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October Meeting Information

Developing Leaders at Every Level

Presented by Kristi Pfliger-Keller

Thursday, October 13, 2016
Dickinson Elk's Lodge
11:30 am MT

Menu:

Soup & Salad Bar
or
Chicken Strip Basket

October is Membership Month!

Featuring "Developing Leaders at Every Level" Presentation

Join us for an exciting meeting in October! It's Membership Month so all members are encouraged to bring a potential member... or two! All guests can have their name entered for a drawing for two free 2017 SAHRA memberships that will be given away! Any new member that joins will receive a 15-month membership for the price of 12-months! All members can enter for some great door prizes!



Kristi Pfliger-Keller

Our October meeting will feature an energizing presentation brought to us by Train ND. Kristi Pfliger-Keller is a high energy speaker and trainer. She has an off-beat sense of humor and real "been-there-done-that" work examples that will leave you laughing, while helping identify practical tools for change. Kristi holds a bachelor's degree in political science and public relations from Northern State University and is also a Certified Family Development Specialist. Kristi lives in Hazen with her husband, son and many 'wayward' animals, as she describes them. She finds joy in family, friends, good coffee, and a great pair of shoes! ■



December Membership Social



The Southwest Area Human Resource Association is pleased to announce a membership social on Thursday, December 8, 2016 from 4-6 pm MT at the Fluffy Fields Vineyard & Winery in Dickinson. This event will be held in place of our regular noon meeting. Join us for a short presentation by The Power of 100 Women organization, the Dickinson Area Chamber of Commerce, and Stark County Development Corporation. In addition, our annual SHRM Foundation Grand Prize Drawing will take place, along with our \$50 Visa drawing for those members that have renewed their membership for 2017 by the December 8th early bird deadline. This will be a great opportunity to network with chapter leaders and members and unwind a bit before the holidays! You don't want to miss it! ■

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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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



Happy Membership Month! The SAHRA Board likes to dedicate a month of extra special events and prizes for our members each year to say thank you to our awesome group of individuals that make up the Southwest Area Human Resource Association. Be sure to attend this month's meeting, and bring a guest if you can!

Last month was the ND Governor's Workforce and HR Conference, and I know we had several members make the trip to Bismarck. One of our very own, Uma Hoffmann, is going to be joining the ND State Council Board as Legislative Director. Congratulations Uma!

If you haven't already, make sure to log in to Facebook and follow SAHRA and the ND SHRM State Council, along with any other SHRM affiliates that interest you. There have been many informative posts on those pages recently, and it's an easy way to stay caught up on all things HR. ■

DeAnn Scheeler, SHRM-SCP
SAHRA Chapter President
dscheeler@fisherind.com

Treasurer's Report

Southwest Area
Human Resource Association
September, 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

No board meeting in September.

ND SHRM Certification Scholarships Offered

The purpose of the SHRM-ND Certification Scholarship is to provide financial assistance to SHRM members who are interested in earning their SHRM-CP or SHRM-SCP and ARE NOT otherwise reimbursed by their employer or other sources.

Description: Scholarship for SHRM-CP or SHRM-SPC testing window of 12/1/16 – 2/15/17.

Amount of Scholarship: 12 scholarships are available in the amount of \$225 each.

Requirements: Must be a SHRM member in good standing. Scholarship recipients are required to provide confirmation of their passing status/credentials to the NDSHRM Certifications Director before funds are released.

Application: Provide proof of registration for the upcoming testing window, complete an application for the ND SHRM Certification Scholarship, and include a current resume.

Deadline: Applications must be in no later than November 1, 2016.

Selection: The application must be complete, include supporting documentation, and be submitted before the deadline. Scholarship recipients will be selected by members of the NDSHRM State Council.

Completed Scholarship applications and current resume should be emailed NO LATER than November 1, 2016 to:
Jennifer Erickson, Certification Director
NDSHRM State Council
NDSHRMCertification@gmail.com ■



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:

Sarita Haag-Killdeer Mountain Manufacturing
sarita.haag@kmmnet.com
701-456-3502

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

SAHRA Meeting Minutes

September 8, 2016

Present: Carissa Suter, Lynae Harper, Laura Perry, Heidi Stenger, Shirley Meyer, Amber Matthieson, Aimee Kovash, Danita Tysver, Carrie Zubke, Melissa Stoltz, Christina Anthony, Nancy Lantz, Chris Price, Amy Spangler, Shar Tuhy, Linda Krebs and Sarita Haag. Guests: None.

President-Elect Sarita Haag called the meeting to order.

ANNOUNCEMENTS:

ND Governor's Workforce & HR Conference in September 19th-21st in Bismarck. A DSU Employer Survey was distributed at the meeting. DSU is looking to gather feedback on Dickinson State graduates. The link is posted on the SAHRA website.

COMMITTEE REPORTS:

SHRM Certification – Carrie Zubke: Carrie reported that the most current BSC/Train ND catalog is available for viewing.

There are multiple classes available in the Dickinson area. Information is available on the SAHRA website.

Diversity – Chelsea Dicke: No report.

Foundation / Past President – Open:

Carrie shared that the September SHRM Foundation raffle basket is a Tailgating Basket. Missouri Valley Petroleum donated the cooler.

Government Affairs / President-Elect –

Sarita Haag: No report.

Membership – Melissa Stoltz: Melissa reported that October is SAHRA's Membership Month. BSC/TrainND Southwest is sponsoring the

programming and Kristi Pfliger-Keller will present

"Developing Leaders at Every Level."

When members bring a guest to the meeting, they are eligible for extra entries for door prizes, as are their guests. Membership applications submitted in October-December will be paid through 2017.

Program – Open: No report,

Publicity – Amber Matthieson: No report.

Workforce Readiness – Kathleen Obritsch: No report.

Secretary / Treasurer – DeEll Jordre:

President-Elect Haag called for a motion to approve the August chapter meeting minutes that were published in the September newsletter. Christina Anthony made the motion and Heidi Stenger seconded the motion. The motion passed.

Technology – Christina Anthony: No report.

OLD BUSINESS:

Back Pack Program – there are 4 spots available (11/9, 11/17, 11/22). Contact Sarita Haag to have your name added to the list.

NEW BUSINESS:

Happy Birthday SAHRA! SAHRA celebrated 17 years on September 9th. Cupcakes were served.

PROGRAM:

Stephanie Franken & Christina Anthony - CHI St. Alexius Health – Healthcare 101

The meeting adjourned at 12:05 p.m. ■

Minutes submitted by:
Melissa Stoltz, Membership Director
Sarita Haag, President-Elect

SHRM Updates

Save the Date: The When Work Works Award Launches September 26

Bragging rights, national recognition as a top employer, and a free benchmarking report are just 3 of the many reasons to apply for the upcoming 2016-2017 "When Work Works" Award. Get the recognition you need to attract and retain the best talent for your organization. Apply for the When Work Works Award September 26, 2016-November 18, 2016. Visit whenworkworks.org to learn more and apply.

Sarita Haag to Represent SAHRA at 2016 Volunteer Leaders' Summit – November 17-19

Get ready to ignite your passion, profession and people! SHRM's 2016 Volunteer Leaders' Summit will take place November 17-19 at the Marriott Marquis in Washington D.C. We will have Capitol Hill visits this year as well on Thursday morning. We hope to see every state and chapter represented at the 2016 Volunteer Leaders' Summit!

Considering Certification?

SHRM Certification Practice Exam Questions

We are excited to announce a new practice exam questions tool for people interested in SHRM certification. The tool allows you to experience the types of questions found on the SHRM-CP and SHRM-SCP exams. You are given a series of 10 questions for each certification that are modeled after the SHRM Certification Exam. To experience the practice exam tool, visit: <http://learnhrm.shrm.org/practice/>. ■



Can Employers Terminate an Employee for Participation in a State-Sanctioned Medical Marijuana Program?

North Dakota employers may soon be asking themselves this question. This year North Dakotans will vote on Initiated Statutory Measure No. 5, or the North Dakota Compassionate Care Act, which seeks to legalize medical marijuana in the state of North Dakota. If this measure passes, North Dakota will join the twenty-five other states that have already legalized marijuana for medical purposes.

This measure raises many questions about the possible implementation and enforcement of the Act, and employment law is one of the areas that will be directly affected. One of the biggest issues that employers could be faced with is the question above.

The answer to this question is not directly addressed in the proposed text of the new statute. This shortcoming has been identified by the state, and in a report regarding the fiscal impact of the measure, it recognizes that “[m]any employers in North Dakota have mandatory drug testing. . . . Should the measure pass, additional legislation would likely be necessary to provide further clarification.”

In the meantime, North Dakota employers are left in the dark. All employers can do at this point is try to prepare. As an exercise in preparation, it is helpful to analyze the approaches other states have taken. In addition, an analysis of current North Dakota employment discrimination law may also help to shed some light.

Prevailing Approaches

The states that have already legalized marijuana (for medical or recreational purposes) do not take consistent approaches to this issue. However, for ease of analysis, these approaches can be separated into two main categories. Those that are more employee friendly, and those that are more employer friendly.

The first approach does not allow employers to discriminate against individuals that hold a valid medical marijuana license. For example, Minnesota passed legislation that mandates “an employer may not discriminate against a person in hiring, termination or any term or condition of employment, or otherwise penalize a person” on the basis of enrollment in a medical marijuana program or a positive marijuana drug test (unless the person uses while on company time

and property). There is another exception to this rule. Employers may discriminate where a failure to do so would jeopardize federal monetary or licensing benefits. This statute has not yet been judicially interpreted, so it is unclear how a court would interpret the limitations to the statute. Other states that use a similar approach include Connecticut, Maine, Illinois and Rhode Island.



The second approach allows employers to enforce strict drug free workplace policies. These states have not passed specific legislation allowing such discrimination. However, they have also not passed legislation prohibiting the discrimination. In the absence of any guidance from the legislatures, the state courts have generally allowed employers to take negative action against an employee based on enrollment in a medical marijuana program or a positive marijuana drug test. States that have employed this approach are California, Montana, Oregon and Washington.

North Dakota Discrimination Law

As mentioned above, the Companionate Care Act does not address whether an employer can terminate an employee for participation in the proposed medical marijuana program. However, North Dakota already has laws in place that prohibit some types of discrimination in employment.

Unlawful discrimination is defined as “an act of prejudice based on race, color, religion, sex, national origin, age, disability, pregnancy, marital status, status with regard to public assistance, or participation in lawful activity off the employer’s premises during non-working hours which is not in direct conflict with the essential business related functions of the employer.”

In a recent Colorado case, an employee argued that a similar discrimination statute prohibited his employer from terminating him due to consumption of medical marijuana. The Colorado court rejected this argument, in large part, because marijuana use is still illegal under federal law. It is unclear whether a North Dakota court would take the same approach.

Thus, North Dakota law is at best unclear as to the issue at hand.

The Takeaway

First and foremost, stay aware of the development of this issue. If the measure does not pass in November, North Dakota employers can

(Continued on page 6)

It's Time To Pack the Backpacks!

For our community service project, SAHRA has volunteered to Pack the Backpacks in November! Volunteers are needed from 6-7 pm throughout the month of November to pack food into packages that will be delivered to Dickinson schools. The packages are tucked into the backpacks of school children in need of food over the weekend. Your assistance is greatly appreciated! Please contact Amanda Pearson at amandalynnpearson@yahoo.com or 701-260-7539 to volunteer. ■

November 3, 2016

November 9, 2016

November 17, 2016

November 22, 2016



SHRM Foundation Basket

Our SAHRA Chapter recently donated a basket to the SHRM Foundation silent auction fundraiser. The event was held during the ND Governor's Workforce and HR Conference in Bismarck September 20-22, 2016. SAHRA's basket included a flat crock pot filled with a handmade coffee mug and coffee, a ND pillow, and North Dakota products including soup mix, seasonings, jam, salsa, and some ND wine. All proceeds from the silent auction go to the National SHRM Foundation. ■



Medical Marijuana

(Continued from page 5)

ignore the issue for the time being. However, if it does pass, it will likely not be long until employers are confronted with the issue.

Second, review your company's drug and alcohol use policy (or consider implementing one). Be aware of the contents of your policy, and how it may apply to this specific situation.

Last, monitor the legislature's response. As of now, it is unclear what type of legislation, if any, would be forthcoming. However, it is likely that the legislature would be under some pressure to address the issue from the private sector and the public. In particular Workforce Safety Insurance has already recognized that action would need to be taken.

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. 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 ■

EBELTOFT SICKLER
LAWYERS

Uma Hoffmann Elected to ND State Council

Congratulations to SAHRA member Uma Bommaraju Hoffmann! Uma is currently the Human Resources Manager with Steffes LLC. She was elected to the North Dakota State Council Board of Directors at the meeting held in September and she will serve a 2-year term as the Legislative Director for the State Council. Key items she will be responsible for are:

- Monitoring and evaluating and evaluating, on a continuing basis, pending federal, state, and local legislative, regulatory, and legal activities that may have an impact on the management of human resources.
- Communicating SHRM legislative affairs policies and goals to SHRM chapters and members within the state.
- Working in close cooperation with the SHRM Government Affairs Department staff in carrying out these tasks.

Additionally, she will remain as the ND State SHRM Advocacy Captain.

Congratulations Uma! We wish you great success in this new endeavor! ■

The North Dakota SHRM State Council supports the human resources profession across North Dakota by providing leadership, connections, development opportunities and resources.



Uma Hoffmann

SAHRA Spotlight

SAHRA welcomes April Frank! April is the Vice President and Treasurer of Dry Bulk Rentals, LLC, an oil-field services company that she and John Frank, her husband, own. She is responsible for all the daily inter-workings of the operations including accounting, human resources, compliance and general office management. April is also involved with the company's sales and marketing activities.



April Frank

Prior to joining Dry Bulk Rentals, LLC, April was the CFO and Vice President of Human Resources at Lancaster Pollard & Co., a boutique investment banking firm specializing in senior living and affordable housing, in Columbus, Ohio. In that role, she was responsible for all accounting, financial reporting, taxation and regulatory compliance as well as oversight of the human resources department for the firm. Before joining Lancaster Pollard & Co., April held senior finance positions within the insurance and sports entertainment industries.

April graduated *magna cum laude* from Otterbein College where she received her Bachelor of Science in accounting and business administration. She went on to earn her Masters Degree in business administration at Capital University. She holds both the PHR and SHRM-CP designations. Welcome April! ■

Leaders don't force people

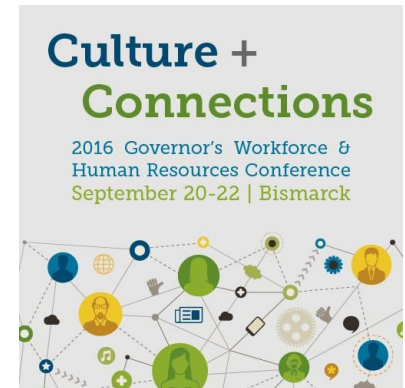
to follow, they invite them on a journey.

ND Governor's Workforce & Human Resource Conference

The Southwest Area Human Resource Association had great participation at the North Dakota Governor's Workforce & Human Resource Conference held September 20-22, 2016 at the Bismarck Event Center. Here are just a few comments from our members about the conference...

I really liked the Leadership Readiness Tool done by Jeanne Masseth, Legacy Talent Development. It was a tool / assessment that is used to determine our organization's readiness to implement a leadership development initiative. It was an objective way to see where our company might be on track with this and where we might be lacking in the following areas: Future focused, leadership responsibility, leadership quality, results oriented, value learning and development and long-term, aligned systemic approach.

- Sarita Haag



No man will make a great leader who wants to do it all himself, or to get all the credit for doing it.

-Andrew Carnegie

*Display empathy
and watch how
relationships
change —
teams that care
about each other
WIN!*

My favorite session was one that I thought would be fun and somewhat “fluffy” but I ended up taking a lot from it. It was called “Engagement Strategies: How to keep your top talent from becoming somebody else’s” and it was taught by Lisa Ryan. Ryan has coined the term “grategy” which she explains as gratitude strategy. Her work focuses on gratitude both professionally and personally. Ryan explained that praising employees statistically improves performance and being grateful even improves health. I had some great takeaways and wrote down some quotes and books that I plan on reading regarding gratitude in the workplace. I know some managers believe that praising employees isn’t a priority so if I have the statistics to back it up, I think it will help. Ryan also discussed a 30 day gratitude journal which was a personal take-away for me.

-Carissa Suter

A compliment is a gift!

I really liked Heather Ostrowski’s (from Preference Personnel) Crucial Mistakes in the Hiring Process. Her S.E.A.R.C.H. approach to recruiting was simple and easily applicable. It stands for Skills, Experience, Attitude, Results, Cognitive, & Habits. She also pointed out that 40-60% of the time people are hired based on personality and characteristics, skills and duties can be taught, which was an interesting yet true perspective!

-Sarita Haag

My greatest take away from the conference was during the Lead From Any Seat session. “Know your WHY, your WHO, and your WIN”. It’s a great reminder to an HR professional to know why you do your job, who you do your job for and how you know you have been successful at the end of the day. That session re-energized me!

— Amanda Pearson

ND Governor's Workforce & Human Resource Conference

Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.

-Sheryl Sandberg, COO Facebook

Sincerity comes from specificity!

Culture + Connections

2016 Governor's Workforce & Human Resources Conference
September 20-22 | Bismarck



- I was so proud of our own DeAnn Scheeler being nominated for the HR Excellence award.
- This was a great conference to get to know the SHRM State Board members and people who I have not had the opportunity to interact with previously.
- I made a lot of new friends through the state.
- I appreciated the opportunity to participate.

-Uma Hoffmann

I really liked the whole conference! The one thing that stood out to me was the attitude of gratitude 30 day challenge - Write down 3 things everyday for 30 days that you are grateful for and see how your life will change at that time. I'm also going to challenge family members to do the same thing.

- Kristy Hintz

One of my take-aways was from Lisa Ryan of Grategy.

Gratitude begins with ourselves. Keep a Gratitude Journal and start looking for the good in our lives and be sure to write these down daily!

Use the **THANKS** model:

T = Trust – you have to trust in something

H = Help – You can succeed best and quickest when you help others to succeed

A = Applaud – Find the good and praise it! (Don't focus on what's wrong, but find the good)

N = Navigate = Take yourself out of stress mode – keep your head up, shoulders up and breathe in and out slowly and think of your happy place

K = Know – Just because someone stumbles and loses their way, doesn't mean they can't be saved – we don't know what other have going on in their lives

S = Serve – It's not who I am underneath that defines me, it is what I do!!

-Sue Roller

ND Governor's Workforce & Human Resource Conference

TEAM CHALLENGES:
Stress that everyone is
accountable to the team,
not to you, the leader.

OLD

ASAP=As Soon As Possible

NEW

RFN=Right Freaking Now!



Jess Almlie from Discovery Benefits had a great presentation on Leading from Any Seat. She highlighted the key characteristics of personal growth & how to attain it. Then using that growth to cultivate leadership in your organization.

Kirsten Jensen shared real-world, local examples of social media in the workplace & how it can be successful. It was a great showing of how to bring your team together on social media.

Biggest take-away was from Brianna Ludwig at the ND Department of Commerce. She shared their department's onboarding tool which was awesome! She shared how they run their "Culture Club". They survey their staff regularly to benchmark where they are at and how they are doing. They are very personal in their approach in wanting to get to know one another. Pizza & jeans days are their top motivators.... sounds familiar! ☺ They instituted jeans in the office everyday. Huge morale booster!

-Melissa Stoltz

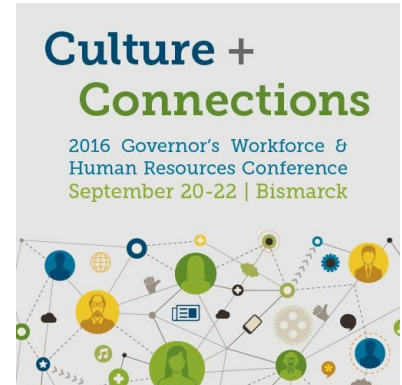
Inspiration without action
won't get you very far!

My favorite quote of the conference:

**What makes a difference
in your job:**

RELATIONSHIPS!

-Carrie Zubke



DeAnn Scheeler Nominated for Professional Excellence Award

Congratulations to DeAnn Scheeler on her nomination for the North Dakota Professional Excellence Award. Our SAHRA chapter nominated DeAnn for this statewide award. DeAnn has been a member of SAHRA since 2013. She has served as President-Elect and now President and has helped the chapter earn Membership Superstar Status, Silver Excel Awards, SHRM Foundation Champion, and the prestigious Pinnacle Award in 2015 which was the first-ever awarded to a ND chapter. DeAnn is the Human Resource Manager for Fisher Industries in Dickinson where she has championed many efforts focused on workplace flexibility and culture. DeAnn is also active in her church and the school system her children attend. She is also a member of Rotary International and serves as an advisor for the Trinity High School Future Business Leaders of America Chapter. She was recently recertified by SHRM as a Senior Certified Professional. Congratulations on your nomination DeAnn!



DeAnn Scheeler

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

* - indicates SHRM National Membership

PHR indicates HRCI's Professional in Human Resources certification

SPHR indicates HRCI's Senior Professional in Human Resources certification

SHRM-CP indicates SHRM's Certified Professional certification

SHRM-SCP indicates SHRM's Senior Certified Professional certification