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## September Meeting Information

### Healthcare 101

Thursday, September 8, 2016  
Dickinson Elk's Lodge  
11:30 am MT

Menu:  
Soup & Salad Bar  
or  
Shrimp Basket

## September Program Focuses on Healthcare 101

Stephanie Franken is Chief Financial Officer with CHI / St Alexius Health in Dickinson. She is originally from Benton City, Washington and has been employed by CHI for her entire professional career (16-1/2 years). She has a Bachelor's of Science in accounting and an MBA. Her passion is helping people negotiate the complicated healthcare environment. When not at work she enjoys going to concerts and traveling with her husband Josh and her son Jadon.



*Stephanie Franken  
Chief Financial Officer  
CHI St Alexius Health*

Healthcare 101 is the basics of the healthcare revenue cycle from the patient and hospital perspective. Understanding a overly complex healthcare environment is difficult, even for those of us who work

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## October is Membership Month!

Membership Month will feature some fun! Door prizes will be given away plus members who bring a guest will have more chances to win! Guests can register for a free 2017 SAHRA membership! Train ND will sponsor our speaker for October. Kristi Pfliger-Keller is a high energy speaker and trainer who combines her off-beat sense of humor with her "been-there-done-that" work examples to entertain you AND help you identify practical tools for change. You won't want to miss it! ■

## JOIN US FOR 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  
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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

Hello SAHRA members!

As I prepare this article, you'll be happy to know that I'm snuggling a new baby girl, Molly Marie Scheeler! Molly was born on 8/12/16 at 10:59 p.m. here in Dickinson. She weighed 7 lb 1 oz., and was 19 inches long. She and I are both healthy and happy – and her Dad, big brother, and sisters have welcomed her warmly!

I'd also like to say congratulations to our Secretary-Treasurer, DeEll Jordre, on the birth of her baby boy Cooper, just one week before Molly. I met them recently, and boy, is he a cutie!

This is more of a personal article this time, so bear with me! I'd like to just take a moment to acknowledge what a great and powerful thing it is to have such a great support group of HR professionals as we do in SAHRA. The board has been overwhelmingly helpful in picking up extra tasks, and making sure the wheels keep turning even though DeEll and I are both

## SHRM Foundation

★ 2015 CHAPTER CHAMPION ★



out on family leave at the same time.

We are so fortunate in our community to have one another, both professionally, and personally. I know there are at least a couple more of you members who are expecting, or recently welcomed new family members into your lives (congrats!), or who are taking on incredible challenges in your role at work. I think it is so important, and reassuring to know that we as an association, are supportive of each other in all aspects of day-to-day life. I cannot say enough great things about this committed group of professionals, and the support that we give each other, as we all do our best to balance our crazy busy schedules! Thank you all for the kind words, actions, and overall support! ■

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

## Treasurer's Report

Southwest Area  
Human Resource Association  
August, 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

August 11, 2016

Present: DeAnn Scheeler, Chelsea Dicke, Kathleen Obritsch, Melissa Stoltz, Carrie Zubke, Amber Mathieson (via phone), Christina Anthony, and Sarita Haag. Absent: DeEll Jordre. Guest: Haily Citrowski.

President DeAnn Scheeler called the meeting to order.

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

Treasurer's Report: The July treasurer's report was not available.

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

## NOMINATING REPORT:

DeAnn reported there has been good interest in the open board positions. There are currently two open board positions: President Elect / Legislative Director and Program Director. Upon motion by Carrie Zubke, second by Melissa Stoltz, motion carried to appoint Sarita Haag to the President Elect / Legislative Director position for the remainder of 2016. The Program Director position will be filled in January at the annual election. DeAnn intends to present a slate of candidates at the November chapter

meeting.

President Elect / Legislative Director  
Secretary / Treasurer  
Membership Director  
Program Director  
Certification Director  
Community Relations Director

## COMMITTEE REPORTS:

Program: The program details are being covered for the remainder of the year by the board.

- August: Allison Mann and Peter Morowski with Ebeltorf . Sickler . Lawyers on Retaliation Law
- September: Melissa will follow up with Marie Bittner regarding a speaker on work / life balance / personal wellness; if that speaker is not available, we will check with Dickinson Parks & Rec or CHI.
- October: Dave Huizenga with Train ND is coordinating a speaker as a Silver Sponsor for Membership Month
- November: Kari Shea with Voc Rehab
- December: Jen Messer with Fisher Industries will present on EEO / I9s / Affirmative Action

There was discussion about moving the December meeting to another location and making it a social event from 4-6 pm. Carrie will do some checking on availability and then we will get the information out to the membership as soon as possible. Upon motion by Carrie Zubke, second by Sarita Haag, motion carried to

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## 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

August 11, 2016

Present: Melissa Stoltz, Chelsea Dicke, Kathleen Obritsch, Sarita Haag, Carrie Zubke, Christine Anthony, Carey Praus, Pam Pavlicek, Lindsey Cook, Kristy Hintz, Laura Perry, Donette Peterson, Dave Huizenga, Lynae Harper, Chris Price, Linda Krebs, April Frank, Tammy Hauge, Krissy Kilwein, Rynae Golke, LeAnne Berry-Gietzen, Connie Lindo, and Allison Mann.

Guests: Haily Citrowski-T-R Medora Foundation, Brandon Sickler-Steffes Corporation, Peter Morowski-Ebeltoft . Sickler . Lawyers.

Melissa Stoltz called the meeting to order.

Guests were introduced.

The chapter meeting minutes were included in the July newsletter. Upon motion by Lindsey Cook, second by Kathleen Obritsch, motion carried to approve the minutes as presented. The treasurer's report was not included in the newsletter this month but will be added next month.

Melissa congratulated our newly certified member, Amber Mathieson. Amber earned her SHRM-CP certification in July.

## ANNOUNCEMENTS:

Melissa reminded members that the ND Governor's Workforce & HR Conference will be September 20-22 in Bismarck. Melissa indicated that DeAnn is working on the slate of officers for our annual election. If you would like to volunteer, please

contact any of our directors. Positions that will be up for election include:

President Elect / Legislative Director  
Secretary / Treasurer  
Membership Director  
Program Director  
Certification Director  
Community Relations Director

## COMMITTEE REPORTS:

SHRM Certification – Carrie Zubke: Carrie congratulated Amber Mathieson on earning her SHRM-CP certification. Also Sarita Haag was the winner of SAHRA's SHRM certification exam. Sarita plans to test in the winter test window. Train ND is coordinating a SHRM certification class through Bismarck State College. The class will be offered via live-streaming, making it very convenient for SAHRA members to participate. Donette Peterson will be the instructor. If members have any questions, you can contact Carrie, Dave, or Donette. SAHRA will also consider another study group, if there is interest.

Diversity – Chelsea Dicke: No report.

Foundation / Past President: This month's SHRM Foundation raffle item was sponsored by Marie Bittner.

Legislative Director / President-Elect: No report.

Membership – Melissa Stoltz: No report.

Program: No report.

Publicity – Amber Mathieson: No report.

Workforce Readiness – Kathleen Obritsch: No report.

Secretary / Treasurer – DeEll Jordre: No

report.

Technology – Christina Anthony: No report.

## OLD BUSINESS:

No old business.

## NEW BUSINESS:

For our community service project, SAHRA has volunteered to assist with the Dickinson Backpack Program in November. If you would like to volunteer, please go to our Facebook page or our website and access the link to sign up.

DeAnn Scheeler was the winner of the SHRM Foundation basket. Thanks to everyone who contributed this month.

## PROGRAM:

Peter Morowski and Allison Mann with Ebeltoft . Sickler . Lawyers presented on Retaliation Law.

The meeting adjourned at 1:05 p.m. ■

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







## An Evolving Standard: Joint-Employment

Joint-employment is a legal phenomenon whereby a single employee is considered to be employed by two or more employers. The standards for judging joint-employment have been in constant evolution, but almost one year ago, the NLRB issued an opinion that contained a new test in *Browning-Ferris Industries of California, Inc.*, 362 NLRB No. 186 (2015).

Before talking about the new standard, it is important to understand the previous standard. A joint-employment relationship would be found if the putative employer could meaningfully affect matters related to the employment relationship, such as hiring, firing, discipline, supervision and direction. However, previous decisions focused on whether that control was "direct and immediate." In many cases, the NLRB found that there was no joint-employment relationship where the control exercised was indirect or only potential. In other words, a company needed to not only possess the authority to control, but had to also exercise that authority.

The NLRB has now abandoned this position.

### The *Browning-Ferris* Opinion:

In *Browning-Ferris* there were two employers, BFI and Leadpoint. BFI is a California waste disposal company. BFI's employees are unionized. Leadpoint is a staffing agency. BFI hired Leadpoint to provide temporary workers to collect recyclables off a conveyor belt in one of the buildings. Because the Leadpoint employees did not work directly for BFI, they were prohibited from joining the union. The union was not pleased, and it petitioned the NLRB for review.

The NLRB revised its old standard. Instead of requiring that the putative employer actually exercise control over the employee, it was sufficient that the employer merely possessed indirect or potential control of the employee. It used a two-part test to make this determination: (1) whether there is a common law

employment relationship with the employee in question, and (2) whether the putative joint employer possesses sufficient control over employee's essential terms and conditions of employment to permit meaningful collective bargaining.



Allison Mann | Lawyer

After reviewing the facts, the NLRB found that BFI had "significant control" that was both direct and indirect over hiring, firing, discipline, supervision, direction of work, hours, and wages of employees. That control was sufficient under the common law for there to be an employment relationship. The court then found that this control was significant enough to warrant collective bargaining. Therefore, BFI was a joint employer of the employees hired by Leadpoint. This means that the Leadpoint employees working at BFI have the right to join the union with the BFI employees, and collectively bargain as to those areas where BFI had control including hiring, firing, discipline, supervision, direction of work, hours, and wages.

### The Takeaway:

The NLRB revised its standard "to better effectuate the purposes of the Act in the current economic landscape." It is the NLRB's position that the requirement of direct, exercised control served to "significantly and unjustifiably narrow the circumstances where a joint-employment relationship can be found."

This decision has far-reaching effects. It will likely affect any business that uses independent contractors, companies that outsource work, entities that use staffing agencies, franchisors and companies with parent/subsidiary relationships.

So what should employers look out for today?

First, be aware about the terms and conditions of "employment" contracts with other business entities. It would be helpful to reassess those contracts with a focus on issues of control. Reassess whether there is any direct control (employee must receive a wage of \$15 per hour), potential control (ABC Company may adjust employee wages if it sees fit), or indirect control

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## An Evolving Standard: Joint-Employment

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(employee wages will be no more than \$20 per hour).

Second, be aware of the changing law. *Browning-Ferris* has left us with many unanswered questions. It is unclear how this test may be used to apply to certain factual situations. The relative importance of each factor is unclear. It is not clear if there must be some direct control, or if indirect and potential control alone suffice to establish a common law employment relationship. It is likely that we will see answers to these questions in the coming years.

Third, if a joint-employment relationship under the new test does exist, a company is required to collectively bargain in good faith with those employees. Those employees will be permitted to join an existing union, and bargain with that union.

Last, do note that the new decision only affects the standards applied by the NLRB. It is not binding on other federal agencies. There is no indication that other agencies are going to adopt this decision, so as of now, the only real effect is to that of collective bargaining. However, this could change in the future.

### 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  
701.225.LAWS (5297) tel  
701.225.9650 fax

## SAHRA Spotlight

### LeAnne Berry-Gietzen

SAHRA welcomes LeAnne Berry-Gietzen! LeAnne works as an HR Associate with TrialRunners in Dickinson. She holds a bachelor's degree in psychology and sociology with a minor in ethnic studies. She has held positions in office management, human resources, social work and vocational rehab counseling in the past. She and her husband, Chris, have three sons. She is also involved with dog rescue and has 5 fur-kids too! Welcome LeAnne! ■



LeAnne Berry-Gietzen

## September Program Focuses on Healthcare 101

(Continued from page 1)

in the field every day or those of us expected to understand and explain it to our employees. Her presentation will touch on the following learning objectives:

- Healthcare and healthcare benefits are complicated
- Employees / patients need to understand the basics to manage their healthcare or be willing to ask for help.
- Wellness is new focus. Companies and patients are being rewarded for wellness usage and programs.
- Who can help if there are questions you can't answer.

Join us for our monthly meeting on Thursday, September 8, 2016, 11:30 am MT at the Dickinson Elk's Lodge. ■

## SAHRA Board Meeting Minutes

*(Continued from page 3)*

change the location and time of the December meeting. We will once again offer the option for members to pay their membership dues by the December meeting to be entered into a prize drawing.

Diversity-Chelsea Dicke: No report.  
Congratulations to Chelsea who has been promoted to HR Director for the TR -Medora Foundation.

SHRM Certification-Carrie Zubke: Carrie reported that Amber Mathieson has earned her SHRM certification as a Certified Professional. Congratulation Amber! And congratulations to Sarita Haag who received the free SHRM testing certificate from SAHRA. Sarita plans to test in the winter test window. Train ND is coordinating a SHRM certification class through Bismarck State College. The class will be available via live streaming. Donette Peterson will be the instructor. If anyone is interested, information is posted on our website or you can contact Carrie. If there is interest from other chapter members, we will consider forming another study group.

Foundation: Melissa and Carrie will organize raffle items for the remainder of the year. There will also be a year-end prize drawing at the December meeting for everyone who has participated in the monthly raffles throughout the year. They are also working on a basket for the Foundation fundraiser at the State Conference in September.

President Elect / Legislative Director: Sarita

indicated she intends to attend the SHRM Leadership Conference in Washington, DC in November. A budget and strategic planning meeting will be held in early December for all current directors and incoming directors. Sarita will coordinate a date with DeAnn.

Membership-Melissa Stoltz: Melissa is working on an audit with SHRM to confirm membership.

Publicity –Amber Mathieson: Amber is working on an announcement for Membership Month which will go out to our membership plus all Chamber members. She plans to use more website and Facebook announcements in the new year to promote our activities and events.

Workforce Readiness-Kathleen Obritsch: Kathleen stated work on the DSU website continues. She will invite a DSU representative to a future meeting to review the website features with our members.

### 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.

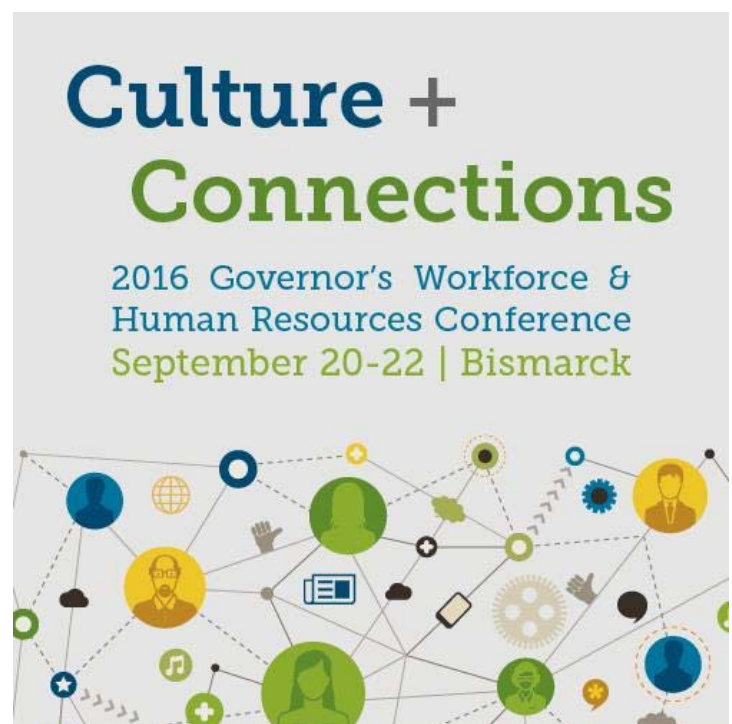
DeAnn will follow up with Marie Bittner regarding the bylaw changes. There will be some additional changes needed in addition to the changes Marie is working on from last year.

DeAnn has confirmed November as our month to volunteer for the Dickinson Backpack Program. The link to sign up has been posted to our Facebook page and we will add to the website and newsletter as well.

Meeting adjourned. ■

Submitted by:  
Carrie Zubke, Certification Director

Approved by:  
DeAnn Scheeler, President



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



## 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](mailto:amandalynnpearson@yahoo.com) or 701-260-7539 to volunteer. ■

November 3, 2016

November 9, 2016

November 17, 2016

November 22, 2016



## Save the Date...

### SAHRA Membership Social in December!

Mark your calendar and plan to join us at the Fluffy Fields Vineyard & Winery on Thursday, December 8, 2016. The meeting and abbreviated program will take place from 4-6 pm in place of our regular noon meeting. Hors d'oeuvres will be provided by SAHRA with wine and other beverages available to purchase. Relax, unwind, and network with your SAHRA friends! Happy Holidays!

## SHRM Foundation Fundraiser

### 🌀 Tailgating 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 September 8, 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.*

## Happy Birthday SAHRA!

The Southwest Area Human Resource Association was founded 9/9/1999 in Dickinson making us 17 years old this month! Thanks to all our members for your ongoing dedication and support in making this Chapter a great resource for HR professionals in our region!





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, SHRM-CP, PHR\* - Dry Bulk Rentals, 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 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