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## July

### Meeting Information

## Workplace Ergonomics presented by Jared Erie, OTR/L, Therapy Solutions

Thursday, July 14, 2016  
Dickinson Elk's Lodge  
11:30 am MT

Menu:  
Soup & Salad Bar  
Or  
Burger Basket

## Workplace Ergonomics

The Southwest Area Human Resource Association welcomes Jared Erie, OTR/L with Therapy Solutions to our July meeting. Jared graduated from the University of North Dakota in 1995 with a degree in Occupational Therapy. He has been practicing in the Dickinson area since 1997 and has been Workwell Systems certified since 1999. In 2010, Jared and his wife, Brenda, opened Therapy Solutions. Jared's specialties are ergonomic analysis, development of functional job descriptions, fit for duty testing, neurologic intervention and treatment of elbow, wrist and hand injuries.



Jared Erie, OTR/L

Jared's presentation will be "A Company's Most Important Assets – Happy & Healthy Workers." The presentation will include discussion of the most current ergonomic programs to assist companies to better identify ergonomic issues, develop an effective plan of implementation and utilize available grant dollars for assistance toward ergonomic equipment. The presentation will also include discussion of "no-cost" ergonomic training programs directed toward worker safe movement principles and implementation of a company stretching program.

Jared and his wife Brenda have been married 20 years and they have three children: Jaxon, Jada and Jersey. Please join us for SAHRA's July meeting. ■

**Therapy**  **Solutions**  
**TAKE YOUR LIFE BACK.**



### **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**

**SHRM**  
**Foundation**

★ 2015 CHAPTER CHAMPION ★



I'd like to take a moment to thank Marie Bittner for all of her hard work this year as Past-President/Foundation, and for taking on the President-Elect role as well! Marie has been a big part of SAHRA for several years, and as she moves on toward a new career move in Bismarck, I want to wish her the best of luck!

Having said that, we do have some critical board positions open due to Marie's absence, and normal transition of board positions. 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 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 upcoming open positions for 2017-2018:

2017-18 President  
2017-18 President-Elect/Legislative Director  
2017-18 Secretary/Treasurer  
2017-18 Membership Director  
2017-18 Program Director  
2017-18 Technology Director (potentially combined with PR for next year??)  
2017-18 Certification Director  
2017-18 \*New\* Position (assuming that

Technology & PR are combined)  
Professional Development?  
Community? Legislative Director?

Are you someone who likes to travel? The President and/or President-Elect have the opportunity to attend a fully paid trip to Washington D.C. in November! We typically send one person each year, but with both of these positions open this year, it would be great to send 2!

As someone who was graciously "recruited" by Marie Bittner & Melissa Stoltz a few years back, I can say that being part of this board has truly been a fantastic experience. I have learned a lot about the profession, SHRM, and had so many incredible networking opportunities. For such a small time commitment, I highly recommend that you consider at least contacting me or another board member to hear more about the available opportunities.

Want to hear more? Call me at 701-456-9184, or email me at [dscheeler@fisherind.com](mailto:dscheeler@fisherind.com), and I'd be happy to meet you for coffee or lunch soon! ■

DeAnn Scheeler, SHRM-SCP  
SAHRA Chapter President

## **Treasurer's Report**

Southwest Area  
Human Resource Association  
June, 2016

New Statement Balance				\$14,448.57
Current Checks / Deposits	6/20/2016	Interest Earned		\$0.13
	5/20/2016	Deposit	Membership fees	\$145.00
Compare to ending bank statement balance		\$14,593.70		
Outstanding Checks / Deposits	6/51/2016	TNT Training	May Speaker-Michelle Wall	(\$609.00)
TOTAL:				\$13,984.70

# SAHRA Board Meeting Minutes

June 13<sup>th</sup>, 2016

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

President DeAnn Scheeler called the meeting to order.

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

Treasurer's Report: The April and May treasurer's reports were submitted. Upon motion by Melissa Stoltz, second by Kathleen Obritsch, motion carried to approve the report as presented.

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

## COMMITTEE REPORTS:

Program – Shelly Nameniuk: DeAnn gave updates.

July- Therapy Solutions on Workplace Ergonomics

Carrie gave credit to Jobs HQ for a job well done at the June meeting; she felt the speaker and topic went over well.

DeAnn added that our submittal for reimbursement request for the May speaker was declined. She added that with tight budgets on the state side, additional funding resources maybe limited.

DeAnn indicated that Shelly is requesting assistance with programming for SAHRA meetings. Carrie offered to help apply for certification credits on our speakers who would qualify for continuing education credits. The board felt that certification credits remain important, as more members are becoming certified.

Melissa brought up emailing the monthly speakers with a list of questions to try and get information a head of the time. This would help with bios and certification credits. She would have a template that we could use.

Diversity-Chelsea Dicke– No report.

SHRM Certification-Carrie Zubke: Carrie stated that we have a few members testing during this upcoming testing window and would circle around with membership to see if any members are planning to test this fall.

Board discussed how to handle the free testing certificate that DeAnn won. The certificate is only going to be good for the fall testing window (May 16-

*(Continued on page 9)*

## 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 / Governmental Affairs:

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:

Shelly Nameniuk-City of Dickinson  
shelly.nameniuk@dickinsongov.com  
701-456-7801

### 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



# SAHRA Meeting Minutes

June 9, 2016

Present: Donna Giese, Rosie Jahner, Kaela Thornton, Carissa Suter, Sarah Wallace, Amanda Pearson, Chelsea Dicke, Tammy Haugen, Lynae Harper, Laura Perry, Heidi Stenger, Shirley Meyer, Amber Matthieson, Uma Hoffman, Lindsey Cook, Sheena Schwindt, Pam Pavlicek, Aimee Kovash, Danita Tysver, Carrie Zubke, Melissa Stoltz and Marie Bittner.

Guests present: Rynae Golke and LeAnne Berr-Gietzen - Trial Runners.

President-Elect Marie Bittner called the meeting to order.

Guests were introduced.

## NEW MEMBERS:

Upon motion by Donna Giese, second by Sheena Schwindt, motion to accept Rynae Golke from TrialRunners as a new member; motion carried.

## ANNOUNCEMENTS:

- Congratulations to Lynae Harper for earning her SHRM-CP certification and to Rynae Golke for earning her PHR certification!
- Congratulations to SAHRA on earning the 2015 Membership Superstar Award!
- SHRM Annual Conference is June 19-22 in Washington, DC
- ND Governor's Workforce & HR Conference is September 19-21 in Bismarck

## COMMITTEE REPORTS:

SHRM Certification – Carrie Zubke: No report.

Diversity – Chelsea Dicke: No report.

Foundation / Past President – Marie Bittner: No report.

Government Affairs / President-Elect – Marie Bittner: No report.

Membership – Melissa Stoltz: No report.

Program – Shelly Nameniuk: No report.

Publicity – Amber Matthieson: No report.

Workforce Readiness – Kathleen Obritsch: No report .

Secretary / Treasurer – DeEll Jordre: The treasurer's report is in the newsletter. President-Elect Bittner called for a motion to approve the May chapter meeting minutes that were published in the June newsletter. Amber Matthieson made the motion and Laura Perry seconded the motion. The motion passed.

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

## NEW BUSINESS:

President-Elect Bittner announced that six board positions are open for election year

2017-2018:

1. President-Elect/Government Affairs
2. Secretary/Treasurer
3. Membership
4. Program
5. Technology
6. Certification

If you are interested in volunteering, please contact Marie.

## PROGRAM:

Angelo DeFilippis, Director Operations, JOBSHQ.com – The Importance of Employer Branding in your Local Community.

The meeting adjourned at 1:05 p.m. ▪

Minutes Submitted by:  
Melissa Stoltz, Membership Director  
Marie Bittner, President-Elect

## Like us on Facebook!

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





## Let's Talk About Wages

Should co-workers discuss or compare their salary information?

I was recently listening to a radio show, where the host presented this same question in the context of a recent news story about a teenage girl who just accepted a job at a pizza parlor was fired for asking for a raise when she discovered that her male co-worker made twenty-five cents more per hour. Her male co-worker was also fired. The explanation given to both teens was that it was against company policy to allow employees to discuss wages.

Now, the radio host framed the question not as an equal gender pay question (which has gotten nationwide negative attention) but instead asked whether the employees had a right to discuss salary information. He wanted to know what his listening public thought of the situation. Quite a few people called in and were very fired up; however, what they were fired up about surprised me. The overwhelming majority of the callers could not believe that these teens thought it was ok to discuss salary information at all. One caller, who self-identified as a restaurant manager, said that if he ever found out his employees were comparing pay they would be fired immediately.

Other callers took a slightly more sympathetic approach and said that they thought it was fine for an employee to negotiate their own salary, but that it was still not right to freely discuss salary information with co-workers. Not one caller stood up for the two teens who were fired (though I did not listen to the entire program).

aptly, whether an employer can prohibit such discussions from taking place. That is what we are here to examine today.

### The Law:

The National Labor Relations Board has rather strong opinions about what employee actions an employer can regulate. It is strongly on the side of allowing employees to engage in pay discussion. It finds support for this stance in Section 7 of the National Labor Relations Act. Employers cannot limit an employee's activities for the purposes of "collective bargaining or other mutual aid and protection." The NLRB makes it clear that it considers discussing salary such a right.

Similarly, President Obama issued an executive order on April 8, 2014 prohibiting federal contractors from retaliating against employees that share salary information. This covered any gap in the NLRA regulations for federal employers.

Thus, it is not legal to prohibit employees from discussing their wages with other employees.

### The Takeaway:

You cannot punish an employee for discussing pay with another employee. Don't do it.

Proactive employers should consider adopting a policy that expressly states the company will not discriminate on this basis.

It similarly surprised me that no one asked the question of whether or not it was legal for co-workers to discuss salary information, or more

The following language may be considered:

[Company X] will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has

inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant.

For more specific guidance, it is recommended that businesses consult competent legal counsel.



### 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  
58602-1598  
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701.225.9650 fax ■

## Are You Interested in Certification?

How about a free certification test?

Congratulations to our newly certified SAHRA members! What an accomplishment! Are you interested in learning more about certification? Carrie Zubke, SAHRA's Certification Director, is organizing an educational session for those interested in hearing more about SHRM certification. And there's more... SAHRA has a certificate to give away to a SAHRA member for a free certification test (value \$300 SHRM Members / \$400 Non-SHRM Members). If you are interested in becoming certified and your employer is not able to sponsor your test, just write a letter to the SAHRA Board of Directors,

indicating why you want to become certified, and the SAHRA Board of Directors will randomly choose a winner to test in the next testing period. Your letter must be submitted by August 1, 2016. Please email to Carrie Zubke at [czubke@weareamerican.com](mailto:czubke@weareamerican.com).

The application window for SHRM certification testing is currently open until October 21, 2016. Tests must be completed between December 1, 2016 and February 15, 2017. Contact Carrie Zubke for more information.

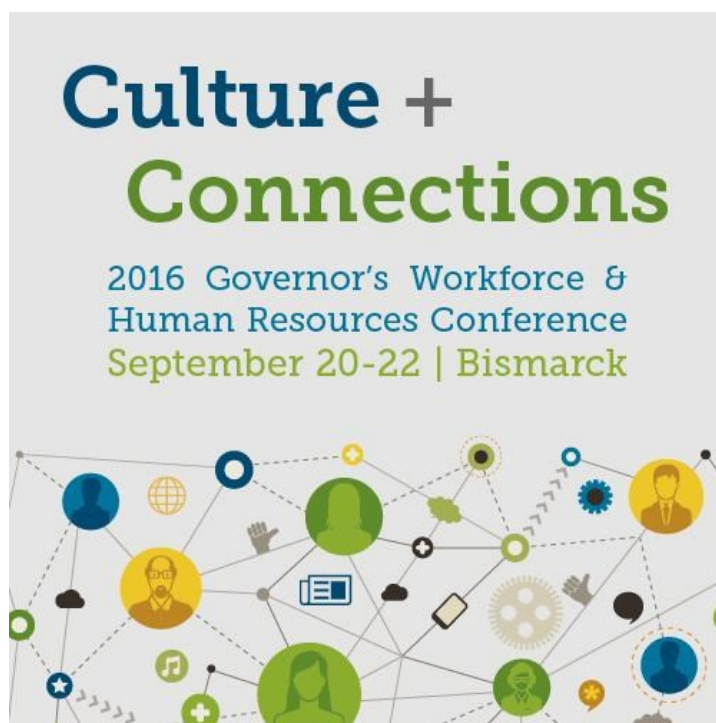
### So Why Certify?

SHRM certification makes you a recognized expert and leader in the HR field -- and a valuable asset to your organization. SHRM's CP (Certified Professional) or SCP (Senior Certified

Professional) certification will set you apart from your colleagues, proving your high level of knowledge and skills.

### Top 5 Ways Your Organization Will Benefit From Your SHRM Certification

1. Your knowledge will be current and relevant.
2. You will learn practical skills that will impact your job immediately.
3. SHRM's certification was developed with employers in mind.
4. Your knowledge and skills will be globally applicable and universally recognized.
5. Your certification and training is provided by the leading advocate for HR professionals. ■



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

## October is Membership Month!

Watch for details on SAHRA's Membership Month coming in October! Lots of fun 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**



# Congratulations!

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

**Jennifer Gooss**

on earning her SHRM-SCP certification.

Jennifer is the City Attorney for the City of Dickinson.

Congratulations Jennifer!



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

**Melissa Stoltz**

on earning her SHRM-SCP certification.

Melissa is the HR Specialist with American Bancor, Ltd. in Dickinson.

## SHRM Foundation Fundraiser “American” 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 July 14, 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.*

## SAHRA Spotlight

SAHRA welcomes Sara Vollmer as a member! Sara was recently promoted to the Director of Continuing Education, Training, and Innovation at Bismarck State College. She is responsible for the college's Office of Innovation, Continuing Education Programs, TrainND Southwest, Humanities Programs, and the Occupational Safety and Health Consultation program. These programs enroll more than 14,000 participants in 800+ events yearly. Prior to taking on this role, Sara has been developing and customizing training since 1998 with BSC. She has a bachelor's degree in agriculture from North Dakota State University and a master's degree in Higher Education Administration from the University of South Dakota.

Sara has received national certification as both a Certified Program Planner, as well as a Certified Contract Trainer. She is an Alumna of the Bismarck-Mandan Leadership Program and recipient of the Business Watch 40 Under Forty. Sara also volunteers her time as an EMT and is President for the Wing Rural Ambulance Service.

Sara lives in Wing, ND with her husband and three daughters, Brooklyn, Haley, and Callie, where they run a 500 head purebred Angus cattle operation. Sara finds joy in family, friends, and great conversation. Welcome to SAHRA! ■



Sara Vollmer

# Fair Labor Standards Act

## Overtime Regulations

June 2016

*Produced by the SHRM Government Affairs Department*

**Issue:** Under the Fair Labor Standards Act of 1938 (FLSA), employees are to be paid at a rate of at least one and a half times their regular rate for any hours worked over 40 in a week, unless they have been classified as exempt under certain specific statutory categories or meet other requirements in the regulations. Under Section 541 of the FLSA regulations, an employee may qualify as exempt from overtime requirements if he or she satisfies a “primary duties test” (performs specific job responsibilities under the executive, administrative, professional, computer and outside sales regulations); is paid on a salary basis (that is, salary does not fluctuate based on the hours that the individual works); and is paid above a salary threshold set by regulation. Under the current regulations, employees must be paid more than \$455 per week (\$23,660 per year) to satisfy the salary threshold for exemption.

On March 13, 2014, President Barack Obama directed the Department of Labor (DOL), through Presidential Memorandum, to “modernize and streamline” the FLSA overtime regulations. Most recently, on May 18, 2016, DOL released its final regulations. Key provisions of DOL’s final overtime rule include:

- Increasing the salary threshold by more than 100 percent to \$913 per week, or \$47,476 per year. While this level is slightly lower than the threshold in the proposed rule, it still encompasses many employees who are currently classified as exempt.
- Increasing the total annual compensation level for most white-collar workers to be ineligible for overtime pay to the 90th percentile of full-time salaried workers nationally, or \$134,004 a year.
- Including automatic salary threshold increases every three years to maintain the salary threshold level at the 40th percentile in the lowest-wage census regions. Based on current projections, the salary threshold is expected to rise to more than \$51,000 per year, with its first update on January 1, 2020.
- Requiring an effective date of December 1, 2016.

**SHRM Position:** While SHRM supports an update to the salary threshold, a 100 percent increase to the salary threshold in the first year is too high and too fast. The increase will present challenges for employers whose salaries tend to be lower, such as small employers, nonprofits, employers in certain industries and employers in lower cost-of-living areas. Of equal concern, SHRM opposes automatic increases to the salary threshold, which have been considered

and rejected in the past. Automatic increases ignore economic variations of industry and location and the overall state of the economy. Furthermore, the salary threshold — although slightly less than originally proposed — will mean many employees will lose the professional exempt status that they have worked hard for and the flexibility from rigid schedules that they care deeply about.

Given these concerns, **SHRM supports H.R. 4773/S. 2707, the Protecting Workplace Advancement and Opportunity Act**, to nullify the current overtime proposal. This reasonable legislation does not prevent DOL from moving forward with changes to the overtime regulations. It simply requires DOL to perform an economic analysis of how changes to overtime regulations will impact nonprofits, small businesses, and employers in other industry sectors before issuing a new rule. ■





## SAHRA Board Meeting Minutes

*(Continued from page 3)*

October 21<sup>st</sup>, 2016). The board agreed to have interested members write a letter to the board as to why they are interested in becoming certified and if they were responsible for paying for the testing fees out of pocket. Submittals will be due by August 1<sup>st</sup>. A separate email would be sent along with more information in the July newsletter.

Foundation-Marie Bittner: This past month's SHRM Foundation raffle basket was donated by Medora Corporation. The month of July will be provided by American Bank Center.

Government Affairs-Marie Bittner: No report

Membership-Melissa Stoltz: No report.

Publicity –Amber Mathieson: Discussion was held on using more “e-blasts” with the Chamber to get the word out about the upcoming meetings (such as membership month).

Technology-Christina Anthony: No report.

Workforce Readiness-Kathleen Obritsch: Kathleen indicated that there is a new website being developed called Hawk 4 Hire and it will also tie into the internship postings. Board suggested it might be a good thing to speak at a meeting for a few minutes or put something in one of the monthly newsletters.

Kathleen is also going to work with Cal Kolling to see if we can get more students involved with SAHRA and the State HR Games.

Secretary / Treasurer-DeEll Jordre: No report.

### OLD BUSINESS:

DeAnn reminded the board that the Professional Excellence Award is due on July 1<sup>st</sup>. The nominee requirements are that the individual needs to be a current member of SHRM in good standing, actively employed in HR, have at least 5 years' experience in HR management, and has not previously won this

award. She asked that if anyone would like to nominate a member from the chapter, contact her by the end of the week.

### NEW BUSINESS:

DeAnn updated the board on activities from the last State Council meeting. She indicated that the state HR Conference site is up and running. They are focusing on Culture and Connections as the theme. This year's conference dates are September 20-22, 2016. DeAnn also stated that we should be receiving funds for SAHRA members that attended last year's state conference.

Discussion was held with supporting at-large SHRM members who signed up for chapter membership at the State Council. DeAnn inquired if the State Council continues with their initiative to capture more SHRM members at the state conference if SAHRA would be willing to provide those members with waiving the membership fees for 2016. Board agreed, but waiting for more information from State Council.

DeAnn informed the board that the State Council is completing succession planning for board positions and are asking each chapter to identify two members per chapter to could possibly help fill open positions.

DeAnn inquired as to who was attending the National SHRM Convention. She stated that there would be three attendees from Fisher Industries. Board thought that a representative with the City of Dickinson was potentially going. DeAnn discussed Advocacy Day on the Hill and invited those attending from our chapter to go with her.

DeAnn informed the board that she submitted the annual 990N form for SAHRA.

Board agreed to have a July board meeting on July 14<sup>th</sup> at 10:30 am via conference call.

Meeting adjourned. ■

Submitted by:  
DeEll Jordre, Secretary/Treasurer

Approved by:  
DeAnn Scheeler, President

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