

What's Inside...

President's Message.....	2
Treasurer's Report.....	2
SAHRA Board Minutes	3
SAHRA Meeting Minutes	4
HR Lunch Break Meeting Link	5
Benefits Update	6
Membership List.....	7

April Meeting Information

Roundtable Discussions

Teambuilding & Recognition
Benefits & Compensation
Policy & Procedure
Artificial Intelligence (AI)

Thursday, April 10th, 2025

PLEASE NOTE TIME CHANGE!

8:30 am MT Networking
8:50 am Chapter Meeting
9:00 am Program Begins

NDSU Extension Service Office
2680 Empire Road, Dickinson (North
of Sanford Clinic)
Enter Door C / South Side

<http://ndsahra.shrm.org>

April Meeting!

Join us at 8:30 am MT for Networking Before the chapter meeting and presentation begin at 9:00 am MT.

We will be having a roundtable discussion with the following topics.

- Teambuilding & Recognition
- Benefits & Compensation
- Policy & Procedure

We hope you can attend and join us in these conversations.

The 2025 NDSHRM Volunteer Leader Award Nomination Form is also available. You can access the link by clicking here: [Nomination Form](#)

SHRM Certification Scholarship
Five lucky recipients will each receive a \$200 scholarship to assist in pursuing the SHRM-CP or SHRM-SCP certification.





2025 STATE CONFERENCE

THE HR PLAYLIST:
CURATING TALENT, CULTURE AND INNOVATION


SEPTEMBER 9-11


**BISMARCK
EVENT CENTER**

[REGISTER NOW](#)




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 for meetings with permission to record.

<https://ndsahra.shrm.org/>

SAHRA is on Social Media!

Instagram: @NDSAHRA

Facebook: @NDSAHRA

LinkedIn: @NDSAHRA

*Society for Human
Resource Management*

1800 Duke Street
Alexandria, VA 22314

Phone: 703.543.3340

Toll Free: 800.293.SHRM

Email: shrm@shrm.org

Website: 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>

President's Message

Hello April!!! Here we are the 4th month of the new year, and I feel like before we blink again it will be September! Sometimes I feel the days go by so fast that we never have a chance to even think about where we have been or where we want to be. In conversation with my kids the other day, they informed me that school only has around 36 days left, I thought I am not ready for the crazy summer schedule, however I don't think it will wait for me to be ready so better embrace it. I hope you all are starting to plan the fun summer activities for your kids, your families and maybe even a little time just for you!

April Presentation is a combination of board member talking about various topics that seems to linger in the HR world daily. Teambuilding & Recognition, Benefits & Compensation, Policy & Procedure and Artificial Intelligence (AI).

We hope you all can make it to the meeting.

Treasurer's Report

Southwest Area Human Resource Assoc.
April, 2025

New Statement: Checking Account				\$6,068.53
Current Checks / Deposits	3.19.25		Interest Earned	\$0.05
	3.3.25	Deposit	Member Dues	\$100.00
	3.4.25	USPS	Annual Post Office Box Rent	\$(192.00)
Debit Card	3.17.25	Starbucks	Gift Card for March Speaker	\$(25.00)
Compare to ending bank statement balance				\$5,951.58
Outstanding Checks / Deposits				
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2/5/2024	Deposit	Initial funding	\$10,000.00
BALANCE				\$10,000.00

SAHRA Board Minutes

March 3, 2025

Present: Joetta Percy, Alyssa Baranko, April Frank, DeEll Jordre, Krissy Kilwein, Melissa Stoltz, and Marie Bittner

Absent: Tiffany Benner, Amber Beld, Kim Heidt, and AJ Eslinger **Guests:** None.

President Bittner called the meeting to order at 12:04 p.m.

President Bittner called for a motion to approve the February Treasurer reports that were published in the March newsletter. Upon motion by Joetta Percy, second by Krissy Kilwein, motion passed and was carried.

President Bittner called for a motion to approve the February 10, 2025 Board of Director meeting minutes that were published in the March newsletter. Upon motion by April Frank, second by Joetta Percy, motion passed and was carried.

COMMITTEE REPORTS:

Program- Joetta Percy / Committee (Carissa Suter, Marie Bittner, Nicole Heidecker) – Suggested ideas for programming are always welcome. Future Tentative Programs: 2025 Programming – March – CBIZ Employee Engagement (virtual); April – TBD; May – tentative diversity – working with Alyssa; June – tentative DOL; July – tentative benefits

SHRM Foundation/Past –President – DeEll Jordre – The EXCEL award submission is due March 15th. DeEll is compiling the various tasks that SAHRA accomplished in 2025 to submit for the award. She is also planning several SHRM Foundation raffles to be held throughout 2025. She will work with Melissa to obtain a raffle permit.

Public Relations/Technology –Krissy Kilwein – SHRM updated their website and Krissy will review the SAHRA site for a seamless transition. Thank you Krissy! She is looking for assistance with the social media and Chamber of Commerce announcements. Contact Krissy if you have an interest in this.

President – Marie Bittner – Speaker thank you gifts were discussed. Marie will bring more information to the April Board meeting. The Board will plan to meet in person, tentatively at Bravera, in April. More details to follow.

NO REPORTS - / Diversity- Alyssa Baranko / **SHRM Certification** – April Frank / **Community Relations** – AJ Eslinger / **Membership-** Kim

Heidt / **Workforce Readiness** – Amber Beld / **President Elect / Legislative Affairs** – Tiffany Benner / **Secretary/Treasurer-** Melissa Stoltz

Old Business: Krissy is pending the finalized Board Spotlight information from the directors. The directors will finalize the details and submit for Krissy to submit in future newsletters.

Marie will compile the December Strategic Planning Meeting notes to distribute to the directors. She will also send out the preliminary 2025 budget to the directors to finalize for the April Board meeting.

The 2025 NDSHRM State Conference will be held in Bismarck on September 9-11, 2025. Early registration is open now. Keynote speakers have been lined up and they will be looking for conference volunteers to assist with various tasks. More information to follow.

SHRM is offering a conference discount to any conference attendees willing to volunteer at the upcoming SHRM25 Annual Conference in San Diego on June 29-July 2, 2025. Go to <https://annual.shrm.org/> for more information on this opportunity. A volunteer interest form should be available.

NDSHRM has purchased and is offering an HR Summer Lunch Break webinar series which is available the 2nd Thursday of the month at 11 am MT. SHRM Certification credits are available for these webinars. Information will be sent out via an exclusive SAHRA membership email blast, and the link is also available in the SAHRA newsletter.

New Business: NDSHRM is sponsoring a certification scholarship for those interested in SHRM certification testing. Watch for a Certification Scholarship Program Nomination form which will be available soon.

SAHRA continues a Hats/Gloves drive until March 31st. Please drop any donations off at Charbonneau Car Center.

Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

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

President Elect / Legislative Director:

Tiffany Benner
Baker Boy, Dickinson
Trb_2013@yahoo.com | 406-971-5545

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

April Frank, PHR, SHRM-CP
FH Holdings
aprilhouseholder@yahoo.com | 701-590-2900

Community Relations Director:

AJ Eslinger
Charbonneau Car Center, Dickinson
aj@cccnd.com | 701-456-9605

Workforce Readiness Director:

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

Membership Director:

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

Program Director:

Joetta, Percy
Stark County, Dickinson
jpearcy@starkcountynynd.gov |
Program Committee Members include: Marie Bittner, Carissa Suter, and Nicole Heidecker.

Marketing Director:

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

Diversity Director:

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

(Continued on page 5)

SAHRA Meeting Minutes

March 13, 2025

Members Present: Marie Bittner, Carter Fong, April Frank, Amy Jacobson, Krissy Kilwein, Amanda Nicklos, Sofia Ortiz, and Madison Pearson

Members Via Zoom/Virtual: Nancy Lantz, Karen Cummins, Kelsey Morasko, Jenna Norby, AJ Eslinger, Carey Praus, Michelle Dohrmann, Nicole Heidecker, Jennifer Nix, Alissa Karsky, Dannielle Parkin, Kristy Hintz, Margaret DeGruy, Dessie Calihou, Katrina Logan, Maria Ricks, Stacy Hauptmann, Shannon DeWall, Sierra Burgess, Alyssa Baranko, Coley Hueske, Tiffany Benner, Tammy Haugen, DeEll Jordre, Patty Riely and Melissa Stoltz

Guests present: Jennifer Robberson (CBIZ), Joe Camisa (Train ND)

President Bittner called the meeting to order at 8:51 a.m.

President Bittner called for a motion to approve the February 13, 2025 Chapter meeting minutes that were published in the February newsletter. Upon motion by April Frank, second by DeEll Jordre, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:

President Bittner announced that the February Treasurer report was available for review in the March newsletter. If there are any questions, please contact a Board member.

Early Registration Available Now! The 2025 ND SHRM Annual Conference will be held September 9-11, 2025 in Bismarck.

NDSHRM will be sponsoring a certification scholarship for those interested in SHRM certification testing. Watch for a Certification Scholarship Program Nomination form which will be available soon.

Reminder to renew your SAHRA membership today for 2025! Please note that the renewal is based on a calendar year. If you join in October-December as a new member, your membership carries over through 2025.

President Bittner announced that SHRM is offering a

conference discount to any conference attendees willing to volunteer at the upcoming SHRM25 Annual Conference in San Diego on June 29-July 2, 2025. Go to <https://annual.shrm.org/> for more information.

SAHRA is holding a Hats/Gloves drive until March 31st. Please drop any donations off at Charbonneau Car Center.

Attention SHRM Certified Members! NDSHRM is offering an HR Summer Lunch Break webinar series which is available the 2nd Thursday of the month at 11 am MT. SHRM Certification credits are available for these webinars. Information will be sent out via an exclusive SAHRA membership email blast, and the link is also available in the SAHRA newsletter. If you can't attend the live presentation, please register prior to the event and you will have access to the recorded version. Thank you NDSHRM for this opportunity!

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS: None.

The business meeting adjourned at 8:55 a.m. ■

PROGRAM: Employee Engagement As A Competitive Advantage - Jennifer Roberson, Director of Talent & Organizational Development - CBIZ Risk & Advisory Services

Minutes Submitted by:

Melissa Stoltz, Secretary/Treasurer;

Marie Bittner, President

(Continued from page 3)

The NDSHRM State Council will attend the March SAHRA meeting. The State Council meeting will be held virtually after the SAHRA membership meeting. Any SAHRA members are welcome to attend.

Meeting adjourned at 12:50 p.m.

Submitted by: Melissa Stoltz, Secretary/Treasurer



HR SUMMER SCHOOL LUNCH BREAK
2nd Thursday of the Month at 11 am MT
April Meeting Link Below
[Link to Registration](#)

SHRM25

SAN DIEGO
JUNE 29 – JULY 2, 2025



Interested in attending SHRM25? You may be eligible to receive a discounted rate if you volunteer! Additional information can be found on the SHRM website. Go to this link to complete the SHRM25 Volunteer Interest Form:

<https://sdshrm.wufoo.com/forms/shrm25-volunteer-interest-form/>

San Diego SHRM is pleased to welcome SHRM25 to San Diego! We are now taking preliminary interest for volunteers at SHRM25. More information will follow regarding scheduling and registration. Completing this form does not guarantee a spot as a SHRM25 volunteer. However, if you complete this form please DO NOT register for SHRM25. If you are selected to volunteer, SHRM will register you for the conference. If you are not selected to volunteer, SHRM will honor the registration rate at the time the interest form was completed.

The Value of SHRM Membership

Become part of a powerful network of nearly 340,000 HR Professionals who are united in creating workplaces the work for all.

Ready to become part of the SHRM community? Join today!
shrm.org/TransformHR



The infographic features a central white circle with the text "TOTAL VALUE \$13,000+". Surrounding this circle are ten smaller circles, each containing an icon and a label with a value. The values are: COMPLIANCE UPDATES (\$1,500), RESEARCH (\$5,000), HOW-TO GUIDES (\$3,000), HR KNOWLEDGE ADVISORS (\$750), HR JOBS (\$299), EXPRESS REQUESTS (\$1,800), QUARTERLY HR MAGAZINE (\$70), WEBCASTS (\$300), HR TEMPLATES (\$1,000), and HR UPDATES (\$1,500).

Benefit	Value
COMPLIANCE UPDATES	\$1,500
RESEARCH	\$5,000
HOW-TO GUIDES	\$3,000
HR KNOWLEDGE ADVISORS	\$750
HR JOBS	\$299
EXPRESS REQUESTS	\$1,800
QUARTERLY HR MAGAZINE	\$70
WEBCASTS	\$300
HR TEMPLATES	\$1,000
HR UPDATES	\$1,500
TOTAL VALUE	\$13,000+



Benefit Updates



As we approach annual review season, self-funded employers are increasingly scrutinizing the impact of GLP-1 medications on their pharmacy spend. These drugs, commonly prescribed for type 2 diabetes and weight management, have made headlines for their clinical benefits — but also for their costs. Let's break down what employers need to know about these medications.

GLP-1s for Type 2 Diabetes

Medications like Ozempic, Trulicity and Mounjaro have revolutionized diabetes management. These drugs help lower blood sugar levels, promote weight loss and reduce cardiovascular risks in individuals with type 2 diabetes.

For many employers, these drugs are considered cost effective due to the improved long-term health outcomes they produce. By preventing complications like heart attacks, strokes and kidney disease, GLP-1s can save the plan significant downstream costs while improving employee wellbeing.

GLP-1s for Weight Management

Drugs such as Wegovy and Zepbound — also GLP-1s — are FDA-approved for weight loss and have generated significant interest among employees and plan sponsors. These medications show promising results for individuals struggling with obesity by helping them achieve meaningful weight loss, when paired with lifestyle changes.

However, the story is more complex here.

- **Cost Impact:** Weight loss GLP-1s can cost upwards of \$15,000 per member annually, creating a significant financial burden for plans.

- **Long-term Data:** While the short-term results are impressive, data on sustained weight loss after discontinuation of medication is still limited.
- **Demand Surge:** Coverage can lead to an influx of requests, which may require additional utilization management strategies.

What Does This Mean for Your Plan?

Employers face a tough balancing act. While supporting members with chronic conditions like diabetes can lead to measurable health and cost benefits, covering weight loss drugs may actually be less valuable depending on your specific plan goals and member demographics.

As you navigate your annual reviews, it's important to ask:

- What is the clinical value of these drugs for my population?
- Are there strategies to manage costs while supporting member health?

Want to dive deeper into how GLP-1 medications fit into your pharmacy strategy or discuss options for managing coverage decisions? Reach out to your current medical plan provider or Broker team for more guidance.



1. Aryal, Urja-ABLE, Inc. Dickinson
2. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
3. Beld, Amber, SHRM-CP*- Spartan Nash, Dickinson
4. Benner, Tiffany*-Killdeer Mountain Manufacturing, 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. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
11. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
12. Davenport, Tim-ND Human Services, Division of Voc Rehab, Dickinson
13. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
14. DeWall, Shannon-Baker Boy, Dickinson
15. Doerr, Teran-Bowman County Development Corp, Bowman
16. Dohrmann, Michelle-Consolidated, Dickinson
17. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
18. Erickson, Kay-Dickinson Heating & Air, Dickinson
19. Eslinger, AJ*-Charbonneau Car Center, Dickinson
20. Fetch, Cindy – Southwest Water Authority, Dickinson
21. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
22. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
23. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
24. Haugen, Tammy-Marathon Petroleum, Dickinson
25. Hauptmann, Stacy*-Denny's Electric, Dickinson
26. Heidecker, Nicole-Baranko Companies, Dickinson
27. Heidt, Kim*-Steffes, LLC, Dickinson
28. Hintz, Kristy*-Ixom Watercare, Dickinson
29. Hintz, Layne-City of Dickinson
30. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
31. Howe, Rebecca*, SHRM-SPC, SPHR-Savanna Well Servicing, Dickinson
32. Jacobson, Amy-Steffes, LLC, Dickinson
33. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
34. Johnson, Mackenna-Ion Field Services, Dickinson
35. Jordre, DeEll*- Marathon Petroleum, Dickinson
36. Karsky, Alissa*-Ironworks, Dickinson
37. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
38. Klein, Lisa-OMNI Environmental Solutions, Williston
39. Klusmann, Chandra-Steffes, LLC, Dickinson
40. Kovash, Aimee-Job Service, Dickinson
41. Lantz, Nancy - Southwestern District Health Unit, Dickinson
42. Logan, Katrina, PHR*-Baker Boy, Dickinson
43. Matthews, Libby*-Dickinson Ready Mix, Dickinson
44. McCoy, Mariel-Baranko Companies, Dickinson
45. Messer, Jennefer, SHRM-SCP*-Fisher Industries, Dickinson
46. Miller, Shea-Ebeltoft.Sickler.Lawyers, Dickinson
47. Miller, Paxton-ION Fields Services, Dickinson
48. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
49. Murray, Jen*-Southwest Water Authority, Dickinson
50. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
51. Nicklos, Amanda-Steffes, LLC, Dickinson
52. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
53. Norby, Jenna-McKenzie County, Alexander
54. Northrup, Terri-McKenzie County, Watford City
55. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
56. Oase, Matt*, SHRM-CP-City of Killdeer
57. Ortiz, Sofia*
58. Parkin, Dannielle-TMI, Dickinson
59. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
60. Pearson, Madison-Steffes, LLC, Dickinson
61. Pokorny, Ivy-Marathon Petroleum, Dickinson
62. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
63. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
64. Ricks, Maria-Community Action, Dickinson
65. Riely, Patty-Dickinson Parks & Recreation, Dickinson
66. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
67. Stoltz, Melissa, SHRM-SCP*, Dickinson
68. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
69. Suter, Carissa, SHRM-SCP- Marigold Consulting, LLC, Watford City
70. Swanson, Ashley*-Steffes, LLC, Dickinson
71. Torgerson, Natalie, SHRM-CP*-City of Dickinson
72. Tysver, Danita - Stark County Development, Dickinson
73. Wallace, Sarah*- Wallace Business Services, Dickinson
74. Willett, Janelle - Connect Medical Clinic, Dickinson
75. Zubke, Carrie, SPHR, SHRM-SCP*, - Bravera Holdings Corp, 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