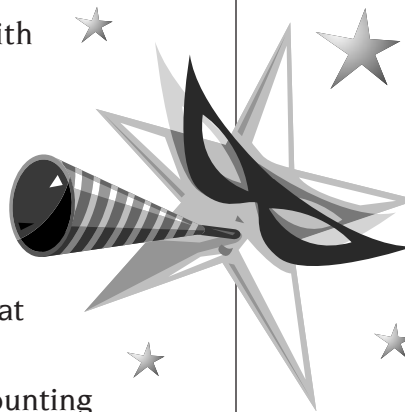


ACCOMPLISHMENTS of 2006!

It was another great year for NHRA, and below are some of the highlights of 2006.

- Increased membership with more than 30 new members.
- Advanced the profession by securing an HR Expert column in the newspaper, and being contacted by the *Duluth News Tribune* to comment on news stories that affect the workplace.
- Upgraded our financial accounting system into QuickBooks.
- Joined with ASTD to bring members the CEO Exchange where we brought in 4 CEO's in the Duluth/Superior area to discuss strategy and HR's strategic role in the organization.
- Updated the By-Laws.
- Completed the IRS form 1024 for Non-Profit Status.
- Held classes for PHR/SPHR certification, with numerous NHRA members passing the exam in 2006.
- Gave a \$500.00 scholarship to a local college student in the field of HR. We also updated the scholarship application process.
- Sponsored UMD SHRM Chapter at 2006 MN HR Games.
- Brought excellent timely topics including HR Law and Business Ethics.

Our last meeting on December 12, 2006, got the attention of the local media as we had Penny Dieryck from the 148th Fighter Wing. Our meeting was featured on the 6:00 pm



news that evening on WDIO Channel 10. We have a copy of the news clip and plan to show it at our January meeting. We are working on getting the news story posted on our website, too. Most, if not all the members at the

December 2006 meeting, were pictured on the news. The really great part was that NHRA got credit and the story focused on the importance of HR for local business.

This was an extraordinary year, and the NHRA Board of Directors did an extraordinary job in every aspect of our operations. And thank you to our members for making NHRA a great organization.

The 2007 NHRA Board of Directors will continue to work on bringing you timely programming, and insuring that NHRA is a valuable resource to help you in your HR Career! The 2007 Board of Directors are as follows:

Kim Burke, President

Patricia Stolee, Past President/Website

Kathy Chalupsky, President-Elect/Director of Programs

Kathryn Koch, VP of Finance

Bonnie Ratajek, Assistant VP of Finance

Sandy Danmeier, VP of Administration

Roxanne Adamczak, Director of Membership

Tracy Larson, Director of Marketing

Jannifer David, Director of Certification

Jennifer Mencl, Director of College Relations

Missy Kuhlmeier, Director of Community Relations

Sandy Shea, Director At-Large

Steve Korby, Director At-Large

Wayne Lindberg, Director At-Large

2007 Dues Reminder

Invoices will be mailed for 2007 dues in January. If you do not receive an invoice, you can send payment to:

NHRA
P.O. Box 16336
Duluth, MN 55816

Please include your name, title, business, address, e-mail, and phone number.

Dues amount: \$60, or \$50 for members that are also members of SHRM.

Financial Report As of Dec. 31, 2006

Checking	93.86
Savings	12,273.21
Savings Certificate	16,055.69
Pay Pal	5,143.00
Accounts Receivable	<u>110.00</u>
Total Assets:	\$33,455.76



CALENDAR of Events

Tue, January 9, 2007

11:30 AM -

1:00 PM NHRA Monthly Educational Meeting Topic: "What to do when the Baby Boomers Retire?" Presented by Donald Hoag.

Donald Hoag will discuss information on demographic trends which will affect every employer in the area. In addition, the efforts of the Duluth Workforce Council to ensure that employers, jobseekers, students, parents and educators are aware of the coming trends will be highlighted. Specific objectives include:

- become aware of important demographic trends projected for our region.
- be able to evaluate their own workforce needs, both current and future, in context of workforce/labor force matters.
- become aware of initiatives underway to educate and inform the public on the issue, and tools available to encourage young residents to remain in the area and to pursue careers here.
- become aware of alternative sources of candidates to be tapped as the predicted labor force shortages begin to materialize.

This program will assist HR professionals in workforce planning, creative recruitment, and helping to end the area's "brain drain." These key elements will help employers be successful in meeting hiring needs for the future.

Thursday, January 18, 2007

12:00 PM NHRA Board Meets

Thursday, February 15, 2007

12:00 PM NHRA Board Meets

Tuesday February 20, 2007

11:30 AM NHRA Monthly Educational Meeting
Topic: MN OSHA Presents

MEMBER News:

Welcome New Members!

Terri McGillvrey, HR Director, RSI, Inc.

Gene Klun, Director of Operations/HR, Falk's Pharmacy

Christine Swenson, HR Assistant, Financial Recovery Services

Nicole Foster, Employee Relations and Development Assistant, Duluth News Tribune

Darlene Jane Dower, Human Resources, Interim Health Care

Mary Krieps, Human Resources, Twin Ports Testing

Sandy Plante, District Manager, Kelly Services

Linda Stein, Business Consultant, NWCEP

CERTIFICATION Update

Congratulations to Mary Zanoni, HR Manager, Arrowhead Regional Development Center, who passed the SPHR exam. This SPHR designation is certified through the Human Resource Certification Institute (HRCI). Passing members receive a frame from NHRA for their certificate. The test is rigorous and passing shows true dedication and demonstrates extensive knowledge in the field of HR.

Certification classes will be held in spring of 2007. For more information, please contact Jannifer David at jdavid@d.umn.edu

BENEFITS of SHRM Membership

NHRA is an affiliate of the National Society for Human Resource Management, and your membership with NHRA connects you to one of the largest professional organizations in the world! SHRM is a wonderful resource for your HR career and sets the standard for HR! Visit www.shrm.org to find out more about the benefits of SHRM membership.



P.O. Box 16336
Duluth, MN 55816

NHRA 2007 BOARD OF DIRECTORS

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Steve Korby, *Director At-Large*
Wayne Lindberg, *Director At-Large*



NHRA Monthly Meeting Price Change

The price of the NHRA monthly meetings will change to \$15.00, effective January 2007. This is due to increasing charges from the Holiday Inn over the last several years. This is still an excellent price as we continue to bring timely and informative educational programming. The meeting price also includes a fantastic lunch of a gourmet entree, rolls, coffee, refreshments, and dessert. If you have any suggestions for programming we would love to hear from you. Please contact NHRA at info@northlandhra.org. NHRA is your partner for best practices and strategic knowledge in HR management.

WEBSITE News

We are continuing to provide timely information on our website, including our calendar of events, and a daily feed from SHRM, which gives you the latest topics and news in HR. We also have downloads, and links to hundreds of sites to help you research and gain additional knowledge. Did you know you can customize your NHRA website to appear according to your preferences? All you have to do is login in at www.northlandhra.org, go to *Member Resources* on the left column, and click on *My Account*. Once you are there, go to *Select Theme* and choose the one that you like best. Please send any suggestions you have for the website to webmstr@northlandhra.org.