

Welcome 2019

***EASTERN PANHANDLE  
SOCIETY FOR  
HUMAN RESOURCE MANAGEMENT***



Established 2007

January 9, 2019

***UNINTENTIONAL BIAS  
IMPACTS YOUR ORGANIZATION***

*Presented by: Karen Snyder*

# Board of Directors – Jan. 2019

- *President: Harvey Ashworth, SHRM-SCP*
- *President Elect: Jesse Sites, SHRM-CP*
- *Treasurer: Lori Turner, SHRM-CP*
- *Secretary: Lesley Hower, PHR, SHRM-CP*
- *Past President & Certification Chair: Justin Ruble, SPHR, SHRM-SCP*
- *College Relations Chair: Pat Hubbard*
- *Legislative Chair: Raylea Harvey*
- *NEW - Membership & Communications Chair: Jiji Russell, SHRM-CP*
- *NEW - Member Liaison: Hanna Kenney, SHRM-CP*
- *NEW - Workforce Readiness Chair: Courtney Carroll, SHRM-CP, GCDF*
- *NEW - Programming Co-Chair: Hadley Ward, PHR, SHRM-CP*
- *NEW - Programming Co-Chair: Jessica McIntosh, aPHR*

# What Is WorkForce Readines?

## How Can We Help YOU?

- Learn more about the businesses of the members of EPSHRM so that we can better represent them in the community. Learn about their WorkForce Readiness needs.
- Network and partner with the local Chamber of Commerce, High Schools and Colleges ( EPSHRM joined the Chamber of Commerce last year)
- Learn what activities are going on in the community that we can support  
Possible Examples: Resume & Interview Assistance, Job Training Opportunities, Career Fairs, etc.
- Learn more about state-level WorkForce Readiness activities and points of contact.
- Develop plans and communicate available activities to the Chapter after the initial “information gathering” stage is completed.
- Improve communications impacting EPSHRM in WorkForce Readiness.

**What has changed about  
Membership and Communications?  
How does that Impact YOU?**

**We Love our Members**



# Eastern Panhandle SHRM

## Volunteer Interest Form

Name:	Date	
Title:	Certification(s):	Employer:
Work Address (including City, State and Zip)		
Work Phone:	Cell Phone:	Preferred email:
How long have you been a member of a local chapter? _____ years _____ Chapter	SHRM Member: ___ Yes; year joined _____ Member No.	

### Volunteer Interest

*Please prioritize desired volunteer areas of interest (1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> choice if applicable)*

<b>Elected Positions</b>	<b>Chair Positions</b>	
President Elect _____	Certification _____	Membership Development _____
President _____	Technical Communications _____	Programming _____
Secretary _____	Workforce Readiness _____	College Relations _____
Treasurer & Membership Roster _____	Legislative _____	

What interests you about the position(s) marked above?

Please describe your professional strengths or areas of expertise and how they will contribute to the enhancement of EPSHRM.

### Volunteer Experience

*Please list previous positions within Local Chapter/State Council/SHRM or any other volunteer organization (most recent first)*

Position: \_\_\_\_\_ Organization \_\_\_\_\_ Start / End date: \_\_\_\_\_

Position: \_\_\_\_\_ Organization \_\_\_\_\_ Start / End date: \_\_\_\_\_

Position: \_\_\_\_\_ Organization \_\_\_\_\_ Start / End date: \_\_\_\_\_

### Volunteer Commitment

*Being a volunteer requires a commitment of time by the volunteer and his/her employer.*

1. Does your employer support EPSHRM volunteer time and commitment? \_\_\_\_\_ Yes \_\_\_\_\_ No
2. Does your employer cover travel cost for your volunteer commitment? \_\_\_\_\_ Yes \_\_\_\_\_ No

Please accept my interest form. I understand the commitment required by the EPSHRM to perform in the position. I have chosen and agree to do so to the best of my ability should I be selected for the committee.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Please submit this form to: [epshrm@outlook.com](mailto:epshrm@outlook.com)



## Third Party Student Registration Form

Fall  Spring Year 2018  
Eligible)

(Non-Financial Aid

All areas must be completed for submission. Please type or print clearly. Thank you.

### Personal Information

1. Social Security Number or BRCTC Student ID:  \_\_\_\_\_

2. Printer Name:  \_\_\_\_\_  \_\_\_\_\_  \_\_\_\_\_  
Last First Middle Name

3. Previous Name(s) under which you were enrolled: (i.e. maiden, married)  \_\_\_\_\_

4. Address:  \_\_\_\_\_  
Mailing Address  
 \_\_\_\_\_  
City, State, Zip Code

5. County:  \_\_\_\_\_ 6. If West Virginia Resident, how long?  \_\_\_\_\_

7. Home Phone:  \_\_\_\_\_  \_\_\_\_\_ Alternate Phone:  \_\_\_\_\_  \_\_\_\_\_

8. E-mail Address:  \_\_\_\_\_

9. Ethnic Group:  American Indian or Alaskan  Black  White  Hispanic  Asian or Pacific Islander

10. Do you consider yourself non-Hispanic?  Yes  No  
(The Ethnic question is optional. The college asks for this information to allow to submit statistical data to the federal and state government on a regular basis. Your eligibility will not be impaired if you have not answered this question.)

11. Birth Date:  \_\_\_\_\_ 12. Gender:  Male  Female

13. Are you a US Citizen?  Yes  No If not, what is your Visa status?  \_\_\_\_\_

### High School / GED (required)

High School or  GED Name of High School:  \_\_\_\_\_

City:  \_\_\_\_\_ State:  \_\_\_\_\_

Graduation Year / GED Year:  \_\_\_\_\_

### Course Registration

CRN	SUBJECT	COURSE	SECTION	COURSE TITLE	CREDIT HRS	AUDIT
				SHRM Learning System for SHRM-CP and	3	
				SHRM -SCP		
				TOTAL	3	

Organization: Eastern Panhandle SHRM

Interested in a degree at Blue Ridge CTC?  No  Yes List Degree Interested In:  \_\_\_\_\_  \_\_\_\_\_

Signature:  \_\_\_\_\_ Date:  \_\_\_\_\_

Third Party Credits are considered college courses and may not exist in school records. If you do not have your own records, you may not provide directory information may be released on enrolled students unless the student requests in writing to withhold this information.



**Eastern Panhandle Society for Human Resource Management: Chapter # 0715**

**TREASURER'S REPORT ~ December 2018**

<b>Balance from Treasurer's Report as of 11/30/2018</b>		<b>\$15,934.22</b>
<b><u>Income</u></b>		
Membership	\$	706.11
50/50 Raffles and Sponsors	\$	143.00
<b>Total Income</b>	<b>\$</b>	<b>849.11</b>
	<b>Subtotal:</b>	<b>\$ 16,783.33</b>
<b><u>Expenses</u></b>		
Dollar Tree	(\$11.66)	
Blaze Pizza	(\$9.15)	
<b>Total Expenses</b>	<b>-\$20.81</b>	
<b>Balance as of: 12/31/2018</b>		<b>\$16,762.52</b>

Respectfully Submitted,  
**Lori Turner, Treasurer**



## *Legislative Update - January*

- **ACA-** March 4<sup>th</sup> deadline
- Texas Judge- ACA unconstitutional  
<https://attorneygeneral.utah.gov/wp-content/uploads/2018/12/ACA-Opinion.pdf>
- Government shutdown affecting WV:  
[https://www.wvnews.com/news/wvnews/how-the-partial-government-shutdown-is-affecting-west-virginia/article\\_9579b2b6-815c-57ff-bdae-43da93fd0e63.html](https://www.wvnews.com/news/wvnews/how-the-partial-government-shutdown-is-affecting-west-virginia/article_9579b2b6-815c-57ff-bdae-43da93fd0e63.html)

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**Peter Christensen**  
*One-Stop Director*

# UNINTENTIONAL BIAS IMPACTS YOUR ORGANIZATION



## *Concordia Consulting* **Proprietor: Karen Snyder**

**Karen Snyder** helps individuals and organizations reach their goals by offering strategic business consultation. She has 27 years of experience as a dynamic presenter, trainer, coach, and consultant. She leverages her expertise in business processes and strategic planning to help C-Suite leaders communicate more effectively, develop synergy, and attain desired results. Karen motivates individuals, teams, and entire corporations to achieve personal and professional goals through her insightful observations, practical business skills, and direct approach.