

**Amanda Hartlaub, President**  
Ox Paper Tube and Core, Inc.  
717-630-0230, ext. 57  
[ahartlaub@oxpapertube.com](mailto:ahartlaub@oxpapertube.com)

**Kent Keller, Vice President**  
MANTEC  
717-843-5054  
[kent@mantec.org](mailto:kent@mantec.org)

**Julia Groft, Treasurer**  
Manpower  
717-630-8423  
[Julia.Groft@manpower.com](mailto:Julia.Groft@manpower.com)

**Kim Wolfrom, Secretary**  
The Sheridan Press  
717-632-3535, ext. 8272  
[kim.wolfrom@sheridan.com](mailto:kim.wolfrom@sheridan.com)



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### **FEBRUARY MEETING**

**Please join HAHRA for our first webinar! This event has been approved for general credits. This webinar is free of charge and requires no registration. Simply follow this link to participate: Webinar [Click Here.](#)**

**Date: 02-27-2013**

**TOPIC: E-Verify and the I-9 Form**

**Logon: by 11:45am**

**Webinar Begins: 12:00pm**

### **A MESSAGE FROM OUR PRESIDENT:**

A ground hog, fasnaghts, and HAHRA Membership Renewal time. Yes, it's February in PA, folks. And while the weather outside may be frightful at times, the HAHRA Board and committees are plugging away. We're kicking off the year with our brand new logo, which was unveiled at January's luncheon. A HUGE thank you to Amanda McMillen of Pixium Studios in York for entering the contest and congratulations for designing the winning logo!

The Membership Appreciation Dinner on January 20<sup>th</sup> was another great event. Thank you to everyone on the Social Events committee who helped to make this event a success. I think almost everyone who signed up to attend was able to brave the snow storm and join us for a night full of laughs. We were also privileged to honor Sara Snyder with the 2012 HR Contribution Award. Please be sure to congratulate her the next time you see her.

We are collaborating with York SHRM and HAMA to offer a half day BREAKFAST seminar on March 27<sup>th</sup> at the Brethren Home Nicarry Room. Gerry Peterson, Founder and Managing Principal of the Tartan Group, LLC will be educating us on current trends and tactics in union organizing. Be sure to RSVP using the form under our website's Calendar of Events to guarantee yourself a spot.

Our Spring Study Group for those looking to obtain PHR/SPHR certification began on February 6<sup>th</sup>. Thank you to Cheryl Cucco for organizing and facilitating the group, and for all of the other volunteers who are facilitating. Best of luck to anyone who will be taking the exam this spring.

The HAHRA Board held an annual Strategic Planning meeting this month to pin point our initiatives for this year. We discussed a lot of ideas that we believe will make HAHRA a stronger, more successful organization, which will benefit you as members.

Mark your calendars now...our very first Job Fair will be held on Thursday, May 16<sup>th</sup>. Registration forms for employers who wish to sign up to attend are now available on our website. If you will not be attending to take applications, I'd ask that you consider helping out with the event in some way. If you are interested in volunteering even just for a short period of time, we would love to have you!

Our Sponsorship Program is in full swing and we are booked through September! There is a link to the full Sponsorship Program details under each HAHRA event on the Event Calendar section of our website for anyone who is interested.

Continued on page 2

## MESSAGE FROM OUR PRESIDENT (continued from pg 1)

We are pleased to offer our very first webinar on February 27<sup>th</sup>. This program will be FREE, courtesy of Dave Basham with the U.S. Department of Homeland Security. Dave will be speaking to us regarding E-Verify and the I-9 Form. No RSVP is required for this event. You simply click the link on the flyer under the Event Calendar by 11:45am to logon. We hope that many of you will be able to join us for the webinar and then the seminar in March!

Regards,  
Amanda Hartlaub

### Monthly Program Schedule

Program Schedule for 2013:

February 27, 2013 – E-Verify and the Form I-9, by Dave Basham, Approved for General Credit (*webinar*)  
March 27, 2013 – Seminar in lieu of meeting  
April 27, 2013 – Safety in the Workplace/Forming and Running a Safety Committee, by Scott Snyder  
May 29, 2013 – Legal Update, by Jennifer Craighead  
SUMMER – HAHRA Picnic  
September 25, 2013 – TBD  
October 30, 2013 – TBD  
November 20, 2013 - TBD

### February's Outline Submitted by Kim Wolfrom

#### E-Verify and the Form I-9 \*\*\*Webinar\*\*\* Presented by Dave Basham, Management & Program Analyst

Dave joined U. S. Citizenship and Immigration Services, Department of Homeland Security in July 2008 following a 22 year career in the United States Army. Dave was heavily involved in the planning and Form I-9 presentations to the Commonwealth of Northern Mariana Islands in 2009. His duties include serving as the contact for ICE IMAGE Special Agents, nationwide, in regards to the Form I-9, E-Verify, and Self Check. He has presented in over 35 states and territories to audiences ranging from elected officials, immigration attorneys, business leaders to human resource and payroll specialists. Dave's assignments in the U. S. Army included Infantry Battalion Operations Sergeant, Instructor and Recruiter. His military service decorations include the Legion of Merit. Dave is originally from West Virginia but now makes his home in historic Virginia.

#### **Presentation Outline:**

E-Verify is fast, free and easy to use – and it's the best way employers can ensure a legal workforce. The U.S. Department of Homeland Security is working to stop unauthorized employment. E-Verify determines the employment eligibility of new hires and assist companies in doing their part to address unauthorized employment in the U.S. Many of the states in SHRM's regions currently mandate some or all employers to use E-Verify. Employers and human resource specialists can learn about federal regulations and procedures related to employment eligibility verification, particularly E-Verify and the Form I-9. 3

#### **Learning Objectives:**

- (1) Understand the federal laws and regulations related to E-Verify and the Form I-9
- (2) Understand how to use E-Verify to verify the employment eligibility.
- (3) Understand how the rules protect employee rights and discourage discrimination

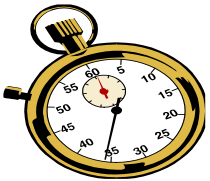
We hope that you will join us for this informative webinar!

LOOK WHAT'S NEW.....



HAHRA's new logo was unveiled at the monthly membership meeting on Wednesday, January 30, 2013. The winning submission was from Amanda McMillen of Pixium Studios in York, PA: [www.pixiumstudios.com](http://www.pixiumstudios.com). Amanda received a \$50 Visa gift card prize for the selection of her logo submission. The HAHRA Organization is excited about our new logo!

Pictured: Amanda Hartlaub presents award to Richard Moffett and Amanda McMillen of Pixium Studios.



**MEMBERSHIP RENEWAL TIME IS HERE**  
**Submitted by Jennifer Kremenik**

We hope that you will continue to join us for another exciting year with HAHRA. Complete your application ONLINE at [http://www.hanoverareahra.org/membership\\_benefits.html](http://www.hanoverareahra.org/membership_benefits.html) before **February 28, 2013**. Remember we offer an online payment option through Paypal. If online payment doesn't work for you, printable forms are also available by following the same link and clicking on "Signup – by Mail."

If you have any questions about the renewal process, please contact Tina Pierozak or Jenn Kremenik at [membership@hanoverareahra.org](mailto:membership@hanoverareahra.org).

**Members on the Move**  
**Submitted by Jennifer Harris**

Congratulations to both Jeanne Dubs who was recently promoted to Human Resources Manager and to Mary Sherdel who was recently promoted to Employee Relations Specialist at Hanover Hospital. Your hard work has paid off... Great Job!

## 2012 HAHRA Contribution Award Submitted by Jennifer Harris



Congratulations to Sara Snyder who received the 2012 HAHRA Contribution Award announced at the membership dinner on Friday, January 25, 2013. Sara is the HR Business Partner for Sales and Marketing at Utz Quality Foods and is a member of the Professional Development Committee and Co-Chair of the Seminar Committee. Sara has helped make Casino Night a huge success, coordinated seminars with other chapters and played a key role in establishing the Hanover Area Young Professionals Association supported by the Hanover Chamber. Sara has also provided leadership by coaching the Hanover

High School Varsity Football Cheerleading Squad for the past three falls. Sara resides in Hanover with her husband Doug and their two cats. In her spare time she enjoys shopping, going to the beach and spending time with family and friends. Thank you Sara for your leadership and contribution to the HAHRA Organization!

## SHRM Event Calendar

**Date:** 04-19-2013

**TOPIC:** Pennsylvania Legislative & Legal Conference

The Pennsylvania State Council of SHRM, Inc. will hold its 13th Annual Legislative & Legal Conference on Friday, April 19, 2013 at the Harrisburg Hilton. Join us for an educational day of state and federal employment law updates as well as great networking opportunities.

With a focus on the **IMPACT OF THE 2012 ELECTION**, we are pleased to offer a total of five programs for this year's full-day conference. The presenters for the three morning sessions will be Lynn Outwater Esq., SPHR of Jackson Lewis, LLP, Michael Layman and Nancy Hammer, Esq. of SHRM. Presenting for our afternoon sessions will be Glenn Spencer of U.S. Chamber of Commerce, Alex Halper of Pennsylvania Chamber of Commerce and Jonathan A. Segal, Esq. of Duane Morris LLP.

**CLE and HR Certification Institute credits pending approval.**

**REGISTER BY MARCH 23 TO RECEIVE A DISCOUNT!** For registration, please go to: <http://www.pashrm.org/>. Please direct your questions to Deborah Margulies at [dlmargulies@duanemorris.com](mailto:dlmargulies@duanemorris.com).

Join us for the pre-conference Reception on Thursday, April 18, 2013 from 6:00 p.m. – 8:00 p.m.

**LOCATION:** Harrisburg Hilton

**2013 SHRM Conferences:** <http://www.shrm.org/Conferences/Pages/default.aspx>

- Employment Law & Legislative Conference - Mar 10-13, Washington, DC
- Talent Management Conference & Exposition - Apr 15-17, Las Vegas
- National SHRM Conference - Jun 16-19, Chicago

### **Chapter/State Council Delegation Pricing Is Back!**

SHRM is pleased to announce the return of the Chapter/State Council Delegation Program for the [2013 SHRM Annual Conference & Exposition](#). The program offers discounted rates to chapter members or those who serve on state councils. Chapters may group together or be part of state council groups. This is a limited time offer and all registrations must be received by April 5, 2013. Interested in forming a group for your chapter or state council? [Read more](#). As announced at the Leadership Conference, the volunteer leader discount program is also being offered for the 2013 conference. Online registration at the discounted rate of \$1,160 for eligible SHRM volunteer leaders is now open. Discounted registration period closes April 5, 2013. Eligible volunteer leaders received information via e-mail.

## **Job Fair Submitted by John Moore**

HAHRA is proud to announce our 1<sup>st</sup> Annual Spring Job Fair. The job fair details are:

**When:** Thursday, May 16, 2013, 9:00 a.m. to 1:00 p.m.

**Where:** Hanover Hospital Wellness & Education Center, 400 York Street, Hanover, PA

**Cost:** \$100 fee includes: *table, chairs, light refreshments, WiFi, employer space for 2 reps and display materials.*

Registration deadline is April 19 and early registrants will be included in several promotional advertising campaigns! A limited number of Electrical outlets will be available so plan accordingly. You can obtain a registration form with details on mailing your form and check for \$100 to reserve your spot now: <http://www.hanoverareahra.org/cgi-bin/events2.cgi>.

Several workshops will be offered to job fair participants free of charge. These informative sessions are designed to educate and better prepare them for workforce challenges. Presentations from Veteran's Affairs, PA CareerLink®, and various HR experts on employer expectations are sure to increase participation and applicant traffic.

Additional information about the event, sponsors, volunteer opportunities or general information can be obtained by contacting a Job Fair organizer listed below:

- ❖ Amanda Hartlaub, Ox Paper Tube and Core, 630-0230 x. 57, [ahartlaub@oxpapertube.com](mailto:ahartlaub@oxpapertube.com)
- ❖ Jennifer Harris, VNA of Hanover & Spring Grove, 633-0684, [jharris@vnanahanover.org](mailto:jharris@vnanahanover.org)
- ❖ Kent Keller, MANTEC, 843-5054, [kent@mantec.org](mailto:kent@mantec.org)
- ❖ John Moore, Adams Hanover Counseling Services, 632-4900 x. 1506, [jmoore@ahcsinc.com](mailto:jmoore@ahcsinc.com)
- ❖ Robin Myers, Sonoco, 637-2121 x. 10, [robin.myers@sonoco.com](mailto:robin.myers@sonoco.com)
- ❖ Sara Snyder, Utz Quality Foods, 637-6644, [ssnyder@utzsnacks.com](mailto:ssnyder@utzsnacks.com)
- ❖ Alan Dudley, PA CareerLink® - Gettysburg, 334-1173, [adudley@state.pa.us](mailto:adudley@state.pa.us)



## **Diversity Corner** **Submitted by John Moore**

The following links are from the most recent SHRM diversity newsletter:

### [Employers Focus on Inclusion](#)

Remember when diversity was a hot topic? Then people started referring to diversity and inclusion. Today, in many organizations, inclusion is taking the lead.

### [Can Diversity and Inclusion Be Outsourced?](#)

Hiring a consulting firm to develop or support a diversity and inclusion function is fine, as long as senior leaders drive the organization's diversity strategy.

### [White Males Need Diversity, Inclusion Too](#)

White males could be the most important group to ensure that an organization becomes truly inclusive.

The following link is also from the most recent SHRM diversity newsletter and is a great place to begin your company's D & I initiative: [Creating a Diversity Strategy](#)

A strategic workplace diversity management plan can help an organization make the most of its diversity.

## **Legislative and Legal Updates**

### **New FMLA poster required by March 8**

All covered employers are required to display and keep displayed a poster prepared by the Department of Labor summarizing the major provisions of The Family and Medical Leave Act (FMLA) and telling employees how to file a complaint. The poster must be displayed in a conspicuous place where employees and applicants for employment can see it. A poster must be displayed at all locations even if there are no eligible employees. The new poster, available for [free](#) downloading, must be posted no later than March 8, 2013.

**New Poster:** Employee Rights and Responsibilities Under the Family and Medical Leave Act

<http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>

**Read more:**

[http://www.jjkeller.com/webapp/wcs/stores/servlet/content\\_home\\_article\\_2013Feb12NewFMLAposterrequiredbyMarch8-022013\\_10151\\_-1\\_10551](http://www.jjkeller.com/webapp/wcs/stores/servlet/content_home_article_2013Feb12NewFMLAposterrequiredbyMarch8-022013_10151_-1_10551)

### **Contraceptive Mandate Preliminarily Enjoined**

A split is developing in the lower courts over whether the health care reform law's contraceptive mandate violates the Religious Freedom Restoration Act. The 8th U.S. Circuit Court of Appeals suggested it would, preliminarily enjoining the federal government from enforcing the challenged mandate. To read more:

<http://www.shrm.org/LegalIssues/FederalResources/Pages/Contraceptive-Mandate-Enjoined.aspx>

### **Higher Visa Fees, Penalties Foreseen with Immigration Reform**

In the dysfunctional world that has become the nation's capital, something as rare as a unicorn racing across the National Mall has appeared—lawmakers on both sides of the aisle calling for agreement on comprehensive immigration reform.

Continue reading: <http://www.shrm.org/LegalIssues/FederalResources/Pages/comprehensive-immigration-reform.aspx>

## **Gift Basket Donation Request Submitted by Judy Rang**

I am in need of items for the gift bags that are given to our speakers at our monthly meetings and/or seminars. These items may be large or small. Whatever you have available would be a great addition. These gift bags are given as a thank you to the speaker for coming out to educate us in their field of expertise. Many of these people come on their own time and expense.

If you would like to make a donation please contact Judy Rang at 637-6644 x 358 or [jrang@utznacks.com](mailto:jrang@utznacks.com) and I will make arrangements to pick up your items or you may bring them along to our next monthly meeting. Thanks for all of your help.

## **HAHRA Sponsorship Program Submitted by Amanda Hartlaub**

The sponsorship program is designed to bring together HR related business, service providers and our general membership. This is a great opportunity for businesses to present and promote their product or service to HR professionals from the Hanover area. It also provides our members with an opportunity to evaluate various HR related tools to help them in performing their roles in human resources.

### **As the Monthly Meeting Sponsor, you will receive:**

- Prominent mention in any marketing materials (mainly electronic).
- You will be provided a table in the meeting room for you to display your material. Opportunities exist for you to promote your business by interacting with HAHRA members before and after the regularly scheduled monthly meeting.
- Complimentary meal for two company representatives.
- Opportunity to speak for up to five minutes to our meeting attendees about your products and/or services.
- Cost \$300

**Please email Julia Groft at [Julia.Groft@manpower.com](mailto:Julia.Groft@manpower.com) to express your interest and include the following information:**

- Your logo
- Organization and Address
- Name(s), title(s) of all attending
- Email
- Website
- A brief description of your product or service (150 words or less)
- Preferred month for sponsorship (Please note that we typically do not meet in June, July, August, or December.)

### **Checks should be made payable to HAHRA and mailed to:**

Julia Groft, HAHRA Treasurer, 300 Frederick Street, Suite 10, Hanover PA 17331

## Mission Statement

As an affiliate of the Society for Human Resource Management, The Hanover Area Human Resource Association will partner with businesses in the greater Hanover area to: expand Human Resource skills and knowledge through training and education; networking with HR and business professionals; exchange ideas, information and experiences; and other support services.

## Board Meetings

Board meetings are held immediately following the close of our general monthly meetings. All officers and committee chairpersons are invited to attend board meetings. Any association member wishing to address a concern to the Board is invited to do so at that time. If inclement weather is pending, the Officers will confer and advise if the meeting will be held. You can call any Officer to confirm if a meeting will be held.

Articles for our newsletter should be submitted by the 7<sup>th</sup> of each month to Sandy Meyers by e-mail to [smeyers@snyders-lance.com](mailto:smeyers@snyders-lance.com). Articles need to be in Word Format (prefer font of Times New Roman, 11) and in paragraph style. This helps me in placing your article within my format copy. Newsletters are posted on our website at [www.hanoverareahra.org](http://www.hanoverareahra.org) and members will be notified via e-mail once it is posted. Thank you.

## Committee Chairpersons

*100+ Employee Representative – Judy Rang, Utz Quality Foods (637-6644)*  
*<100 Employee Representative – Pat Leonard, Crosswinds Consultants (515-3863)*  
*Diversity Committee – John Moore, Adams Hanover Counseling (717-479-6497)*  
*Chapter Certification Representative – Cheryl Cucco, Direct Brands (637-3841)*  
*Chapter Legislative Committee – Kathryn Boone, County of Adams (337-9822)*  
*Membership Committee – Jenn Kremenik, Flowserve (410-756-2602)*  
*Professional Development Committee – Kim Wolfrom, Sheridan Press (632-3535)*  
*Workforce Readiness – John Moore, Adams Hanover Counseling (479-6497)*  
*Public Relations Committee – Jennifer Harris, VNA of Hanover & Spring Grove (633-0684)*  
*Newsletter Committee – Sandy Meyers, Snyder's-Lance (632-4477)*  
*Social Events Committee – Marianne Riker, Manpower (630-8423)*  
*Seminar Committee – Julia Groft, Manpower (630-8423); Sara Snyder, Utz Quality Foods (637-6644)*  
*Community Education/Scholarship Committee – John Moore, Adams Hanover Counseling (479-6497)*  
*Audit Committee – Rich Carson, Webb Insurance (637-3670)*  
*SHRM Foundation Representative – OPEN*  
*Nomination Coordinator – Tabetha Miller, The Clarks Companies, N.A. (633-8493)*  
*Technology Committee – Robin Myers, Sonoco (637-2121 x. 10)*

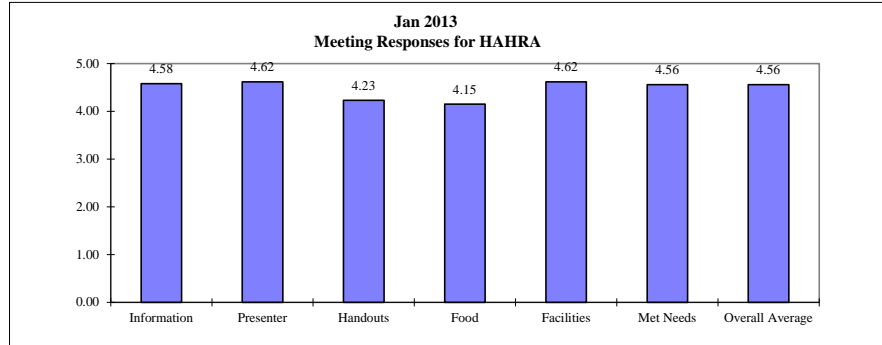


# January Feedback

January 30, 2013 – How Can You Lead HR to be a Key Driver of Your Company’s Strategy, by Bob Stearns

## HANOVER AREA HUMAN RESOURCE ASSOCIATION JANUARY MONTHLY FEEDBACK INFORMATION

	<u>Average Rating</u>
<b>Information</b>	4.58
<b>Presenter</b>	4.62
<b>Handouts</b>	4.23
<b>Food</b>	4.15
<b>Facilities</b>	4.62
<b>Met Needs</b>	4.56
<b>Overall Average</b>	4.56



<b>Overall Average</b>	<u>Average Rating</u>
<u>Jan-13</u>	4.56
Feb-13	
Mar-13	
Apr-13	
May-13	
Sep-13	
Oct-13	
Nov-13	
<b>YTD Total Average</b>	

