



July  
2016



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

**WI SHRM 2016 Early Bird Discount - July 29th Deadline!**

**Register Today!**

**Early Bird Discount Ends July 29th - [Click Here to Register Today!](#)** With over 1000 attendees, 100+ vendors, & top-notch speakers, the Wisconsin State SHRM Conference is always the must-attend Wisconsin HR Event of the Year! You can visit the Conference website at - <http://www.wishrm.org/2016-State-Conference>

**Wed. Oct 5th Attend a [Preconference Workshop](#) from 1:00-4:30 p.m. for only \$75**

- The Annual Legal Overview: Hot Topics in Employment Law
- Apples and Oranges - Business Acumen for HR
- Moving from Transactional to Strategic: Becoming an HR Business Leader
- Advanced Active Shooter Training

**Thursday & Friday Learning Sessions** - For Session descriptions [click here](#)

**Exhibit Booth opportunities available** - [click here](#)

Exhibitors will have an opportunity to take advantage of [special advertising](#) **deadline July 15** in our program. As an additional bonus, if you choose to become an exhibitor there will be a 10% discount off of advertising based on the size of the ad you desire. In addition, the conference offers [opportunities for sponsorship](#) which will maximize your firms' exposure while demonstrating your commitment to the HR profession.



**Salary Survey Results Available for Purchase**

Didn't have a chance to participate in the Salary Surveys but would like to purchase a copy of the results?

The MRA / CWSHRM Salary Survey results are available for purchase by non participants for \$400 per survey (vs. the regular MRA price of \$750).

The following surveys are available for purchase currently, with the others being published soon:

- Wage Survey of Industrial Jobs
- Office, Clerical, & Technical Survey

Please contact MRA if you are interested in purchasing a survey:

[800.488.4845 Ext. 2508](tel:800.488.4845)

[surveys@mranet.org](mailto:surveys@mranet.org)

**Upcoming Meetings**

**What's Measured Gets Done / HR Metrics—Pete Bilski, The H.S. Group**  
August 4th, Registration at 11:15am; Program: 11:30am-1:30pm  
Jefferson Street Inn, Wausau, WI  
[Register Here!](#)

**Kidjacked: A Father's Story—Scott Lesnick**  
September 8th, Registration at 11:15am; Program: 11:30-1:30pm  
Jefferson Street Inn, Wausau, WI

Instructions for Parking at our monthly meetings: Feel free to park at the mall (first two hours free), the parking ramp directly across from Jefferson (small fee if at metered lot), or stop in to the Jefferson Street Inn front desk and pick up a free parking pass.

## Fall Study Group Forming for SHRM-CP and SHRM-SCP Exams!

CWSHRM is in the process of forming the fall study group. There must be a minimum of **five** for the group to be held. If you are willing to commit **3 hours per week for twelve weeks** to participate in the group, as well as, **5 additional hours per week** to read, study, take quizzes and tests, and use the learning system, this opportunity is right for you!

The list price from SHRM for the Learning Systems is \$870.00, but the discounted cost through CWSHRM is \$460.00. Therefore, CWSHRM orders the Learning Systems because of the discount on volume/group orders and then we can pass that discount on to all of you. CWSHRM also does the following:

- CWSHRM members will receive a 50% discount on the study materials if they have been a member for one year (paid full membership dues for the previous year if enrolling in the spring class, or at least partial dues for the previous year and full dues for the current year if enrolling in the fall class).
- CWSHRM members will receive a 25% discount on the study materials if they have been a member for less than one year.
- Non-CWSHRM members will not receive a discount on the study materials.
- CWSHRM also put a new incentive in place to encourage those CWSHRM members who have not tested yet to test. Here is the new incentive:

### Reimbursement Stipend for Passing Certification Test

- \*CWSHRM will provide a stipend of \$100 to CWSHRM study group members if the individual passes the certification test.
- \*Each CWSHRM study group member will receive only one stipend per certification.
- \*Non-CWSHRM study group members will not be eligible to receive a stipend.
- \*So yes, if you test and pass, you will get **\$100** for your efforts!

Eligibility criteria: <https://www.shrm.org/certification/apply/eligibilitycriteria/pages/default.aspx>

Application Deadlines, Exam Windows, and Fees: <http://www.shrm.org/certification/apply/examfees/pages/default.aspx>

Exam Application: <http://www.shrm.org/certification/apply/pages/applicationprocess.aspx>

The first study group will meet Monday, August 29th. The group will meet Mondays from **4:45pm-7:45pm at the Northcentral Technical College Campus**. The meeting room is room CBI (Center for Business and Industry) 108.

### Study Group Meeting Dates, all Mondays:

- 1 - August 29th
- No meeting September 5th
- 2 - September 12th
- No meeting September 19th
- 3 - September 26th
- 4 - October 3rd
- 5 - October 10th
- 6 - October 17<sup>th</sup>
- Application to test October 21st
- 7 - October 24th
- 8 - October 31st
- 9 - November 7<sup>th</sup>
- Late application to test November 11th
- 10 - November 14th
- No meeting November 21th
- 11 - November 28th
- 12 - December 5th

***Please contact Kim Hall, Certification Director, if you are interested in signing up for the fall study group: [khall@dce.k12.wi.us](mailto:khall@dce.k12.wi.us)***

## Please Update Your CWSHRM Account Online

Thank you for your continued support of CWSHRM! We are updating our database, so please go to our website and make sure your information is up-to-date. Go to <http://centralwisconsin.shrm.org/user>, log in, and make any necessary updates. This will ensure that you continue to receive future communication from CWSHRM. If you are having issues getting into your account, please email Krissy Rodewald at [krissy.rodewald@giassoc.org](mailto:krissy.rodewald@giassoc.org).

## SPAHRA Event—All Day Conference September 14th

The Stevens Point Area Human Resource Association invites you to attend its annual All Day Conference on **Wednesday, September 14<sup>th</sup> from 8:00 a.m. to 4:00 p.m.** at SentryWorld Grand Hall.

Attorney **Jennifer Mirus** will be discussing the, **Top 10 HR Mistakes from a Legal Perspective** the first half of the day, and **Dr. Justin Rueb** will be discussing **Interviewing for Success** the second half of the day.



For additional information please [click here to view the flyer](#) and to register for the event, please go to <https://www.eventbrite.com/e/spahra-all-day-conference-tickets-26454306543>.

## Workplace Diversity Award Deadline Approaching

Do you work at, or know of, a progressive organization that serves as a role model in all aspects of diversity, inclusion and workflex practices? If so, we want to know! An organization can self-nominate, or members of the State Council (including Chapter Presidents) can nominate an organization, so start thinking about the organizations you work with that are deserving of recognition!

**What is the Workplace Diversity, Inclusion and Workflex Advocate Award and why is it of f e r e e d ?**

To recognize organizations that foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and experiences. To award an organization who has been a role model in their local community as a strong advocate for diversity, inclusion and workplace flexibility. To promote and share best practices to increase the level of diverse, inclusive and flexible workplaces. This award will be based on organizational achievements. The Work-



place Diversity, Inclusion and Workflex Advocate Award is presented at our **WI State SHRM Conference** held **October 5 - 7 in Wisconsin Dells, WI**. Deadline is **July 22, 2016**.

For more information and to apply, please visit [www.wishrm.org](http://www.wishrm.org).



If your company is interested in sponsorship opportunities, contact Linda Huss, Past President at [lhuss@ruderware.com](mailto:lhuss@ruderware.com)



## STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



### *Central Wisconsin SHRM*

We recognize the Guard and Reserve are essential to the strength of our Nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our Nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and comply with the Uniformed Services Employment and Re-employment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war.

*DeAnna Kmasena*  
Employer

*Paul E. Mock*  
Paul E. Mock  
National Chair, ESGR

*Ash Carter*  
Ash Carter  
Secretary of Defense

*April 21, 2016*  
Date

