



2014 Board of Directors

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OPEN
Marketing/Communications Director

2013 SHRM Silver Excel Award
2013 SHRM Membership Star



CWSHRM

Central Wisconsin Chapter

Society for Human Resource Management

"Providing information, education, leadership, and networking opportunities to promote excellence and professionalism in Human Resource Management."

2014 Leadership Committee

Linda Huss
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Kim Hall, SPHR
College Relations Director
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Carol Howard
Conference Chair
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Carol Auner, SPHR
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Melissa Colombo, SPHR
Workforce Readiness Advocate
melissa.colombo@lactalis.us

Open
Diversity Director
centralwisconsinshrm@gmail.com

Bring a non-perishable food item to the December event for an extra raffle ticket. All food collect will be donated to Peyton's Promise.

~ JOIN US THIS THURSDAY ~

Passion about People!

Thursday, Dec. 11, 2014

11:15 a.m. – 1:30 p.m.

Jefferson Street Inn

Join us for lunch where experienced panel members discuss their careers in the ever-changing world of HR.

The luncheon will include food, prizes and a fun, candidate discussion and Q & A with local, experienced HR professionals to include:

- Robin Hegg, SPHR - HR Manager at Greenheck Fan Corp.
- Dick Huseby - Sr. VP of HR at Church Mutual
- Kathy Jonas, SPHR - Associate Vice President of HR at Liberty Mutual
- Curt Schmidt, SPHR – Vice President of HR at Wausau Paper

Sign up Today for this interactive session!

Do you have specific questions you would like to ask the panel? Send your questions before Dec. 10th to centralwisconsinshrm@gmail.com.

All attendees will receive one raffle ticket for door prizes.
Receive one additional raffle ticket for bringing a non-perishable food item!
FREE for CWSHRM Members/\$10 for Full-time Students/\$30 for Guests

January Membership Meeting

Thursday, January 8, 2015

7:00 a.m. – 10:00 p.m.

Jefferson Street Inn

The Good, the Bad, and the Ugly – Employment Law Decisions of 2014

Join us for this informative session presented by Sara Ackermann,
Ruder Ware

Click [here](#) to Sign up today!

FREE for CWSHRM Members / \$30 for Guests



2014-2015 Events

- **December 11, 2014**
11:15am – 1:30pm
CWSHRM Meeting
- **January 8, 2015**
Membership Meeting
7:00am – 10:00am

2015 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2015, please contact
Krissy Rodewald at
krissy.rodewald@aspirus.org

Senior Member Interview

Did you read the interview on Kathy Jonas? It was great learning about the lessons learned and personal story from one of our own HR professionals.

Who would you like to hear from next?

Contact Weng Liew at liew@ntc.edu with your suggestions on which senior members you like to “Get to Know” a little bit better.

CWSHRM Website

Check out the CWSHRM website for up to date **job opportunities**, review the monthly Board meeting minutes, newsletters and much more! Don't miss out on all the HR jobs being posted!
<http://centralwisconsin.shrm.org>
Check website weekly!



Work Readiness | Entrepreneurship | Financial Literacy

Junior Achievement Volunteers Needed

Junior Achievement (JA) is looking for business volunteers to teach JA programs to elementary, middle or high school students during the 2014-15 school year.

Junior Achievement is a non-profit organization that connects business and education to build a stronger community through programs that focus on **work readiness, financial literacy and entrepreneurship**. The Northcentral District of Junior Achievement reached over 10,000 students during the 2013-14 school year and your help is needed to reach over 12,000 in the 2014-15 school year.

JA provides you with an easy-to-use facilitator guide, scripts, handouts, posters, activities and other fun classroom materials and you to add your own personal experiences to make business come to life in the classroom. Elementary classes require five classroom visits for approximately 40 minutes each. Middle grades classes require six classroom visits of approximately 45 minutes each. High school classes vary from 5-7 visits for approximately 45 minutes each.

To learn more about volunteering for JA

- Contact the JA Office at #842-1056 or email
- Melissa Matteson Middle/High School Program Manager at mmatteson@javis.org
- Lisa Maahs Elementary School Program Manager at lmaahs@javis.org

WI Servant Leader Cities Tour

December 15-16, 2014

Wausau-Monday, December 15, 2014 /"Developing the Strength of Others"

2:30 PM: Introduction to Servant Leadership

3:00-5:00 PM: Community Panelists and Small Group Discussion

5:00-5:30 PM: Continued Conversations

Dudley Tower First Floor Conference Room | 500 First Street, Wausau, WI

To Reserve your spot in Wausau, email shelly.hoffman@aspirus.org / This is what past attendees have found valuable.

La Crosse: Tuesday, December 16, 2014

Viterbo University's Reinhart Center Board Room | 9th & Jackson, La Crosse, WI

To Reserve your spot in La Crosse email mjcooney@viterbo.edu / This is what past attendees have found valuable.

This Event is Free and Open to the Public!

Interested in Obtaining Certification?

CWSHRM needs to know!

If you are planning on sitting for either the SHRM Certification (SHRM-CP™ or SHRM-SCP™) or the HR Certification exams (PHR / SPHR / GPHR) in 2015 and would like to participate in a study group, please let us know.

CWSHRM wants to be sure to help support the professional needs of our members. Your input is important to our success of meeting those educational requests.

Contact Kim Hall at khall@dce.k12.wi.us to express interest in a 2015 study group.



Wipfli's Human Resource Business Forums 2015

Wipfli's Human Resource Business Forums are designed to provide education on current trends and best practices for individuals with human resource (HR) responsibilities in a dynamic and interactive environment. Participants in the Human Resource Business Forums remain consistent across all sections, allowing individuals to develop powerful and lasting professional relationships and to engage in significant problem solving.

The benefits

The key benefits you receive by participating in the forums are numerous and include:

- Sound, timely, and practical information on current trends and best practices in HR management
- Information on changing employment laws and resulting implications
- Professional environment to discuss and find solutions for your unique HR issues
- Advice from experienced consultants who understand your challenges

The format

- Meetings are held monthly: **January through May from 9:00 a.m. to 3:00 p.m.**
- Roundtable discussions are held to troubleshoot the pressing concerns of our participants, as well as network with other HR professionals
- Professionally facilitated discussions are held, and prepared topics are presented
- Written materials and supporting documents are distributed for each topic
- Beverages and lunch will be served
- Value priced at \$1,295 for 27.5 hours of targeted, practical HR education

WIPFLI^{LLP}
CPAs and Consultants



Human Resource Business Forums Topics

The Human Resource Business Forums have a set curriculum to educate participants on the key functional areas of HR management. These forums are ideal for individuals who do not have a formal education in HR management, who may be new to the field and are looking to acquire foundational knowledge, or who are looking to strengthen their technical skills.

Understanding the role of HR

- Key HR responsibilities
- Important skills for HR professionals
- HR best practices

Creating an effective employee handbook

- Handbook content
- Policy development
- Handbook communication

Understanding the Fair Labor Standards Act (FLSA)

- Overtime exemptions
- Hourly vs. salaried pay
- Pay for travel, on-call, and training time
- Minimum wage
- Child labor

Complying with state and federal laws

- Significant laws and regulations
- Discrimination and harassment
- FMLA
- Posting and record retention requirements

Recruiting and selecting employees

- Work force planning and job analysis
- Job descriptions
- Résumé and application screening
- Interview techniques
- Reference checking

Managing performance

- New employee orientation
- Performance management systems
- Performance appraisals

Addressing employee behavior problems

- Performance counseling
- Corrective action
- Voluntary and involuntary termination
- Legal land mines

Designing a compensation system

- Internal and external pay equity
- Salary structure development and maintenance
- Incentive pay systems

Understanding benefits

- Health insurance and PPACA
- Preventative health and wellness
- Qualified retirement plans
- Benefit communication
- Time off
- Cobra

Join Us!

Dates: 3rd Tuesday of each month starting January 20, 2015

(February 17, March 17, April 21, May 19)

Location: Wipfli's Wausau office: 11 Scott Street, Wausau, Wisconsin 54403

Time: 9.00 a.m. to 3:00 p.m.

To register or for questions, please contact Kristina Bung Riddle

Phone: **715.843.7452** | E-mail: **kriddle@wipfli.com**

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