a 2023 diversity initiative.

SHRM Certification- Alyssa Baranko:

Alyssa approached the Development Dickinson group for a possible

partnership/sponsorship opportunity for SAHRA in 2023. After reviewing potential cost/benefits, it was decided to not partner with the group in 2023, but to follow up for the 2024 sessions.

SHRM Foundation – April Frank: No report.

President Elect / Legislative Affairs- Marie Bittner: No report.

Membership - Kim Heidt: No report. Public Relations/Technology–Krissy Kilwein: No report.

Workforce Readiness – Amber Beld: No report.

Community Relations – AJ Eslinger : AJ reported that she plans to contact the DVRCC for a possible donation drive. She will have more information at the March meeting.

Secretary/Treasurer- Melissa Stoltz: No report.

President – DeEll Jordre: No report.

## OLD BUSINESS:

The final 2023 budget draft was reviewed and discussed. It was determined that if a one-day program were to be sponsored and coordinated by SAHRA, this item would be considered a separate item outside of the proposed 2023 budget. President Jordre called for a motion to approve the final 2023 budget draft submitted to the Board. Upon motion by Krissy Kilwein, second by Carrie Zubke, motion passed and was carried.

President Jordre reported on the updated bylaw submission. She stated that she is working on the submission

*(Continued on page 4)*

## Southwest Area Human Resource Association Board of Directors

### President:

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

### Past President / SHRM Foundation Director:

April Frank, PHR, SHRM-CP  
FH Holdings / Home & Land Co, Dickinson  
aprilhouseholder@yahoo.com | 701-590-2900

### President Elect / Legislative Director:

Marie Bittner  
CBIZ Benefits, Glen Ullin  
marie.bittner@cbiz.com | 701-260-5964

### Secretary-Treasurer:

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

### Certification Director:

Alyssa Baranko, SHRM-SCP  
Bravera Holdings Corp., Dickinson  
abaranko@bravera.bank | 701-483-3229

### Community Relations Director:

AJ Eslinger  
Charbonneau Car Center  
om.office@charbonneaumotors.com | 701-456-9605

### Workforce Readiness Director:

Amber Beld, SHRM-CP  
Dickinson  
amber.beld@gmail.com

### Membership Director:

Kim Heidt  
Steffes, LLC, Dickinson  
kheidt@steffes.com | 701-690-6686

### Program Director:

Carrie Zubke, SPHR, SHRM-SCP  
Bravera Holdings Corp, Dickinson  
czubke@bravera.bank | 701-483-3287  
Committee Members include: Joetta Percy, Marie Bittner, and Carissa Suter.

### Marketing Director:

Krissy Kilwein, SHRM-CP  
Dickinson State University, Dickinson  
krissy.kilwein@dickinsonstate.edu | 701-502-4304

### Diversity Director:

Tiffany Benner  
Killdeer Mountain Manufacturing, Dickinson  
tiffany.benner@kmmnet.com | 406-971-5545

# SAHRA Meeting Minutes

February 9, 2023

Members Present: Alyssa Baranko, April Frank, Richard Hagen, Tammy Haugen, Krissy Kilwein, LeDeanna O’Shields, Melissa Stoltz, Carrie Zubke, DeEll Jordre, Joetta Percy, and Marie Bittner. Members Via Zoom/Virtual: Alicia Erickson, Tiffany Benner, Justin Enney, AJ Eslinger, Brittani Hoff, Katrina Johnson, Ashley Swanson, Brandon Sickler, Jessica Kirchoffner, John Cloutier, Michelle Dohrmann, Kim Heidt, Patty Riely, Sierra Burgess, Nancy Lantz, and Carey Praus. Guests present: Alissa Karsky – Ironworks, Haley Cripe – MLG Law Firm.

President Jordre called the meeting to order at 8:25 a.m.

President Jordre called for a motion to approve the January chapter meeting minutes that were published in the February newsletter. Upon motion by Marie Bittner, second by Joetta Percy, motion passed and was carried.

NEW MEMBERS: President Jordre welcomed new members MacKenna Johnson (Baker Boy), Chandra Klusmann (Steffes), Madison Pearson (Steffes), Dannielle Parkin (TMI) to SAHRA. Welcome!

ANNOUNCEMENTS: President Jordre announced that the January treasurer’s report was available for review in the February newsletters. If

there are any questions, please contact a Board member.

SHRM Spotlight - None.

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS: President Jordre announced that a new Dale Carnegie course titled “Skills for Success”, will be offered starting on March 8<sup>th</sup> on Thursday afternoons, running for 8 weeks. Sessions will be held at Baker Boy. More information can be found on the Dale Carnegie website.

The business meeting adjourned at 8:28 a.m.

PROGRAM: 2023 Legal Update – Haylee Cripe, Attorney with MLG Law Firm. ■

Minutes submitted by:  
Melissa Stoltz, Secretary/Treasurer  
DeEll Jordre, President

# SAHRA Board Minutes

*(Continued from page 3)*

to SHRM for their final review and approval.

The State Council will attend the May 11, 2023 SAHRA Membership meeting.

NEW BUSINESS:

President Jordre reported that the SHAPE report was submitted by the January 31<sup>st</sup> deadline. She is currently working on the EXCEL award submission information.

The SHRM spotlight was discussed. It was decided that this information will move to a video/slide presentation to run unattended prior to the meeting. If it is determined to address a specific SHRM membership option, a formal presentation may be given.

Meeting adjourned at 10:20 a.m. ■

Submitted by: Melissa Stoltz,  
Secretary/Treasurer  
Approved by: DeEll Jordre, President

## 5 Tips to Improve Your Communications Skills

1. Use simple words and phrases.
2. Increase your knowledge on the subject you’re speaking about.
3. Speak clearly and audibly.
4. Check with the listener to assure you are understood.
5. In case of an interruption, do a recap of what you just said.



*One positive thought in the morning can change your whole day!*

## LESSONS IN BUSINESS

### Surrounding Yourself with Talent

Making the right hiring decisions has never been easy. Hiring in the midst of historic labor turnover in combination with low unemployment rates is even more challenging. Only 33 percent of employees recently surveyed employees in the U.S. state that they intend to stay in their current jobs. Employers are calling today's changing work environment by some pretty clever names: the Great Resignation, the Great Attrition, the Great Reshuffle, and the Big Quit.

Although employers may be forced to minimize their applicant requirements (remember the days of five years of relevant work experience), there are attributes that they should still insist upon. I recently discussed those attributes, sometimes known as traits, with my MBA class at Dickinson State University. I asked them what traits should be sought, and what traits should be avoided when hiring. Their responses were, in my opinion, spot on.

Seek to hire employees who:

- Positively represent your business and your brand
- Are resourceful and have excellent problem-solving skills
- Enjoy working on a team
- Can illustrate excellent communication skills
- Have a strong work ethic
- Are honest, trustworthy, and direct
- Are willing to challenge you or the "we have always done it this way" attitude
- Are honest and willing to tell you the truth
- Can perform well in crisis situations
- Show concern and respect for others
- Show accountability for their actions
- Are ambitious and looking forward to personally growing with your company
- Understand the financial aspects of a business
- Are answer finders willing to do the necessary research
- Are "socially fluid" – in other words, have the ability to work with others who are not like them
- Are willing to go above and beyond to tackle tough challenges
- Have passion toward your industry-- see the job as not only an income source, but as an adventure

- Are positive
- Are reliable
- Will add to your current team in a healthy, positive manner
- Show self-control
- Empathy
- Good planning skills

How do you parse out these traits? If you are promoting from within, you should have a pretty good sense of the employee's traits already. In an interview situation, ask the potential employee to tell you about a time or times when they, for example, were ambitious about a project and were willing to work hard

to do their best even when working with a team that was not as enthusiastic. This pointed interview question does two things. It will help you to drill into the applicant's work ethic as well as give you information about how they work in teams.

The people that you surround yourself with will have a significant impact on your own job satisfaction. Motivational speaker Jim Rohn famously said, "You are the average of the five people you spend the most time with."

Keeping that important reality in mind, my students also had something to say about their lease preferred coworkers.

Seek to avoid hire employees who:

- Are overly pessimistic or negative
- Are egocentric (someone who puts themselves first)
- Appear to be unorganized
- Show a willingness to manipulative people
- Are unwilling to grow and learn

*Debora Dragseth is a professor of business at Dickinson State University and a national award-winning journalist. Her column appears monthly, providing workable solutions to common workplace issues. ■*



Dr. Debora Dragseth  
Professor of Business  
Administration  
Dickinson State University



## “Quiet Quitting” The Art of Doing the Bare Minimum

Whether you are an employee or an employer, or simply a person that loves to waste time scrolling through TikTok, you may have heard the term “quiet quitting.” Put simply, quiet quitting is carrying out the minimum requirements of one’s job and contributing little or nothing beyond that. Employees that are quiet quitting are not going above and beyond, not working overtime, not accepting extra job tasks, and definitely are not doing so without something in return such as additional compensation or an opportunity to advance in the workplace. However, quiet quitting should not be confused with actually quitting one’s job; rather, the goal is to continue in employment while doing the bare minimum in order to avoid a termination for job abandonment.

Is there anything an employer can do about quiet quitting? Before taking corrective action against a quiet quitter, the first step is to determine whether there are any legal issues driving the employee’s behavior. For example, quiet quitting may result when an employer fails to respond to matters such as unlawful discrimination, harassment, safety, concerns, or whistleblowing. Another possible cause of quiet quitting could be due to an employee being misclassified as exempt rather than nonexempt, which could cause them to feel overworked and underpaid. Ultimately, an employer should investigate and assess the circumstances surrounding the employee’s behavior, which may be done by taking the following steps:

Have an informal discussion with the employee to get a sense of what is going on. This is also a suitable time to have a frank conversation about workplace culture and any obstacles the employee may be facing that keep them from adequately performing their duties. After the conversation, it is important to document the conversation so that you have an internal record to refer back to if needed.

If you cannot identify a protected cause for the decline in the employee’s performance, and if the problem continues, have the employee’s immediate supervisor have a more formal discussion

with the employee. This discussion should include details and specific examples of the observed performance problems, and the next steps expected by the employee to resolve them. It is important to continue to document these conversations for internal record keeping.

If it is determined that there is no underlying explanation as to why the employee is quiet quitting and the problem continues, then it may be time for the employer to consider progressive discipline or termination. North Dakota is an at-will employment state, so an employer may terminate an employee’s employment without stating a reason at any time; however, it is important to ensure that doing so does not violate an employment contract or workplace policy, is not discriminatory, and is not in violation of North Dakota and/or federal law.

### **The Takeaway:**

Performance problems can be difficult for employers, but with the right approach, it is possible to minimize risk and address quiet quitting without being forced to make the tough decision to terminate an employee. Additionally, by making employee engagement a priority in approaching performance problems, it allows employers to determine whether there are greater underlying issues that need to be addressed.

### **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 [mcerkoney@ndlaw.com](mailto:mcerkoney@ndlaw.com). We promise to take your comments and ideas to heart.



*Marissa R. Cerkoney, Lawyer  
Ebeltoft . Sickler . Lawyers PLLC*

*(Continued on page 7)*

## Registration is open for the ND SHRM 2023 State Conference!

It will be held in Bismarck on September 12-14th. ACT FAST! Early bird pricing of \$359 only lasts until March 15th, then the price increases to \$399. Visit <https://ndshrm.com/state-conference/> to learn more and get registered.

### Looking for Sponsors & Exhibitors!

Do you work for a company that would like to get in front of HR professionals from around the state? Contact the ND SHRM State Conference sponsorship committee at [sponsorship@ndshrm.com](mailto:sponsorship@ndshrm.com) for more information.



## “Quiet Quitting”

### The Art of Doing the Bare Minimum

*(Continued from page 6)*

#### 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. ■

Marissa R. Cerkoney | Lawyer  
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701.225.9650 fax



# SAHRA Spotlight



SAHRA welcomes **Katelyn Ebach**, SHRM-CP! Katelyn is currently working at Esri (remotely) based in Redlands, CA as their Human Resources Business Partner. She received her BA in Biology, Society, and Environment with a focus in Public Health from the University of Minnesota-Twin Cities. Prior to her current role, Katelyn was an HR Generalist / Talent Acquisition Lead for Applied Engineering in Bismarck, ND.

Katelyn kicked off her HR career by completing multiple internships, including one at Sanford Health in Bismarck and another at the University of Minnesota Medical School – Surgical Administrative Center in Minneapolis.

In her free time, Katelyn enjoys spending time with her fiancé, Kyler and their furbaby, Klaus. She is also a Coach for the Dickinson High School Dance Team and a Pilates Instructor at BodyLift Fitness. Welcome Katelyn! ■



Katelyn Ebach

# March's Meeting

*(Continued from page 1)*

high school coach for six years before entering the mining industry and has worked at The Coteau Properties Company in several capacities for 30 years. In 1998, he started working in HR as Coteau's employee relations specialist, dealing with employee related issues in a workplace of 400+ employees. In 2009, Bill became Coteau's Human Resources Manager, which is his current position.

Join us Thursday, March 9, 2023 for our monthly meeting! ■

### Did You Miss a Meeting?

SAHRA members are able to access recordings of membership meetings by logging into our website and clicking on the Meetings & Events tab. Each month will include a link to YouTube. <https://ndsahra.shrm.org/>





# 10 Rules of a Great Conversationalist

1. BE GENUINELY INTERESTED in the person. Strive to know more about him/her through conversation.
2. Focus on THE POSITIVES. Opt for positive and meaningful topics over negative ones.
3. CONVERSE, no debate or argue. Where there are differences, agree to disagree.
4. RESPECT; don't impose, criticize, or judge. Respect other's space and right to their views.
5. Put the person in his/her BEST LIGHT. Make the person look good, without being unauthentic.
6. EMBRACE DIFFERENCES while building on commonalities.

7. Be TRUE TO YOURSELF. Don't mime; be ready to share your own thoughts.
8. 50-50 SHARING. Don't dominate the discussion. At the same time, don't hold back from sharing either.
9. Ask PURPOSEFUL QUESTIONS. "What drives you in life" What are your current goals? What inspired you to make this change?" Meaningful questions elicit meaningful answers.
10. GIVE and TAKE. Don't be too critical over what others say/do. Always give others the benefit of the doubt. ▪



DICKINSON PUBLIC SCHOOLS

## SCHOOL PANTRY DRIVE

A drive for the community to help students in need.

**March 6th-27th 2023 | At participating locations:**

- K Miller Studios
- Studio 9 Design
- Open Range Counseling
- Chatter Pediatric
- Bodylift Fitness
- West River Community Center

The School Pantry is asking for:  
Nonperishable food items and hygiene products.

\*If possible, please provide nonperishable meal kits to help families have complete meals. Ex. Noodles and Marinara sauce. There will be meat provided to families.

## THE DPS PANTRY & CLOSET

Your Help Matters **DONATE NOW!**

The DPS Pantry and Closet is in need of non-perishable food and hygiene products!

- ✓ Peanut butter and jelly
- ✓ Oatmeal
- ✓ Cereal
- ✓ Canned goods
- ✓ Canned chicken
- ✓ Hamburger or Chicken Helper
- ✓ Mac and cheese or easy mac
- ✓ Rice
- ✓ Pancake mix
- ✓ Any type of snacks
- ✓ Spaghetti and sauce
- ✓ Soup
- ✓ Shelf stable milk
- ✓ Shampoo
- ✓ Conditioner
- ✓ Body wash or soap
- ✓ Feminine products
- ✓ Toilet paper, paper towels, paper products
- ✓ New underwear and socks

**DROP OFF LOCATIONS:**

- 📍 DPS Pantry and Closet on Tuesdays from 2:00-4:00
- 📍 District wide schools (students and staff only)
- 📍 Coca Cola Bottling Co.

<b>SAHRA Budget</b>	<b>Budgeted</b>	<b>Actual</b>	<b>Budgeted</b>	<b>Actual</b>	<b>Budgeted</b>
	<b>2021</b>	<b>2021</b>	<b>2022</b>	<b>2022</b>	<b>2023</b>
<b>BEGINNING BALANCE</b>	<b>\$14,493.71</b>	<b>\$ 14,493.71</b>	<b>\$ 15,562.17</b>	<b>\$15,562.17</b>	<b>\$14,924.31</b>
<b>INCOME</b>					
ND State Council - Conference (Previous yr)	\$ -		\$ -		\$ -
Member dues	\$ 3,000.00	\$ 3,150.00	\$ 2,400.00	\$ 2,370.00	\$ 2,500.00
Newsletter Business Ads			\$ 1,200.00	\$ -	
Program Income/Sponsored Lunches	\$ 1,000.00	\$ -	\$ -	\$ -	
SHRM (National -membership)	\$ 400.00	\$ 350.00	\$ 300.00	\$ 345.00	\$ 340.00
SHRM (National-certification)	\$ 120.00	\$ 60.00	\$ 120.00	\$ -	
Interest Earned From Bank	\$ 1.00	\$ 1.58	\$ 1.00	\$ 1.56	\$ 1.00
<b>TOTAL INCOME</b>	<b>\$ 4,521.00</b>	<b>\$ 3,561.58</b>	<b>\$ 4,021.00</b>	<b>\$ 2,716.56</b>	<b>\$ 2,841.00</b>
<b>EXPENSES</b>					
SHRM Foundation Donation	\$ 300.00	\$ 600.00	\$ 200.00	\$ 200.00	\$ 200.00
SHRM - President Elect Membership	\$ -	\$ -	\$ -	\$ -	
Office Supplies/Postage and PO Box fee	\$ 150.00	\$ 204.00	\$ 150.00	\$ 191.00	\$ 200.00
Door Prizes	\$ 250.00	\$ 421.41	\$ 100.00	\$ 75.00	\$ 100.00
Board / Member Gifts/Thank You's	\$ 250.00	\$ 50.00	\$ 100.00	\$ -	\$ 600.00
Annual State Conference Prize Donation	\$ 150.00	\$ 150.00	\$ 100.00	\$ 100.00	\$ 100.00
Networking Social	\$ 800.00	\$ 285.00	\$ -	\$ 155.77	\$ 200.00
Conferences/Other Conference Reimbursements - Active President Elect attends Nat'l (1 person)	\$ 1,700.00	\$ -	\$ 928.00	\$ -	\$ 1,700.00
Program Expense*	\$ 3,000.00	\$ 260.43	\$ 1,400.00	\$ 1,250.00	\$ 1,500.00
Advertising Expense	\$ 150.00	\$ 200.63	\$ 100.00	\$ -	\$ 100.00
Speaker/Membership/Guest Lunches**	\$ 250.00	\$ 12.00	\$ 30.00	\$ 0.00	
Monthly Meeting Charges (room, linens,	\$ 150.00	\$ 159.65	\$ 763.00	\$1,217.65	\$ 700.00
Chamber Membership	\$ 150.00	\$ 150.00	\$ 150.00	\$ 165.00	\$ 165.00
<b>TOTAL EXPENSES</b>	<b>\$ 7,300.00</b>	<b>\$ 2,493.12</b>	<b>\$ 4,021.00</b>	<b>\$ 3,354.42</b>	<b>\$ 5,565.00</b>
<b>Net Balance for Fiscal Year</b>	<b>\$(2,779.00)</b>	<b>\$1,068.46</b>	<b>\$ -</b>	<b>(\$637.86)</b>	<b>(\$2,724.00)</b>
<b>ENDING BALANCE</b>	<b>\$11,714.71</b>	<b>\$15,562.17</b>	<b>\$ 5,562.17</b>	<b>\$14,924.31</b>	<b>\$12,200.31</b>

1. Baranko, Alyssa, SHRM-SCP\*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP\*- Dickinson
3. Benner, Tiffany-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, Dickinson
5. Bittner, Marie-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra-Therapy Solutions, Dickinson
8. Calihou, Dessie\*-Dunn County, Manning
9. Camisa, Joe-Bismarck State College, Bismarck
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke’s Nursing Home, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Ebach, Katelyn-ESRI, Dickinson
14. Enney, Justin-Killdeer Mountain Manufacturing, Dickinson
15. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
16. Eslinger, AJ\*-Charbonneau Car Center, Dickinson
17. Exon, Amber-McKenzie County Healthcare Systems, Watford City
18. Fetch, Cindy – Southwest Water Authority, Dickinson
19. Fitzsimmons, Amanda, SHRM-SCP\*-Continental Resources, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce
21. Frank, April, SHRM-CP, PHR\* - FH Holdings / Home & Land Co, Dickinson
22. Hagen, Richard\*-Theodore Roosevelt Medora Foundation, Medora
23. Haight, Reghan-Theodore Roosevelt Medora Foundation, Medora
24. Hanson, Shelly-Fisher Industries, Dickinson
25. Harper, Lynae, SHRM-CP-Whiting Oil & Gas, Dickinson
26. Haugen, Tammy-Marathon Petroleum, Dickinson
27. Heidt, Kim\*-Steffes, LLC, Dickinson
28. Heiser, Ashley-Benedictine Living Community, Dickinson
29. Hintz, Kristy\*-Ixom Watercare, Dickinson
30. Hintz, Layne-City of Dickinson
31. Hoff, Brittani\*-Western Cooperative Credit Union, Dickinson
32. Jenkin, Jackie- Dickinson
33. Jirges, Karen\*-Ebeltoft . Sickler . Lawyers, Dickinson
34. Johnson, Katrina, PHR\*-Baker Boy, Dickinson
35. Johnson, Mackenna-Baker Boy, Dickinson
36. Jordre, DeEil- Marathon Petroleum, Dickinson
37. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
38. Kilwein, Krissy, SHRM-CP\*-Dickinson State University, Dickinson
39. Kirchoffner, Jessica\*-City of Watford City
40. Klusmann, Chandra-Steffes, Dickinson
41. Kovash, Aimee-Job Service, Dickinson
42. Lantz, Nancy - Southwestern District Health Unit, Dickinson
43. Messer, Jennefer, SHRM-SCP\*- Fisher Industries, Dickinson
44. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
45. Murray, Jen-Southwest Water Authority, Dickinson
46. Nameniuk, Shelly, SHRM-CP\*- City of Dickinson, Dickinson
47. Nicklos, Amanda-Steffes, LLC, Dickinson
48. Oase, Matt\*-City of Killdeer
49. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
50. Olheiser, Chris-Lund Oil, Inc., Watford City
51. O’Shields, Ledeanna-Southwest Water Authority, Dickinson
52. Parkin, Dannielle-TMI, Dickinson
53. Pearcy, Joetta, SHRM-SCP\*-Stark County, Dickinson
54. Pearson, Madison-Steffes, Dickinson
55. Peterson, Rachel-Fisher Industries, Dickinson
56. Praus, Carey, SHRM-CP\*-Benz Oil Company, LLC, Killdeer
57. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
58. Riely, Patty-Dickinson Parks & Recreation, Dickinson
59. Sickler, Brandon\*, SHRM-CP-Steffes LLC, Dickinson
60. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
61. Stoltz, Melissa, SHRM-SCP\*, Dickinson
62. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
63. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
64. Swanson, Ashley-Steffes, LLC, Dickinson
65. Torgerson, Natalie\*-City of Dickinson
66. Tysver, Danita - Stark County Development, Dickinson
67. Wallace, Sarah\*-Therapy Solutions, Dickinson
68. Zubke, Carrie, SPHR, SHRM-SCP\*,- Bravera Holdings Corp, Dickinson

\* - indicates SHRM National Membership

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