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Happy 40th Anniversary HAHRA



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A MESSAGE FROM OUR PRESIDENT:

“What a wild ride!” As I pen my first message as President this accurately covers my sentiments for the 1st Qtr of 2014. The calendar says Springtime, yet I still see piles of snow outside in parking lots and wooded areas. As if the endless winter weather wasn’t challenging enough, we decided to take on so many things at HAHRA. 1. We successfully transitioned several new Volunteer Leaders. Please welcome and let me thank Julia Groft, Kim Wolfrom, and Sara Snyder for taking on additional duties. I must also thank and congratulate on Amanda Hartlaub for a wonderful HAHRA career spanning double-digit years. Thank you for your wisdom and leadership! 2. Member Appreciation Dinner was held in January and officially kicked off our 40th Anniversary Celebration. Special thanks to Corey Fodor and her volunteer team for an awesome night. 3. Seminars – We’ve partnered with HAMA and York SHRM for two info-packed sessions on March 19 and April 30. This is in addition to our March 26th luncheon that I expect all of you to attend! 4. Our Job Fair on April 10.

Now let me tell you what’s about to come and why I’m exciting to lead our Chapter in our 40th Year of providing HR Excellence! We are connecting with you on social media. We are rewarding you for connecting us with like-minded professionals such as yourself. And our Chapter is getting the attention and recognition it deserves for being a progressive organization focused on members. Check out our awards on page 6!

I hope you agree – What a wild ride! We are only 3 months into the year and so many more goals and objectives to reach. So join in, sign up, ‘like us’, and participate as we celebrate our 40th Anniversary serving HR Professionals!

Celebrating 40 Years!

Happy Anniversary HAHRA - For 40 years, the Hanover Area Human Resource Association (HAHRA), has been committed to advancing the Human Resource profession within the Hanover area. The organization founded in 1974 by local business professionals who gathered to discuss HR issues, was first named the Hanover Area Personnel Association (HAPA). In the early 2000's, the name was changed to HAHRA and continues to be governed by local volunteer Human Resource professionals today. This non-profit organization will continue to be a cornerstone for HR professionals committed to the success of advancing human resource interests and partnering with local businesses to sustain our community for many years to come. Congratulations HAHRA for providing 40 years of HR excellence!

Monthly Program Schedule

Program Schedule for 2014:

March 26, 2014 – SOFA-Making the Case for Financial Literacy Programs

April 30, 2014 – HAHRA and York SHRM Spring Seminar – Change Management

May 28, 2014 – Employment Law Updates

Meet our Officers

Pictured is: Sara Snyder, Secretary; Kent Keller, President; Julia Groft, Vice President; and Kim Wolfrom, Treasurer



March 26 Meeting Blurb

SOFA - Making the Case for Financial Literacy Programs

Presented by Christopher J. Lenz, ChFEBC

Christopher has been in the Financial Services industry since 1989, counseling, advising and educating employers and employees alike. He has been conducting financial benefit and financial literacy programs since 1993. The recipient of numerous awards and designations, including the GAMA Gold Award for Leadership and the President of the Pennsylvania Chapter of the Society for Financial Awareness (SOFA), Chris was also one of the first advisors to receive the prestigious Chartered Federal Employee Benefit Consultant (ChFEBC) designation. In what available free time he has, Christopher enjoys coaching middle school football and basketball at St. Joseph's School in Mechanicsburg, PA and has been an AAU basketball coach since 2003.

SOFA is a nationwide nonprofit organization with the mission to end financial illiteracy across America, one community, one employer at a time. SOFA is member supported and comprised of various financial professionals who volunteer on a Pro Bono service to the community by providing various financial topics to companies, churches and organizations in their geographic locale. Their members are professionals such as Financial Advisors, Estate Planning Attorneys, Accountants, Realtors, Mortgage Brokers, Credit Counselors and Health & Wellness Practitioners. Founded in 1993, SOFA's members have had the opportunity and privilege to work with various prominent companies and organizations across America.

Presentation Outline:

- Changes in the employer, employee relationship and how that has affected employer sponsored benefits.
- Who taught us about money and how that affects the choices we make in what we provide and what we choose.
- The appropriate process in planning for retirement and why most people miss the 1st and most important step in planning.
- How to stretch your healthcare dollars by recycling those unused dollars in retirement.
- The overall process to building financial security.
- The benefits to employers who provide financial literacy programs for their employees.

May 28 Meeting Blurb

Legal Update– Presented by Jennifer L. Craighead

Jennifer Craighead chairs the Employment Law group and concentrates her practice in labor and employment law, which includes counseling employers on personnel matters, conducting sexual harassment and other investigations for employers, reviewing employment policies and handbooks, labor arbitrations, counseling in OSHA compliance and wage and hour issues under the Fair Labor Standards Act, and defending employers in discrimination and other employment-related complaints, both at the administrative level and in federal court. Jennifer frequently presents seminars on labor and employment issues, including issues related to developing employee handbooks, the Americans with Disabilities Act, the Family and Medical Leave Act and sexual and other harassment.

Attendees will be provided with an update on the hot button legal issues.

Congrats – Certification Earned!
Submitted by Cheryl Cucco

CERTIFICATION EARNED

Congratulations to **Julia Groft** of Manpower, who recently achieved her HRCI Certification as **PHR** (Professional in Human Resources). Please contact Cheryl Cucco at ccucco@rhsheppard.com for more information on HAHRA's next study group which is expected to start in the Fall of 2014.



WELCOME NEW MEMBERS
Submitted by Tina Pierozak

Please extend a warm welcome to the following new member(s) of HAHRA. Be sure and introduce yourself at our next event!!!

Bonnie Morrison, SPHR, ESAB Welding & Cutting Products
Angie Haugh, Mountain View OBGYN, Ltd.
Janelle Stauffer, R.H. Sheppard Co., Inc.
Hillary Miller, TimBar Packaging & Display
Abby Keefer, Dentsply
Kim Martin, Dentsply
Tina Furnish, SKF USA Inc.
Anne Giambelluca, Utz Quality Foods, Inc.
Chris Livelsberger, Conewago Enterprises, Inc.

Job Fair April 10
Submitted by Kent Keller, PHR

Calling all Job Seekers! If you are looking for a new or better job come to HAHRA's Spring Job Fair on April 10! Held at the Cross Keys Banquet Center, 6110 York, Rd in New Oxford from 9am until 1pm. Join nearly 30 Employers and Community Partners offering employment and resources for job seekers throughout the Hanover/Adams areas.

Membership Referral Program



Do you know another colleague or business professional that could benefit from becoming a member of HAHRA? If so, invite them to an upcoming monthly luncheon on us! Yes. That's right, let us pick up the tab for your invited guest so they can check out our membership and observe us. Certain restrictions apply to 1st time free guest lunch so call or email our Treasurer (Kim Wolfrom) for details.

HAHRA has a NEW Referral Program for 2014 and is expected to run each year ending Dec 31st. Here's how it works:

- Any Active member that makes a new membership referral during the calendar year will be entered into a drawing that will be held annually. Prize: a Visa gift card.
- Program intended to run Jan 1 through Dec 31st annually with drawing to occur in Jan each year.
- New members **MUST** include the name of the person that referred them on their application, when applying.

So get out there and start referring someone with an interest in the world of Human Resources – a coworker, business owner, supervisor, office manager, HR focused student, consultant, or legal professional! Invite them to become a member of our SHRM chapter. They can belong to a COMMUNITY of professional peers to NETWORK and share information. LEAD and participate in HANDS-ON PROGRAMS and GET INVOLVED in rewarding activities that develop professional skills and friendships.

If you have any questions, please contact us at membership@hanoverareahra.org

Are You Linked In? Submitted by Robin Myers



HAHRA is upgrading its technology and social media presence in 2014. Here's just one of the improvements you can expect to see:

Are you LinkedIn? Well, so is HAHRA! A new group (hanoverhra) has been set up to provide a forum for members to discuss HR issues, post ideas or events and communicate with fellow HR professionals on topics that interest YOU! While there is no cost to join, it is a members-only group and you must request to join. HAHRA reserves the right to deny membership and/or control content to limit abuse or misuse.

If you are already on LinkedIn, simply submit your request to join. If not a member, set up an account today! You will be able to link on from our website, www.hanoverareahra.org, or you can simply search the "groups" function and list Hanover Area HR. Check it out and Don't miss a single update!



HAHRA Dishes Out the Awards

On January 31st HAHRA recognized several individuals for accomplishments. They are:

- Amanda Hartlaub, Ox Paper Tube and Core-Past President Award
- Julia Groft, Manpower-HR Contribution Award
- Kim Wolfrom, The Sheridan Press-HR Excellence Award

HAHRA Wins Awards By: Kent Keller

The Society of Human Resources Management (SHRM) has recognized our chapter for exemplary efforts in 2013!

- **EXCEL Gold Award for 2013** – This award recognizes HAHRA’s accomplishments and strategic initiatives that promote the human resources management profession. SHRM has formally acknowledged the commitment to meaningful membership-focused programs and services our chapter delivers.
- **Chapter Champion (2013)** – Congratulations to HAHRA for fundraising efforts to benefit The SHRM Foundation. Our 50/50 drawings and other giving efforts helped the SHRM Foundation raise money for next generation HR Leaders. Your continued support helps to provide scholarships, create educational products, and research grants.
- **Superstar Membership Status** – Membership growth is an important benchmark to measuring chapter success. With nearly a 5% increase, we’ve further strengthened our partnership with SHRM National.

None of these awards are possible without our dedicated HAHRA members, YOU! Each of you contribute to the networking and professional development every valuable interaction we have. Thanks to the Officers, Board members, Committee Leaders, and Committee members for extraordinary achievements! I also want to personally congratulate and recognize our Past President, Amanda Hartlaub, for her vision and leadership for guiding the chapter to these milestones of HR Excellence.



HAHRA Sponsorship Program Submitted by Amanda Hartlaub



Do you want to be a meeting sponsor and tell the membership about your awesome products and services? For a minimal investment, a business or individual can present to HR related businesses, service providers who've attended our monthly meeting.

Please email Kim Wolfrom at Kim.Wolfrom@sheridan.com to learn more about Sponsorship benefits and value for your investment!



Technology Updates

We will continue to increase our technology and world wide web presence. Our website will be going through an update later this year. SHRM (our national organization) now offers web development and hosting which should allow a local chapter, like HAHRA, to focus on content – not support and IT network or server issues. We will be joining other chapters who've already taken advantage of this service and rave about its compatibility and features.

Like every IT project or large initiative undertaking, we do are asking for volunteers to review, evaluate, and assess the current and future website content. If you are interested in joining a team that will review what works, what does not and what do we need on our site, please contact Robin Myers at robin.myers@sonoco.com. (IT skills are desired and preferred, not required). Join now so you can make a difference!

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.

SHRM Event Calendar

2014 SHRM Conferences: <http://www.shrm.org/Conferences/Pages/default.aspx>

- Talent Management Conference & Expo - Apr 28-30, 2014, Nashville, TN
- Annual SHRM Conference - Jun 22-25, 2014, Orlando, FL

Legislative and Legal Conference Submitted by Kent Keller, PHR

The Pennsylvania State Council of SHRM, Inc. will hold its 14th Annual Legislative & Legal Conference on Friday, May 2, 2014 at the Harrisburg Hilton. Join us for an educational day of state and federal employment law updates as well as great networking opportunities.

A total of six programs in this full-day conference with Nationally recognized speakers like, Jonathan Segal, Esq. of Duane Morris LLP; Kathleen Coulombe, Senior Government Relations Advisor SHRM; Lynn Outwater Esq., SPHR of Jackson Lewis, LLP; Heather Roth, Regional Director and Kathy Morrison, Chief Counsel of Pennsylvania Human Rights Commission, Glenn Spencer of U.S. Chamber of Commerce and Christopher D. Durham, Esq. of Duane Morris LLP.

Topics will include:

- Social Media - Risky Business
- HR Public Policy: The 113th Congress and the Second-Term Obama Administration
- Employment Law Update
- Discrimination Trends: The PHRC and What You Need to Know
- The Second Offensive-Labor and Employment Policy 2014 Recent Court Cases Affecting Employers
- State Law Trends in General and Pending Legislation in Pennsylvania In Particular

CLE and HR Certification Institute credits pending approval. **REGISTER BY MARCH 29 TO RECEIVE A DISCOUNT!** For registration, please go to: <http://www.pashrm.org/>.

Gift Basket Donation Request Submitted by Judy Rang



Corporate merchandise, logoed products, gift bags, and gift donations are needed! Let our speakers at our monthly meetings and/or seminars know how much they are appreciated. These items may be large or small. Whatever you have available would be a wonderful and much appreciated addition. Did you know that nearly all of our speakers donate their own time and expense to educate us in their field of expertise? Show them some appreciation and share your swag with them.

If you would like to make a donation please contact Judy Rang at 637-6644 x 358 or 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.

Diversity Corner

Submitted by John Moore

Diversity and Inclusion News

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

[Women in SET Careers Leave 'In Droves'](#) (ctrl + click to follow link)

Hostile 'macho' cultures are blamed for women leaving science, engineering and technology jobs in startling numbers, a new report finds.

[Jobs that Capitalize on Vets' Skills](#) (ctrl + click to follow link)

Administrative services manager, construction program manager and emergency medical technician are among the top civilian jobs that match the skills of military veterans.

[Bipolar Employee Cannot Pursue ADA Claim](#) (ctrl + click to follow link)

A retail worker who quit after a manager allegedly berated her about her bipolar disorder could not prove an ADA violation, a federal appellate court ruled.

DISABILITY EMPLOYMENT

[Disability Employment Resource Page](#) (ctrl + click to follow link)

Find the latest articles and resources to help attract, retain and develop people with disabilities.

HR MAGAZINE

[Accommodating Pregnant Employees](#) (ctrl + click to follow link)

Pregnant women often are forced to make an impossible choice between losing income and risking their health and pregnancy.

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, TrueNorth Wellness Services (717-479-6497)
Chapter Certification Representative – Cheryl Cucco, R.H. Sheppard (633-4134)
Chapter Legislative Committee – Kathryn Boone, EMA (410-552-3201)
Membership Committee – Jenn Kremenik, Flowserve (410-756-2602) and Tina Pierozak, TempStar (632-7555)
Professional Development Committee – Kim Wolfrom, Sheridan Press (632-3535)
Workforce Readiness – John Moore, True North Wellness Services (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 – Corey Fodor, The Performance Group (646-8108)
Seminar Committee – Julia Groft, Manpower (630-8423); Sara Snyder, Utz Quality Foods (637-6644)
Community Education/Scholarship Committee – John Moore, True North Wellness Services (479-6497)
Audit Committee – Rich Carson, Webb Insurance (637-3670)
SHRM Foundation Representative – Elizabeth Watkins, Hanover Area YMCA (632-8211 x. 241)
Nomination Coordinator – Tabetha Miller, The Clarks Companies, N.A. (633-8493)
Technology Committee – Robin Myers, Sonoco (637-2121 x. 10)

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. Inclement weather or other special circumstances can affect these meetings – please call any Officer to check a meeting schedule, request time on the agenda, or to review past board meeting notes.

HAHRA and York SHRM Spring Seminar

Change Management Half Day Seminar

“Managing change to avoid change managing you-Being a strategic partner in Organizational Change Initiatives.”

Wednesday, April 30th 2014

Registration begins at 7:30AM with presentation from 8:00AM- Noon

Hot Breakfast Buffet Included

Cross Keys Village* Nicarry Meetinghouse

2990 Carlisle Pike, New Oxford, PA

Our presenter, Patrina Clark supports executives and HR leaders (both current and aspiring) in confidently pursuing their passion and purpose. She supports her clients in developing insights about what matters most to them and how best to achieve the results they seek. Patrina has been a featured speaker at national and regional conferences, universities, professional associations, and international leadership programs. She will take us on an interactive journey to help us attain the following crucial change management initiatives:

- Overview of change management process
- Clarifying the role of HR in the change initiative
- Developing a personal “why” statement as a change advocate
- Helping others develop their “why statements” for changed
- Do’s and Don’ts for being and change advocate and leader

All participants will receive a customized booklet developed specifically for HAHRA and a copy of the book Roadmap to Success, a book partially written by Patrina Clark.

Member Cost: \$35 Guest Cost: \$50 (3) HRCI Credit Hours Pending

Register online at <http://www.hanoverareahra.org/cgi-bin/events2.cgi> or send checks and registration to Manpower, 300 Frederick Street, Hanover PA 17331, Attn Julia Groft.

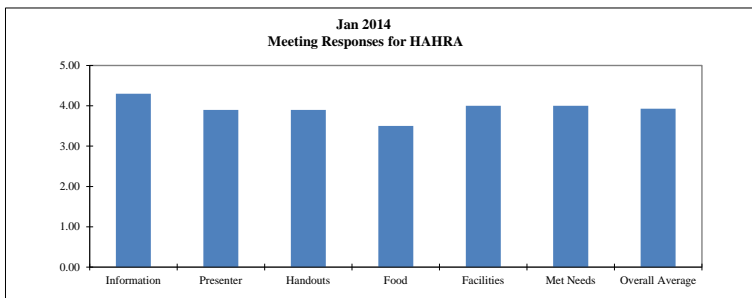
Deadline for registration is April 18th, 2014

Luncheon Feedbacks

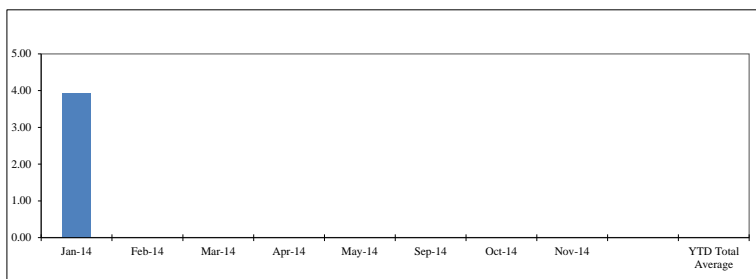
Making the Business Case for Ethical Organizations, by David L. Wauls, CCL

HANOVER AREA HUMAN RESOURCE ASSOCIATION JANUARY MONTHLY FEEDBACK INFORMATION

	<u>Average Rating</u>
Information	4.30
Presenter	3.90
Handouts	3.90
Food	3.50
Facilities	4.00
Met Needs	4.00
Overall Average	3.93



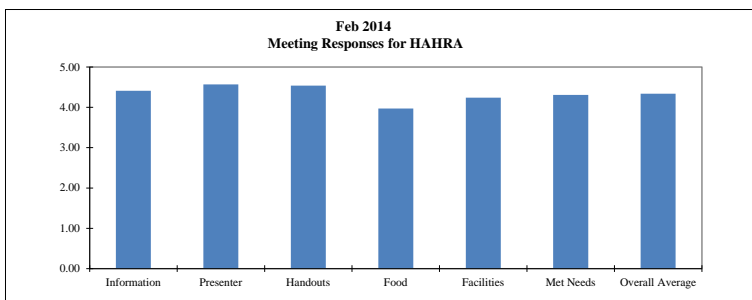
<u>Overall Average</u>	<u>Average Rating</u>
Jan-14	3.93
Feb-14	
Mar-14	
Apr-14	
May-14	
Sep-14	
Oct-14	
Nov-14	
YTD Total Average	



Unemployment Compensation Law Update, by Chet McCullough

HANOVER AREA HUMAN RESOURCE ASSOCIATION FEBRUARY MONTHLY FEEDBACK INFORMATION

	<u>Average Rating</u>
Information	4.41
Presenter	4.57
Handouts	4.54
Food	3.97
Facilities	4.24
Met Needs	4.31
Overall Average	4.34



<u>Overall Average</u>	<u>Average Rating</u>
Jan-14	3.93
Feb-14	4.34
Mar-14	
Apr-14	
May-14	
Sep-14	
Oct-14	
Nov-14	
YTD Total Average	4.14

