

SAHRA

Mon 2/13/2023 10:29 AM

To:Aimee Newman <aimee.nichols@penmac.com>



Engage. Equip. Empower.



# MEMBERSHIP BENEFITS

## Renew your SAHRA Membership and Enjoy:

- Monthly Membership Meetings
- Online HR Resources
- Professional Development Opportunities
  - Networking
  - HRCI & SHRM Credits
  - Volunteer Opportunities
- Legal & Compliance Resources
- Annual Salary & Benefits Survey
- Scholarships, Awards, & Much More!

RENEW TODAY AT: [WWW.SAHRAMO.ORG/MEMBERSHIP](http://WWW.SAHRAMO.ORG/MEMBERSHIP) OR  
EMAIL [MEMBERSHIP@SAHRAMO.ORG](mailto:MEMBERSHIP@SAHRAMO.ORG)



# MEMBERSHIP RENEWAL

## Membership renewal season is upon us!

In this age of rapid inflation, the SAHRA Board of Directors has been tasked with analyzing the fees charged for annual dues, monthly programming, and special events. The Board is happy to announce there will be no fee increase to our annual membership dues or monthly programming!

Our special events, which includes the annual conference and half-day professional development seminars, will see a fee increase in 2023. SAHRA is a non-profit organization and the increase in these fees is to directly cover the cost of food, venues, audio-visual equipment, and speakers associated with these events. Members will see these increases incorporated into the individual and corporate prepaid membership options.

We hope the value added to your membership in 2022 through the the benefits SAHRA added; roundtables gatherings, text messaging for meeting reminders, and networking happy hours, ensure you will be renewing your membership for 2023.

### **Pre-paid membership?**

#### *Don't Forget*

Register for all SAHRA events you will attend.

Select "Pre-paid meeting fee" at the registration page.

Admittance is not guaranteed for those who did not register before the program deadline.

#### *Special Note:*

*Ask the Expert breakfast series and SHRM Foundation fundraising events are not included with pre-paid membership.*



# 2023 Legislative Update

Thursday, February 16th  
11:30 am - 4:00 pm

Oasis Convention Center  
Springfield, MO



John Marino and Stephen Maule will provide updates about recent and pending legislative and legal actions that will impact employment activities.

- State update
- Federal update
- Marijuana laws and best practices
- HR and employment law trends



*February*

*Sponsors Spotlight!*

# Penmac®

## STAFFING

**THANK YOU FOR BEING OUR FEBRUARY 2023  
VENDOR SPOTLIGHT!**

**SAHRA**  
springfield area  
human resources association

# Get ready to Raffle!



## Thursday, February 16th

**\$10.00 for 15 tickets**

**\$5.00 for 7 tickets**

**\$1.00 for 1 ticket**

**Payment options:**

**Cash**

***Venmo Friends and Family***



Apply now to  
become a mentor  
or mentee!

# Emerging Professionals Program

—

This program will allow emerging professionals to learn more about the HR industry, grow their professional network, and develop a meaningful, professional relationship over the length of the program.



**SAHRA**  
springfield area  
human resources association

Apply and learn more on the Members only page after logging into your SAHRA account.





You are the future.  
Invest in yourself with SHRM Certification.



Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field - and a valuable asset to your organization, keeping you and your organization more competitive in today's economy.

Increase your chances of passing your exam by attending OTC Center for Workforce Development's upcoming certification prep course. An expert, SHRM-certified instructor will be on hand to answer your questions, guide you through interactive discussions, review sample test questions, and provide exclusive test-taking tips.

#### CLASS DATES:



**Feb 15 - May 10, 2023**

#### REGISTER NOW

SHRM-CP/SHRM-SCP  
Certification Prep  
Virtual Course

**Cost: \$1,299**

(does not include exam fee)



This month, SAHRA's DEI Committee met with City Utilities VP, Stephanie O'Connor. Stephanie O'Connor leads Springfield's largest utility, holding several responsibilities including HR IT and Operations. Stephanie's story is one of persistence and perseverance as she has been able to continue developing and rising in a traditionally male dominated industry. In 2021, Stephanie founded SWAG – Strong Woman Achieving Goals. Which is an internal organization at CU committed to the advancement and equal representation of women within the organization. SWAG has achieved many things in its short time including increasing the overall % of women in the organization and providing a forum, and space for women at CU to share their stories and help each other grow and succeed. We were pleased to sit down with Mrs. O'Connor, and received her input on a few questions related to DEI as a whole, and her personal efforts to advance DEI within her organization.

Q. Why do you believe a Diverse workforce, full of all sorts of people with prior experiences, ages and aptitudes, can help make organizations successful?

A. A diverse workforce can establish many layers of success for an organization. It creates a culture that supports different perspectives, enhances connection with customers, fosters inclusion and boost attraction and retention of employees.

Q. What role does culture play in establishing an environment where all team members feel welcomed and comfortable in the workplace?

A. Culture is the foundation for success of an organization. It sets the framework for employee morale, productivity, teamwork and retention.

Q. What specifically has your organization done to help promote a diverse, and inclusive environment?

A. We have an internal Diversity, Equity and Inclusion (DEI) Committee that is made up of about 15 employees across the company that represent diversity in race, gender and cultural backgrounds. This group has been part of educating our employees on DEI initiatives through monthly topics, newsletters and local events. In addition, in 2021 I established a new group for the women of CU called SWAG (Strong Women Achieving Goals). The purpose of this group is to better support women in what has traditionally been a male-dominated industry. We want women to see they have a place at CU and recognize the important role they play in our success.

Q. What is your definition of inclusion? What more is needed at an organization other than a “seat at the table” to make sure all groups of people truly feel included?

A. Inclusion is the ability to welcome and embrace others authentic self. Ensuring that it is part of the culture through your organization’s strategic vision, leadership and everyday thought and action.



11th Annual  
Southwest Missouri  
**HUMAN RESOURCES CONFERENCE & EXPO**

# **FIRST CLASS HR** *in a coach world*

**April 19, 2023**

**8:00 a.m. to 4:30 p.m.**

Oasis Convention Center  
Springfield, MO



*Registration opens 1/20/23*  
[sahramo.org](http://sahramo.org)

## **Congratulations to our Student Achievement Scholarship winner, Londyn Stuckenschneider!**

Londyn is a student at MSU as a Human Resources Management major and is expected to graduate May 2024. She is currently an intern at Veterans United Home Loans – part of Paddio here in Springfield.

*Congratulations*

**SCHOLARSHIP  
WINNER!**

Londyn  
Stuckenschneider



**SAHRA**  
springfield area  
human resources association



Scan Here



*Julie Cummings*

**FEBRUARY 24, 2023**

**Branson Convention Center 8:30-Noon**

Join us at our  
Spring Seminar with  
guest speaker, Julie  
Cummings




HR & Employment  
Law Seminar  
3.5 Approved HR  
credits

**Free HR & Employment Law Seminar**

**Our Monthly Quip**





"If January is the month of  
change, February is the month  
of lasting change.

January is for dreamers...  
February is for doers."

- Marc Parent -

# 2023 SAHRA Sponsorship Opportunities

## Conference -

Keynote Sponsor .....	SOLD
Book Sponsor .....	\$3,500
Mega Sponsor .....	SOLD
Education Track Sponsor .....	SOLD
Plus Sponsor .....	\$1,000
Catering & Beverage Sponsor ...	\$1,000
Basic Sponsor .....	\$500
Basic Sponsor - Non-Profit .....	\$250

## Benefits & Wages Survey Sponsor \$500

## Vendor Spotlights -

Basic .....	\$500
Basic Sponsor - Non-Profit .....	\$250

## HR Educational Event Advertisement -

SAHRA Member .....	\$35
Non-Member .....	\$50

## Career Center -

### SAHRA Member

30-day job posting .....	\$50
60-day job posting .....	\$80
90-day job posting .....	\$100

### Non-Member

30-day job posting .....	\$70
60-day job posting .....	\$100
90-day job posting .....	\$120



## Current Job Openings

### Director of Talent Management

[Abilities First](#)

(Springfield)

### HR Generalist

[Grizzly Industrial](#)

(Springfield)

### HR Manager

[ABEC](#)

(Springfield)



on the

### Governmental Affairs Committee

and help develop and select SAHRA programming  
that equips our membership and community  
with critical regulatory updates.

**or be an active part with any of these SAHRA Committees:**



**Diversity, Equity, & Inclusion Committee**  
**Public Relations & Exhibitor Committee**  
**Professional Development Committee**  
**Compensation & Benefits Committee**  
**Workforce Readiness Committee**  
**College Relations Committee**  
**Communications Committee**  
**Special Events Committee**  
**Membership Committee**  
**Webmaster Committee**  
**Program Committee**

[Click here to learn more.](#)

---

## SHRM's HR Daily

Feb. 9, 2023



### [2023 Brings New Challenges to Employment Screening Compliance](#)

Background screening may become more difficult for employers this year as they try to comply with new laws restricting access to candidates' information.

---

### [How to Work with a Workaholic Colleague](#)

Workaholic colleagues create secondhand stress when their urgency and ultra-responsiveness add more tasks and replies for you to deal with. The workaholic's behavior isn't just annoying—it can be damaging and affect your well-being for the worst. Here are steps to take to mitigate the negative effects of their behavior on yourself and your team.

## MORE FROM SHRM ONLINE

### [When Can HR Ask Applicants About Hearing Accommodations?](#)



Companies must recognize when it is legally acceptable to ask applicants whether they have a hearing disability and if they need job-related accommodations, according to updated guidance from the U.S. Equal Employment Opportunity Commission.

# SHRM23

ANNUAL CONFERENCE & EXPO

Las Vegas, NV | June 11-14, 2023



## Five reasons to attend

As an HR professional, you know firsthand how important it is to stay on top of the latest insights, practices and compliance requirements in your field.

When you join us in Las Vegas next June 11-14 at the [SHRM Annual Conference & Expo 2023](#) (SHRM23), you're guaranteed to learn all that and more.

01.

Endless networking opportunities with **thousands** of your peers!

02.

The **largest gathering of HR professionals** in the world!

03.

An **exciting lineup of speakers** that we will be announcing shortly!

04.

The **opportunity to connect** with dozens of HR solution providers!

05.

Great savings! This is the **lowest rate we'll offer** for SHRM23.

**Did you get the message?**

417-323-2604  
SAHRA  
luncheon is  
this Thursday @  
Doubletree

**Text from 417-323-2604?**

SAHRA is reminding you of an upcoming meetings you registered to attend.

**Did not get a text last month?**

Check your member profile settings

- Verify you have authorize text communcations
- Ensure the Mobile phone listed is a mobile number





August 1-4, 2023



CATEGORIES ▾ MY LIST FEATURED WEBCASTS UPCOMING WEBCASTS

## Introducing SHRM's New Webcast Hub

- See, search and sort all of SHRM's webcasts
- Webcasts are categorized by HR topic
- Subscribe to be notified when new webcasts are added
- One-click registrations after your first one
- Favorite any webcast to easily access later



Scroll down for a complete listing of all available webcasts

### Featured Webcasts

SHRM WEBCAST	SHRM WEBCAST	SHRM WEBCAST	SHRM WEBCAST
<b>Cool and Connected: Communicating as Leader</b> Do you want to communicate authentically as a leader? Do you want to be direct—and thoughtful—at the same time? And are you frustrated by the constant changes...	<b>Recruiting 2022: The Worst of Times, the Best of Times</b> We don't want to alarm you: If you are involved in recruiting there are seismic changes ahead for you, just as there has been for the past couple of years...	<b>You Can Cut Turnover - Even During the Great Resignation</b> Economists say the Great Resignation will not be a short-lived phenomenon. Meanwhile, an MIT study found that employees most often quit due to "toxic corporate..."	<b>The Data You Need to Move Forward in the COVID Era</b> Many employers have been gathering COVID-related data from employees for some time, including vaccination, illnesses and exposure. Beyond the legal necessity...
● WEBCAST ⌚ 01:04:00	● WEBCAST ⌚ 01:00:00	● WEBCAST ⌚ 01:00:00	● WEBCAST ⌚ 01:00:00
☆	☆	☆	☆



The logo features the text "SRM" in white on a blue square background, followed by "WEBCASTS" in white and "UPCOMING" in yellow on a blue background.

**SRM**  
**WEBCASTS**  
**UPCOMING**



### **Rock Enroll: Rewind**

February 14, 12 p.m. ET / 9 a.m. PT

Look back and look ahead. This program will review key learning from open enrollments that took place in 2022 and use these insights to highlight important trends you need to know for next enrollment season. Learn what's coming up for benefits enrollment in 2023 and beyond.

*1 PDC*

### **Employer Obligations to Prevent Violence: Trends and Action Items**

February 15, 2 p.m. ET / 11 a.m. PT

Workplace violence is often preventable if companies take proactive steps and have a prevention plan in place. This program will review the current state of workplace violence and actionable steps you can take to set up a workplace violence prevention plan in your organization.

*1 PDC*

### **Diversity and Mental Health**

February 23, 2 p.m. ET / 11 a.m. PT

The mental health support workers need varies depending on diversity factors such as age, race, nationality and gender. Learn best practices in providing mental health support for all employees, along with the important role HR plays in creating and communicating mental health resources for your organization.

*1 PDC*



SAHRA  
WOULD LIKE TO  
**CELEBRATE**

THESE CAREER  
ACCOMPLISHMENTS  
WITH YOU!

EMAIL US AT  
[CELEBRATIONS@SAHRAMO.ORG](mailto:CELEBRATIONS@SAHRAMO.ORG)

*We're Social!* **SAHRA**  
Follow us for news, updates and events that matter to you.





SAHRA's

Community Discussion Page



## Join the Conversation!

SAHRA now has a Facebook Discussion Page. Here you can brainstorm and discuss with other local HR members on tips for compensation, recruiting, benefits, among other topics.

**Click the Facebook logo and click the "Visit Group" button!**



Want to change how you receive these emails?  
You can [update your preferences](#) or [unsubscribe from this list](#)

*Copyright © 2020 SAHRA, All rights reserved.*

This email was sent to [aimee.nichols@penmac.com](mailto:aimee.nichols@penmac.com)  
[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)  
SAHRA (Springfield Area Human Resources Association) · PO Box 4252 · Springfield, MO 65808-4252 · USA

