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## August Meeting Information

### Retaliation Law

Presented by  
Allison Mann and  
Pete Morowski  
Ebeltoft.Sickler.Lawyers

Thursday, August 11, 2016  
Dickinson Elk's Lodge  
11:30 am MT

Menu:  
Soup & Salad Bar  
or  
Teriyaki Chicken Bowl

## Ebeltoft. Sickler. Lawyers to Present in August

Allison Mann and Peter Morowski with Ebeltoft. Sickler. Lawyers in Dickinson will present our August program on Retaliation Law. Peter Morowski is an Associate Attorney at Ebeltoft . Sickler . Lawyers, where he primarily focuses his practice within the Real Estate, Mineral and Environmental, Alternatives to Litigation and Litigation Solutions practice areas. Allison Mann is an Associate Attorney at Ebeltoft . Sickler . Lawyers where she is practicing with the Business Solutions, Personal Planning and Organizational Consultants teams.

The presentation will be focused on the increasingly prevalent problem of retaliation in the workplace. An overview of the relevant state and federal law will be provided, along with real world practice examples.

Key learning objectives include:

1. To broaden the audience's knowledge base on laws related to workplace

*(Continued on page 6)*

## October is Membership Month!

Watch for details on SAHRA's Membership Month coming in October! Lots of great door prizes, plus opportunities to win a free SAHRA membership for your guests! October's meeting will be sponsored by Train ND and will feature a speaker from their Speaker's Bureau. Details coming soon! ■

Save the Date!

**MEMBERSHIP MONTH**

**October 13, 2016**

## 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

I'd like to take a moment to thank Shelly Nameniuk for all of her hard work as Program Director! Shelly has resigned from her position on the SAHRA board. Shelly, you have played a huge role in SAHRA's success and you will be greatly missed on the board! We wish you the best of luck in the future and hope to continue seeing you at chapter meetings so we can keep in touch!

Like I said last month, if you are looking to be part of a fun team, consider joining the SAHRA Board of Directors! We meet once per month, typically at 10:30 am before the monthly chapter meeting. While some positions are more involved than others, the time commitment is very little for such a rewarding position. Here are our open positions for 2017-2018:

2017-18 President  
2017-18 President-Elect / Legislative Director  
2017-18 Secretary/Treasurer

**SHRM**  
**Foundation**  
★ 2015 CHAPTER CHAMPION ★



2017-18 Membership Director  
2017-18 Program Director  
2017-18 Certification Director  
2017-18 Community Relations Director

Several of you have already expressed interest – THANK YOU! I think we have some great options at this time. If you are still out there wondering if this might be for you, please feel free to reach out! You might even be able to try us out by assisting one of our current directors so you can test the waters before committing. Call me at 701-456-9184, or email me at [dscheeler@fisherind.com](mailto:dscheeler@fisherind.com), and I'd be happy to answer any of your questions.

DeAnn Scheeler, SHRM-SCP  
SAHRA Chapter President  
[dscheeler@fisherind.com](mailto:dscheeler@fisherind.com)

## Treasurer's Report

Southwest Area  
Human Resource Association  
July, 2016

New Statement Balance				
Current Checks / Deposits		Interest Earned		
Compare to ending bank statement balance				
Outstanding Checks / Deposits				
TOTAL:				

**Financials**

**available**

**next month.**

## SAHRA Board Meeting Minutes

July 14, 2016

Present: DeAnn Scheeler, Chelsea Dicke, Kathleen Obritsch, Melissa Stoltz, Carrie Zubke, Amber Mathieson, Shelly Nameniuk, and Marie Bittner (via phone). Absent: DeEll Jordre and Christina Anthony.

President DeAnn Scheeler called the meeting to order.

Secretary's Report: The June board minutes were submitted. Upon motion by Chelsea Dicke, second by Amber Mathieson, motion carried to approve the June minutes as presented.

Treasurer's Report: The June treasurer's report was submitted in the newsletter. Upon motion by Carrie Zubke, second by Melissa Stoltz, motion carried to approve the report as presented.

Shelly Nameniuk excused herself from the meeting.

Newsletter: The July newsletter was posted on the website and an email notification was sent to all registered members.

### COMMITTEE REPORTS:

Program: Shelly has resigned her position of Program Chair. She has the August program in process so DeAnn will follow up with her regarding details. Amber created a speaker form that will be of great assistance in gathering information from speakers in advance. The form will help in submitting information for certification credits as well.

Diversity-Chelsea Dicke: No report.

SHRM Certification-Carrie Zubke: Carrie reported four members of our study group have recently certified through SHRM. Melissa Stoltz and Jennifer Gooss have received SHRM-SCP certification and Amanda Pearson and Lynae Pearson have received SHRM-CP certification. There is at least one additional chapter member planning to test in July. Carrie will remind the membership of the free test certificate that is available. Anyone interested should apply to the board. If there is interest, a new testing study group will be set up this fall. Bismarck State College is holding a certification class beginning in August in Bismarck. Carrie will distribute a flier at the membership meeting.

Foundation-Marie Bittner: Marie has resigned her position of Past President / Foundation Director. The July raffle item has been donated by American Bank Center. Marie would like to donate a basket for August. Carrie and Melissa will coordinate the raffle items for the remainder of the year. Marie reminded the board of the Foundation basket raffle at the State Conference. This year a bucket raffle will be held where conference attendees can purchase tickets and drop their tickets in various prize buckets from which a winner will be drawn.

Government Affairs: Marie has resigned her position of Government Affairs Director. The title of this position will be changed to Legislative Director and the bylaws will be updated.

Membership-Melissa Stoltz: Melissa reported that April Frank with Dry Bulk Rentals / FH Holdings in Dickinson has submitted her application to become a new member.

## Southwest Area Human Resource Association Board of Directors

### President:

DeAnn Scheeler-Fisher Industries  
dscheeler@fisherind.com  
701-456-2179

### Past President / SHRM Foundation Director:

Open

### President Elect / Legislative Director:

Open

### Secretary-Treasurer:

DeEll Jordre-Dakota Prairie Refining, LLC  
DeEll.Jordre@dprefining.com  
701-456-6912

### SHRM Certification Director:

Carrie Zubke-American Bancor, Ltd.  
czubke@weareamerican.com  
701-483-3287

### Diversity Director:

Chelsea Dicke -Theodore Roosevelt Medora Found  
chelsead@medora.com  
701-623- 4444 ext 8802

### Membership Director:

Melissa Stoltz-American Bancor, Ltd.  
mstoltz@weareamerican.com  
701-483-6811

### Program Director:

Open

### Public Relations Director:

Amber Mathieson-Dickinson Parks & Recreation  
amathieson@dickinsonparks.org  
701-456-2074

### Workforce Readiness Director:

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

### Technology Director:

Christina Anthony, CHI St Joseph's Health  
christinaanthony@catholichealth.net  
701-456-4278

(Continued on page 6)

# SAHRA Meeting Minutes

July 14, 2016

Present: Melissa Stoltz, Carrie Zubke, DeAnn Scheeler, Kathleen Obritsch, Amber Mathieson, Pam Pavlicek, BJ Ridl, Nancy Lantz, Aimee Kovash, Dave Huizenga, Carissa Suter, Lynae Harper, Laura Perry, April Frank, Kari Shea, Connie Lindbo, Erv Bren, Tammy Haugen, Krissy Kilwein, Uma Hoffmann, Lindsey Cook, Kaylen Morast, Chris Price, and LeAnne Berry.

Guests present: April Frank-Dry Bulk Rentals/FH Holdings, BJ Ridl-Theodore Roosevelt Medora Foundation, Jared Erie-Therapy Solutions.

President DeAnn Scheeler called the meeting to order.

Guests were introduced.

The chapter meeting minutes were included in the June newsletter. Upon motion by Lindsey Cook, second by Connie Lindbo, motion carried to approve the minutes as presented. The treasurer's report was also included in the newsletter.

DeAnn congratulated our newly certified members: Melissa Stoltz, Rynae Golke, Jennifer Gooss, and Lynae Harper.

DeAnn announced April Frank with Dry Bulk Rentals/FH Holdings has submitted her membership application. Upon motion by Melissa Stoltz, second by Kathleen Obritsch, motion carried to accept April as a new member.

## ANNOUNCEMENTS:

DeAnn reminded members that the ND Governor's Workforce & HR Conference

will be September 20-22 in Bismarck. The venue is changing from the Ramkota Hotel to the Bismarck Event Center.

## COMMITTEE REPORTS:

SHRM Certification – Carrie Zubke: Carrie recognized the SAHRA study group members that recently passed the SHRM certification exam. If any member is interested in applying for a free SHRM certification test fee, please contact Carrie. We will be giving one away which is good for the fall exam period. You will be asked to write a short letter to the Board of Directors. The current study group is wrapping up. If anyone is interested in a study group for this next exam period, please contact Carrie. There is also a certification class that Bismarck State College is offering in Bismarck that will begin in August.

Diversity – Chelsea Dicke: No report.  
Foundation / Past President: Marie Bittner has resigned her position. This month's SHRM Foundation raffle item was sponsored by American Bank Center.

Legislative Director / President-Elect: Marie Bittner has resigned her position. No report.  
Membership – Melissa Stoltz: No report.  
Program – Shelly Nameniuk: Shelly Nameniuk has resigned her position. No report.

Publicity – Amber Matthieson: No report.  
Workforce Readiness – Kathleen Obritsch: No report.

Secretary / Treasurer – DeEll Jordre: No report.

Technology – Christina Anthony: No report.

## OLD BUSINESS:

Several SHRM scholarship / award

application deadlines were announced.

- SHRM Foundation Scholarship deadline: 7/15/16
- Michael R. Losey Excellence in HR Research Award: 7/15/16
- Susann R. Meisinger Fellowship for Graduate Study in HR: 7/15/16

If you are interested in getting more information, please contact DeAnn.

## NEW BUSINESS:

DeAnn reminded the membership of the upcoming director openings. If you are interested in volunteering, please contact her or visit with any of our current directors. The positions are two-year terms. New for 2017-18 will be a Community Relations Director to coordinate our chapter's community project, among other duties. More details to follow.

2017-2018:

President  
President-Elect / Legislative Director  
Secretary/Treasurer  
Membership Director  
Program Director  
Certification Director

The Technology Director will be combined with the Publicity Director.

Uma Hoffmann was the winner of the SHRM Foundation basket. Thanks to everyone who contributed this month.

## PROGRAM:

Jared Erie, Therapy Solutions presented Workplace Ergonomics.

The meeting adjourned at 1:00 p.m. ■

Minutes Submitted by:  
Carrie Zubke, Certification Director  
DeAnn Scheeler, President





## What Does At-Will Employment Mean for Employers?

In North Dakota, and every other state other than Montana, employment is presumed to be “at-will.” What this means, is that, generally, an employer can terminate an employee at any time, with or without cause, for any legal reason. Likewise, an employee can terminate the relationship at any time, just because they feel like it.

However, both state and federal law have abridged the at-will doctrine by carving out exceptions to the general rule. Laws have created protected classes and situations where an employer cannot discharge an employee without legal repercussions. In addition, the employer’s own policies and contracts may limit its right to terminate an employee.

Some legal commenters have even theorized that at-will employment is essentially worthless to an employer, after taking these factors into consideration. While this statement may be an extreme interpretation, there is some truth at its foundation.

### Laws Abridging Employers’ Rights

Laws restricting the at-will doctrine are found at both the federal and the state level. They include, but are not limited to, the following:

- The Americans with Disabilities Act;
- The Civil Rights Act of 1964;
- The Age Discrimination in Employment Act;
- The Family and Medical Leave Act;
- The Pregnancy Discrimination Act;
- Sarbanes-Oxley Act;
- Uniformed Services Employment and Reemployment Rights Act;
- North Dakota Human Rights Act;
- North Dakota Retaliation Law;
- North Dakota law relating to employer’s discriminatory

- practices; and
- Workers’ Compensation laws.

These are just to name a few. The more pessimistic commenters argue that these laws have essentially made everyone part of a protected class: women (or men), racial minorities (or those in the majority), pregnant women (or those recently pregnant), those with a medical condition (or with a close relative with a medical condition), the religious (or not), the married (or unmarried), whistleblowers, military, the aged, disabled and those that have been injured on the job. It is hard to find an employee that won’t fit into at least one of these categories.



Allison Mann | Lawyer

However, these laws don’t mean that you cannot fire someone that belongs to a protected class. They do mean that you cannot fire someone *because* they are part of one of these protected groups. Where employers get in trouble is when there is no clear reason why an employee was fired. In many of these instances, the employee may assume, and oftentimes can make a very good showing, that they were fired for an illegal, discriminatory reason. Take for example Jane, a pregnant employee who was terminated because of consistent, poor work performance. Jane may argue that she was fired because she was pregnant. Depending on the circumstances, Jane may be able to prove wrongful termination if her employer cannot show another valid reason for the termination.

### Contracts and Policies Abridging Employers’ Rights

In many situations, an employer may contract away its “at-will” employer status. These situations range from individual employment contracts to collective bargaining agreements. Generally, an employer cannot terminate these employees unless it can show good cause for such termination. One common example of this situation specifically recognized in North Dakota law is employment for a definite term. For example, a clause in the contract that states: “The term of this agreement is for \_\_\_ years.”

In addition, an employer may inadvertently waive at-will status in

*(Continued on page 7)*

## SAHRA Board Meeting Minutes

(Continued from page 3)

**Publicity–Amber Mathieson:** Amber stated she will be putting together an e-blast for membership month that will go out through SHRM to all SAHRA members and members at-large in our area and through the Dickinson Chamber of Commerce to all Chamber members. Discussion was held about combining the Publicity Director with the Technology Director position. Upon motion by Carrie, second by Melissa, motion carried to combine the two positions for next year and update the bylaws accordingly.

**Workforce Readiness-Kathleen Obritsch:** Kathleen indicated work continues on the new 'Hawk 4 Hire' website for Dickinson State University. She will keep us posted. There was also discussion about inviting Dickinson State University students taking a human resource class to join our chapter as student members this fall. The board will be in touch with Cal Kolling who is teaching

HR classes to see if we could present to his classes at some point this fall. There may also be an opportunity to involve some DSU students in the State HR Games competition this year.

### OLD BUSINESS:

DeAnn reminded the board of the upcoming State HR Conference which is September 20-22, 2016 in Bismarck. The conference website is now open for registrations.

### NEW BUSINESS:

Nominations are being sought for several open board positions.

- President
- President Elect / Legislative Director
- Secretary / Treasurer
- Membership Director
- Program Director
- Technology Director -combined with Publicity Director
- Certification Director
- Community Relations Director - due to the Technology Director being combined with the Publicity Director,

the board discussed adding a new position to the board; upon motion by Amber, second by Kathleen, motion carried to add this new position to the board and the bylaws will be updated accordingly. DeAnn will do some research on job descriptions.

DeAnn will announce the openings at the July membership meeting. Several of our current directors have indicated interest in returning to the board. The board discussed many other chapter members who would be qualified to fill these positions. DeAnn indicated updates to the bylaws are still in process from our previous revisions. These latest changes to the board titles will be made and then a final copy of the bylaws will be submitted to SHRM.

Meeting adjourned. ■

Submitted by:  
Carrie Zubke, Certification Director

Approved by:  
DeAnn Scheeler, President

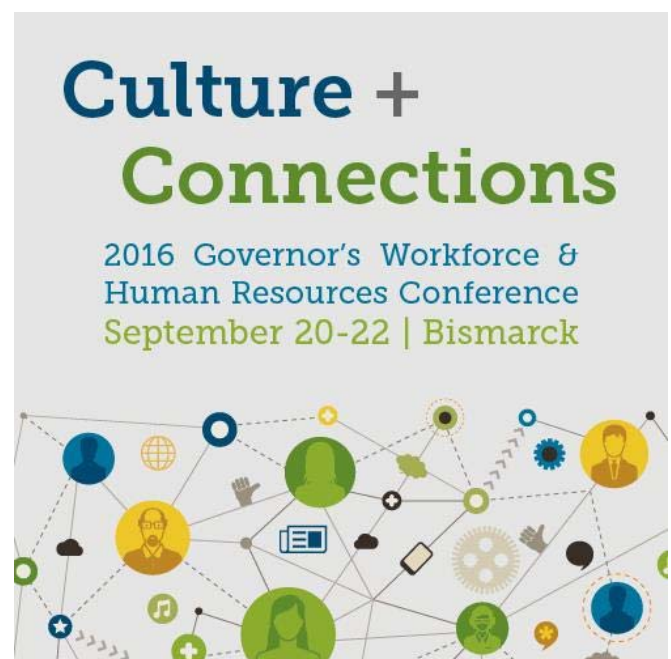
## August Meeting

(Continued from page 1)

- retaliation, including both state and federal law.
2. To make employers aware of the warning signs of retaliation in the workplace.
  3. To provide the tools for an HR professional to react effectively in situations where retaliation may arise.
  4. To offer guidance to employers that will minimize the risk of retaliation claims in the future.



Join us for the next SAHRA meeting on Thursday, August 11, 2016, 11:30 am MT at the Dickinson Elk's Club. ■



<http://www.workforce.nd.gov/workforce/GovernorsWorkforceHRConference/>

## What Does At-Will Employment Mean for Employers?

*(Continued from page 5)*

its own policies. Two common policies terminated employees have argued waive at-will employment are probationary period policies and progressive discipline policies. Employees argue that these policies give them the right to either work for the entire probationary period, or that the entire progressive discipline policy must be followed before an employee can be terminated.

### The Takeaway:

In theory, at-will employment gives employers the power to react to day-to-day situations, and make real-time employment decisions. As shown above, this power is tempered by law and private agreement.

So, how should employers address these issues?

First, employers should minimize the risk of a seemingly discriminatory termination. The following guidelines can help ward off such wrongful terminations suits:

- Clearly communicate all job requirements and standards to employees;
- Apply all requirements to employees consistently;
- Investigate any complaints against an employee before taking disciplinary action; and
- Consider all applicable laws and policies before making a termination decision.

Second, employers must avoid inadvertently waiving at-will employment status, or be aware when at-will employment has been waived.

These are just a few general tips. For more specific guidance or for help in developing policies to address at-will employment, it is recommended that competent legal counsel be consulted.



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.

Allison Mann | Lawyer

2272 Eighth Street West | Dickinson, ND 58601

701.225.LAWS (5297) tel

701.225.9650 fax ■

## SHRM Foundation Fundraiser Movie Night Basket

For each \$1 donation to the SHRM Foundation, your name will be entered into the raffle drawing for this prize. Drawing to be held August 11, 2016 at the SAHRA meeting. Thank you for your support of the SHRM Foundation!

Permit #15-25

*If you or your business are interested in donating an item for the SHRM Foundation Fundraiser, please contact: DeAnn Scheeler, SAHRA President.*



## SHRM State Council Announces Position Openings

The following North Dakota State Council board positions are open for a 2-year term beginning January 1<sup>st</sup>, 2017:

- Diversity Director
- Legislative Director
- Secretary / Treasurer
- SHRM Foundation Director
- Workforce Readiness Director

Visit [nd.shrm.org/about-us](http://nd.shrm.org/about-us) to view detailed descriptions for these positions.

### Why become a ND SHRM board member?

Here are just a few of the many reasons...

- Professional Networking
- Free Conferences
- Leadership Skills
- Recertification Credits just for being a volunteer
- New Friendships
- Legislative Advocacy
- Build Your Resume
- Advance the HR Profession in ND



### Interested?

If you are interested in being placed on the ballot for one of these open board positions, please apply to [aunser@marvin.com](mailto:aunser@marvin.com) no later than Friday, September 9<sup>th</sup>, 2016. Your application email should include:

1. Resume
2. Cover letter
3. Which board position you are interested in and why
4. An outline of any past and/or current volunteerism activities

If you have any questions regarding the open positions, please feel free to reach out to Amber Unser, State Director, ND SHRM State Council at [aunser@marvin.com](mailto:aunser@marvin.com) or 701-388-0703. ■

## Congratulations!

The Southwest Area Human Resource Association would like to recognize and congratulate

**Amber Mathieson**

on earning her SHRM-CP certification.

Amber is the Business/Finance Manager with Dickinson Parks & Recreation. Congratulations Amber!



## Sarita Haag Awarded SHRM Certification Test

The Southwest Area Human Resource Association is pleased to announce that Sarita Haag was the winner of our free certification test. Sarita has a mass communications degree and has been in the HR field for 9 years. She is currently an HR Professional with Killdeer Mountain Manufacturing in Dickinson. Sarita stated, "Having the certification will validate my HR experience and expertise. It would be a personally-driven accomplishment that will boost my own confidence as an HR professional and should boost the confidence of those I work with." The current test window is December 1, 2016 to February 15, 2017. Best of luck to you, Sarita, as you pursue HR certification! ■





## SAHRA Spotlight

Meet Rynae Golke! Rynae works for Trial Runners in Dickinson as the HR Manager. Prior to this, she worked as the HR Director at Jacobson Memorial Hospital in Elgin, ND. Rynae earned her Bachelor's of Science degree in business administration with a focus in HR management from Colorado Technical University. She recently earned her Professional in Human Resource (PHR) certification designation from the Human Resource Certification Institute (HRCI), as well. She is very active in her community and church and keeps busy with her family, which includes her husband, Dakota and children – Kayla (19), Lee (14), Alex (10), Mya (8) and Callie (4). Welcome to SAHRA, Rynae! ■



## Strengthen Your Career With a SWOT Analysis

SWOT stands for Strengths, Weaknesses, Opportunities, and Threats.

Whether you're just starting out in the workforce or firmly established in your job, a SWOT analysis can be a useful tool for guiding your career. SWOT stands for Strengths, Weaknesses, Opportunities, and Threats. Here's how to assess each area:

- **Strengths.** What do you consider to be your most useful skills and talents? What motivated you to pursue this particular career path? Do you still feel the same interest and commitment now that you did starting out? What do you contribute to your organization? What knowledge or skills have you gained in the past year that add to your contributions?
- **Weaknesses.** Think about some of your most unpleasant professional experiences. What behaviors or weaknesses of your own may have contributed to them? Can

you think of any pertinent job skills you lack? Are you aware of any personal weaknesses you have that might be undermining your work or your career? The goal isn't to dwell on the negative, but to use your self-knowledge to add to your strengths.

- **Opportunities.** What's going on at the cutting edge of your profession or industry? What kinds of training would enhance your skills, credibility, and reputation in your organization? What new ideas or strategies are going on in your organization that you could be part of? Is your immediate supervisor likely to remain in place, or move on? If the latter, how might that affect your work and career path?

- **Threats.** What's going on in your industry or organization that might negatively affect you? What changes are looming? Do you have freedom to move about the organization, or do you feel trapped with little hope of change? What about the political situation in your organization? Are you in danger of being sucked into battles you don't need to fight? ■

### SWOT Analysis



1. Anderson, Amber-Diamond H Services, LLC, Bowman
2. Beerbower, Mandy-Herberger's, Dickinson
3. Benner, Tiffany-Dickinson State University (student member)
4. Berry-Gietzen, LeAnne-Trial Runners, Dickinson
5. Bittner, Marie\*- Blue Cross Blue Shield, Bismarck
6. Bren, Erv\*- Community Action Partnership, Dickinson
7. Burwick, Sandra - Southwest Water Authority, Dickinson
8. Cook, Lindsey, SHRM-CP\*- Steffes Corporation, Dickinson
9. Cordova, Rosemary-Baker Boy, Dickinson
10. Dicke, Chelsea -Theodore Roosevelt Medora Foundation, Medora
11. Fetch, Cindy – Southwest Water Authority, Dickinson
12. Frank, April-Dry Bulk Rentals, LLC, Dickinson
13. Giese, Donna\*-Continental Resources, Dickinson
14. Golke, Rynae, PHR\* -Trial Runners, Dickinson
15. Gonzalez, Amy\*-McKenzie County Healthcare System, Watford City
16. Gooss, Jennifer-SHRM-SCP\*-Dickinson
17. Haag, Sarita\*-Killdeer Mountain Manufacturing, Dickinson
18. Hanson, Shelly\* - Fisher Industries, Dickinson
19. Harper, Lynae, SHRM-CP\*-Whiting Oil & Gas, Dickinson
20. Haugen, Tammy-Dakota Prairie Refining, LLC, Dickinson
21. Heidt, Amanda-St. Benedict's Health Center, Dickinson
22. Hendricks, Brittney\*- Western Cooperative Credit Union, Dickinson
23. Hintz, Kristy -The Medora Corporation, Dickinson
24. Hoffmann, Uma, SHRM-SCP\*, SPHR- Steffes Corporation, Dickinson
25. Huizenga, David-Bismarck State College/Train ND, Bismarck
26. Hutzenbiler, Rebecca, SPHR, SHRM-SCP\*- Baker Hughes, Dickinson
27. Jackson, Andrea, SHRM-CP\*-Whiting Oil & Gas, Dickinson
28. Jahner, Rosie - Able, Inc., Dickinson
29. Jahner, Zach - Baker Boy, Dickinson
30. Jirges, Karen-Ebeltoft.Sickler Lawyers, Dickinson
31. Jordre, DeEll\* - Dakota Prairie Refining, LLC, Dickinson
32. Kilwein, Krissy-Dickinson State University, Dickinson (student member)
33. Kolling, Cal, SPHR, SHRM-SCP \*- Kolling HR Associates, Dickinson
34. Kovash, Aimee - Job Service North Dakota, Dickinson
35. Krebs, Linda-Stark County, Dickinson
36. Lantz, Nancy - Southwestern District Health Unit, Dickinson
37. Lengowski, Susan\*- St. Benedict's Health Center, Dickinson
38. Lindbo, Connie - Community Action, Dickinson
39. Mann, Allison-Ebeltoft.Sickler Lawyers, Dickinson
40. Massad, Mary\*- SW Water Authority, Dickinson
41. Mathieson, Amber, SHRM-CP\*-Dickinson Parks & Recreation, Dickinson
42. Marquardt, Dawn– City of Killdeer, Killdeer
43. Messer, Jennefer, SHRM-SCP\*- Fisher Industries, Dickinson
44. Morris, Shauna\*-Theodore Roosevelt Medora Foundation, Medora
45. Mural, Olyana-Dickinson State University, Dickinson (student member)
46. Nameniuk, Shelly\*- City of Dickinson, Dickinson
47. Nash, Tracy\*-Tooz Construction, Dickinson
48. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
49. Pavlicek, Pam, PHR SHRM-CP\* - Southwest Grain, Dickinson
50. Pearson, Amanda, SHRM-CP\*-Continental Resources, Dickinson
51. Perry, Laura-Sax Motors, Dickinson
52. Peterson, Donette, SPHR, SHRM-SCP\* - Missouri Valley Petroleum, Mandan / Belfield
53. Praus, Carey\*-Benz Oil Co, Killdeer
54. Price, Christopher-Southwest Water Authority, Dickinson
55. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
56. Reindel, Rebecca-USC Staffing, Inc., Dickinson
57. Roller, Sue, SPHR, SHRM-SCP\*- Baker Boy, Dickinson
58. Scheeler, DeAnn, SHRM-SCP\*- Fisher Industries, Dickinson
59. Schwindt, Scott - Western Cooperative Credit Union, Dickinson
60. Senator Heidi Heitkamp Office—Dickinson
61. Shea, Kari - North Dakota Vocational Rehabilitation, Dickinson
62. Spangler, Amy - City of Dickinson
63. Stenger, Heidi-Theodore Roosevelt Regional Airport, Dickinson
64. Stoltz, Melissa, SHRM-SCP\*- American Bancor, Ltd., Dickinson
65. Suter, Carissa\*-SHRM-CP, McKenzie Electric Co-Op, Watford City
66. Thornton, Kaela\*-Continental Resources, Dickinson
67. Tuhy, Shar - American Bank Center, Dickinson
68. Tysver, Danita - Stark County Development, Dickinson
69. Volesky, Janel\*-St Luke's Home, Dickinson
70. Vollmer, Sara , CPP, CCT- Bismarck State College, Bismarck
71. Wagner, Stacy\*-Red Trail Energy, Richardton
72. Wald, Irene\*- Consolidated Telcom, Dickinson
73. Wallace, Sarah\*- Able, Inc., Dickinson
74. Zubke, Carrie, SPHR, SHRM-SCP\*- American Bancor, Ltd., Dickinson

\* - indicates SHRM 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