

MESSAGE from Your NHRA President:

I am honored to serve as the President of NHRA for 2008. Under the direction of Kim Burke, 2007 was another very successful year. Please see the announcement of your board of directors following this letter. These individuals give their time to help NHRA achieve its goals and continue the success of bringing you timely and helpful topics at our lunch meetings, provide certification credits for those of you who have either your PHR or SPHR certification, contribute to the community through projects such as the clothing drive and our charity golf outing, and advance the profession through our bimonthly "Ask the HR Expert" column in the Business Monday section of the Duluth News Tribune to name a few. Additionally, as a board, we all want to continually improve the benefit of NHRA membership to each of you. As I think back over the last few years, we have accomplished a great deal but the way we could continue to improve is with input from you. Please tell us what we could do differently, what topics would be helpful to you, or share with us your ideas for any additional offerings NHRA could provide that would be of value to you. We want to hear from you. Please e-mail your ideas to info@northlandhra.org. Together we can continue to grow and bring additional value to the work you do. I hope to see you at our monthly meetings.

Kathleen Chalupsky

NHRA Financial Report

The balance as of December 31, 2007 was \$36,009.25. The Board approved up to \$3000 for the 2008 HR Games, and \$500 for a student scholarship in 2008.



2008 NHRA Board of Directors Announced

Thank you NHRA members for making 2007 another terrific year. We are all looking forward to 2008. NHRA is pleased to announce the 2008 Board of Directors. The Board is committed to proving you the best opportunities in educational programming, and help with day-to-day HR issues. Please feel free to contact the board at any time by visiting www.northlandhra.org.

President - **Kathy Chalupsky**, UMD

Past President - **Kim Burke**,
Five Star Assisted Living

President-Elect/Legislative Director -
Wayne Lindberg, Louisiana Pacific

Treasurer - **Laurie Pinther**, Empower, MX

Asst. Treasurer - **Philip Zeccardi**,
Stepping Stones for Living

VP Admin. - **Tracy Larsen**, Enbridge

Asst. VP Admin - **Wendy Sersha**,
MN Power/ALLETE

Membership/Marketing Director -
Patricia Stolee, Community Connection

Professional Development Director -
Roxanne Adamczak, NewPage Corporation

College Relations/Certification Director -
Jennifer Mencl, UMD

Director of Community Involvement -
Terri McGillvrey, RSI

Diversity Director - **Sandy Shea**, SMDC

Board At-Large - **Steve Korby**, City of Duluth
Bonnie Ratajek, St. Francis in the Park



FEBRUARY NHRA Educational Meeting

Mark your calendar for Tuesday, February 12, 2008, for our educational lunch meeting. The topic is "Strategic Workforce Development". This is a great topic and opportunity to network with HR professionals in the community! The meeting is from 11:30 am - 1:00 pm at the Holiday Inn, Downtown Duluth. The cost is still only \$15 for a terrific lunch and the educational program.

Mike Pflapsen from Lake Superior College will be presenting "**Strategic Workforce Development.**" In this session he will describe and demonstrate how you can strategically increase the productivity and retention of your employees through training and development programs.

Before moving to Duluth in 1987 Mike received a

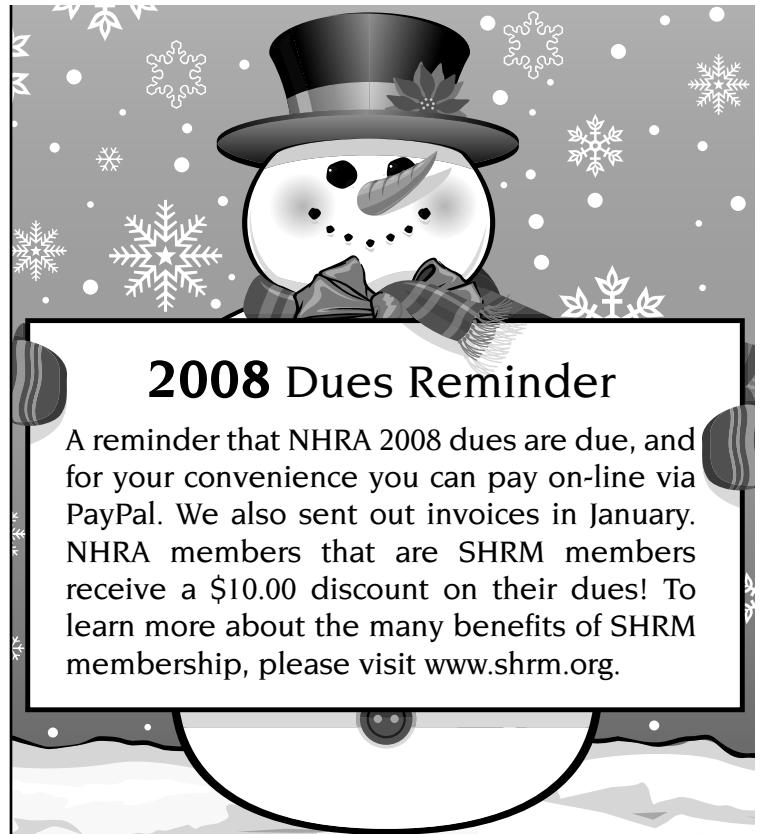
BS in Business Administration from St Cloud State University, spent 10 years managing a family retail business, and another 4 as a general manager for a wholesale supply company. He has taught Supervisory Management courses at Lake Superior College for the past 17 years and received a Master's in Education degree from UMD in 1997. Course topics he teaches include leadership, team building, performance management, employee training, quality improvement, creative problem solving, and more. Mike also conducted corporate training through Lake Superior College Custom Training for many area employers including SMDC, ISD 709, Potlatch, DM&IR Railroad, Northshore Mining, ARDC, City of Duluth, and others.

YOUR Foundation at Work: Selection Assessment Methods

Organizations compete fiercely in the war for talent. An enormous amount of time and money are invested in recruiting strategies to attract the best candidates. Yet, when it comes to actually assessing which job candidates are likely to perform effectively and make significant contributions, many organizations fall short. One reason is that executives and HR professionals often have misconceptions about the value of using assessments. However, when you review the research, it is clear that using proven assessment techniques can result in significant productivity increases, cost savings and bottom-line results for your organization. To learn more about which assessment methods are backed by solid research, download the SHRM Foundation's free report Selection Assessment Methods at http://www.shrm.org/foundation/1104_pulakos.asp.

The SHRM
Foundation: 40 Years
of Advancing the HR
Profession

AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



SHRM®
SUPERIOR
MERIT
AWARD
2006 CHAPTER

COLLEGE Relations/HRCI News

Minnesota HR Games Returns to Duluth in 2008!

The HR Games is a competition designed to prepare undergraduate student SHRM members for PHR certification. Teams of three participate in jeopardy-style matches consisting of questions that represent the categories used for the PHR certification exam. Winning teams at the state level advance to regional competitions.

This year's Minnesota HR Games will be held on Saturday, March 1, at the Holiday Inn in Downtown Duluth from 8:00 a.m. to 3:30 p.m. Currently, we are looking for volunteers to be judges, question readers, time keepers, score keepers, and match managers. If interested, you can sign up for the entire day (5-7 matches) or part of the day. Volunteers will receive free parking, breakfast, and lunch.

Your assistance is essential to the success of this event and bringing the HR Games back to Duluth next year! Please contact Jennifer Mencl (jmencl@d.umn.edu, 218-726-7385) to add your name to our list of volunteers.

2008 PHR/SPHR Certification Study Group

Thinking about earning your Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification? By passing the PHR or SPHR exam, you become certified that you have met the standards set forth by the Human Resource Certification Institute (HRCI) by demonstrating expertise in the core principles of HR practice.

A study group will be organized this spring for

anyone interested in taking one of these exams this year. The first meeting date will be held in early March to finalize the details for the study group. Anyone planning to take the test this year is encouraged to contact Jennifer Mencl (jmencl@d.umn.edu, 218-726-7385) for additional details about the study group, study materials, and SHRM scholarship money available for HR professionals.

There are two testing periods this year: May 1-June 30 (registration deadline, March 14) and December 1-January 31 (registration deadline, October 10). Costs for taking an exam include a \$75 non-refundable application fee plus an additional exam fee (PHR – \$175 and SPHR – \$300 for SHRM members). Additional details can be found at www.hrci.org.

Congratulations, **Patricia Stolee** and **Kaela Ellison**! Patricia earned her SPHR certification in January 2008. Kaela, a recent UMD HR graduate passed the PHR exam in January.

MEMBERSHIP NEWS!

By Patricia Stolee

We have three new NHRA members! Please welcome them at one of our upcoming meetings.

Ms. Karen Cheslak, Employee Relations Representative, St. Luke's Hospital

Ms. Cindy Luoma, Executive Asst., Jamar Company

Ms. Martha Watson, Director of Employee Relations, St. Louis County

NHRA is committed to providing continuing education, networking opportunities, and help with day-to-day HR issues and to advancing the HR profession. NHRA membership has many benefits, including connecting you to SHRM, one of the largest professional organizations in the world! New members are welcome any time! Thank you for your continued membership.



P.O. Box 16336
Duluth, MN 55816

NHRA 2008 BOARD OF DIRECTORS

Kathy Chalupsky, *President*
Kim Burke, *Past President*
Wayne Lindberg, *President-Elect/Legislative Director*
Laurie Pinther, *Treasurer*
Philip Zeccardi, *Assistant Treasurer*
Tracy Larsen, *VP of Administration*
Wendy Sersha, *Asst. Director of Administration*
Patricia Stolee, *Director of Membership/Marketing*
Roxanne Adamczak, *Director of Professional Development*
Jennifer Mencl, *Director of College Relations/Certification*
Terri McGillvrey, *Director of Community Involvement*
Sandy Shea, *Director of Diversity*
Bonnie Ratajek, *Board At-Large*
Steve Korby, *Board At-Large*



LEGISLATIVE News

By Wayne Lindberg

New Resource Helps Employers Implement Automatic 401(k)s

As an HR professional, what you can and cannot say to your fellow employees about how they should structure their retirement planning has been a huge challenge.

The recently launched Retirement Made Simpler (RMS) campaign provides employers tools, research, and tips to help them automate their 401(k) plans. The campaign, accessible at www.retirementmadesimpler.org, is a joint effort of AARP, the Financial Industry Regulatory Authority (FINRA), and the Retirement Security Project (RSP) aimed at helping Americans save for a secure financial future.

The number of companies that have adopted automatic 401(k)s has increased steadily in recent years because these programs work and employ-

ees like them, as demonstrated by recent studies. For example, a Retirement Made Simpler research study conducted by Harris Interactive® showed that 98 percent of employees with automatic 401(k)s like them, 97 percent are glad their companies offer them, and 85 percent say that it has helped them save earlier than planned. Employers also will be happy to note that participation rates typically soar to between 85 and 95 percent when they implement an automatic 401(k) plan.

To find out more about automatic 401(k)s, including a sample employer toolkit, and to read about employers who have successfully automated their 401(k) plans, visit www.retirementmadesimpler.org