



# August 2008 COHR Newsletter

## From the President

From- Robin Ard, SPHR  
2008 COHR President

Dear Members:

By the time you read this newsletter, August will be upon us and thoughts of “Back to School”, football, 2009 compensation, open enrollment, etc. will be on our minds and agendas. Therefore, you won’t want to miss the next meeting scheduled for Thursday, August 7<sup>th</sup> as Brandon Guest shares “Serenity Now, How to Bring Peace to Your Benefit Annual Enrollment Process”.

The mock trial held in July was a huge success! The overall feedback from attendees was very positive as attendees found the program to be very beneficial, educational and entertaining. A special thank you goes out to our programs committee and Ogletree Deakins for their hard work in preparing and executing such an awesome presentation! On the mock trial meeting surveys, many of you suggested that we offer a program that would allow more time for legal discussions with legal experts. Therefore, our programs committee has taken your suggestions and arranged for a legal panel discussion during September’s monthly meeting. Additional information will be discussed at Thursday’s meeting or you may visit the website for additional information concerning this upcoming meeting.

Sam Hucks, COHR’s Webmaster, continues to make improvements to the new website, [www.coastalhr.org](http://www.coastalhr.org). He will present some of

the most recent changes with you during Thursday’s meeting. He will also share plans for additional changes expected during the upcoming months including membership renewals, payments, meeting registration, etc. Thank you Sam for your dedication and efforts towards this project!!

Again, we look forward to seeing you at this weeks meeting for great food, an awesome program and outstanding networking opportunities!

Robin R. Ard, SPHR  
2008 COHR President

## Certification

By- Suzanne Toole, PHR & Kimberly Long, PHR

COHR would like to recognize and congratulate John Williamson from Blue Cross/Blue Shield on passing the exam and being awarded his SPHR certification. Way to go John!!!



By-Kris Kohler, SPHR

## programs

By- Sharon Jones, Fara Gasque, PHR &  
Kim Sherfese, SPHR

### August 7, 2008 COHR MEETING

Time: 11:45 AM – 1:30 PM

Location:

St. John's Greek  
Orthodox Church

**\*\*Directions to  
Church\*\***

Located in MB on Hwy. 17  
Bypass N. Located between 21<sup>st</sup>  
and 29<sup>th</sup> Avenues. Turn left on  
33<sup>rd</sup> Avenue North. The meeting  
will be held in the fellowship  
hall.

**Sponsor:**  
Cumulus Broadcasting

**Guest Speaker:**  
Brandon Guest

**Topic:**  
**Serenity Now:** How to  
bring peace to your  
benefit annual  
enrollment process and  
sharing 2008 benefit  
survey.



Cumulus Broadcast is a National Radio Company that owns 7 stations in Myrtle Beach including The Coyote, Power, Sunny, Kiss, and ESPN. They also have the newest and fastest growing Internet job placement website in the nation, cumulusjobs.com.

Mr. Matt Monks from Cumulus Broadcast, a certified recruitment specialist, will attend the meeting bringing knowledge from 17 years of media experience from his work with the newspaper and radio.

## Treasurer's Report

By- Mary Murphy

Everything is paid through today's date and the balance in the checking account is \$7507.75.



## Membership

By- Joyce Greene

## sponsorship



## August Birthdays

Mary Basden	August 1st
Kelly Canady	August 4th
Robert Derrick	August 5th
Katie Badgett	August 13th
Tracy Custard	August 22nd
Mindy Pavilonis	August 26th
Wanda Housand	August 30th

## Secretary's Report

By- Ruth Pastula, SPHR

### GENERAL MEMBERSHIP MEETING MINUTES JUNE 5, 2008



The Coastal Organization of Human Resources met on Thursday, June 5, 2008 at the CCU Brooks Stadium Hospitality Suite. Following a buffet breakfast beginning at 7:45 AM, Robin Ard called the meeting to order at 8:15 AM and welcomed the members. Members introduced themselves while finishing breakfast. Robin introduced our sponsor for the meeting, Dana Crowl of Gallagher Risk Services who spoke briefly regarding the services that Arthur J. Gallagher and Company can provide to companies in all areas of business insurance services. For more information, Dana can be reached at 864.239.2426 or [dana\\_crowl@ajg.com](mailto:dana_crowl@ajg.com). Robin announced that COHR had received notification that the Chapter had won the Ogletree Deakins Law Firm Professional Development Award in the amount of \$500 for having the most members present at the

HR Conference held last month in Myrtle Beach.

Continuing with Board reports, the following reports were presented:

- Secretary – Ruth Pastula announced that the minutes for the May meeting had been distributed electronically with the newsletter, but a few copies were available on the tables if anyone did not receive them. A few copies of the approved minutes of the April Board meeting were also available if anyone would like to review them. Upon a motion by Bill Stanton and seconded by Sharon Jones, the minutes were approved as presented.
- Treasurer – Mary Murphy announced that we had \$5,757.28 in the treasury.
- Membership – There were no new members to announce this month.
- Legislative – Robin announced that while neither Kay nor Emma Ruth could be present for the meeting, one piece of news was that the present I-9 forms were set to expire on June 30, 2008, but revised forms had not been issued yet. Until a revised form is issued, it is OK to continue to use the present form. Robin also announced that Governor Sanford was expected to sign the new Immigration Reform Bill any day. The Bill would make it mandatory for employers to verify the legal status of employees of employees through e-verify of the Homeland Security Department or through a South Carolina Drivers License. The bill also imposes stiff penalties on employers who hire illegal aliens.
- Programs – Fara Gasque announced that a regular meeting would not be held in July, as COHR would be sponsoring a mock trial put on by Ogletree Deakins. The mock trial will be held July 10<sup>th</sup> at the Myrtle Beach Convention Center and the topic will be negligent hiring.

- **Certification – Suzanne Toole** announced that members were participating in two certification study groups. One was held at lunchtime, and the other was being held after work. Another session would be held in the fall prior to the December testing.
- **Public Relations – Robin** announced that Alyson Moore had accepted a position in Florida and would be leaving the area, but Tara Little would be handling the responsibilities for public relations.
- **Robin** also announced that COHR member Carrie Harris from Carolina First was on a maternity leave after just adopting a baby boy. Robin will have a card at the next meeting for everyone to sign. Tara commented how grateful she was for the card that had been signed by all the members when she was on maternity leave.

Kim Sherfesee introduced the speaker for the meeting, Ed Cerny of Coach's Corner. Ed presented a motivational presentation regarding the Starbuck Story. He also provided interesting information such as how the name "Starbuck" came to be. The DVD that was shown as part of his presentation is available on the SHRM website for viewing. Following the awarding of the 50/50 raffle, the meeting was adjourned at 9.05 AM.

Respectfully Submitted



## Legislature Update

Kush,



PHR

By- Kay

Governor Mark Sanford on June 4, 2008 signed H.4400, giving South Carolina some of the toughest laws in the country in cracking down on illegal immigration. The primary feature of the bill is the implementation of the e-verify system, which requires employers to verify the legal status of employees through the Department of Homeland Security or with a South Carolina driver's license. The bill also contains enforceable penalties - including fines and loss of business licenses - for failing to get that verification or for knowingly hiring an illegal immigrant." Through all of the back and forth on this bill, I'd give credit to the House and Senate for coming to the table with this administration to put forth a bill with meaningful verification and strong enforcement," Gov. Sanford said. "We've said from day one that while we're a nation of immigrants, we're also a nation of laws - and that South Carolina shouldn't be in the business of sanctioning illegal activity with a wink and a nod."

### Here are some highlights of the "South Carolina Illegal Immigration Reform Act":

All employers within five business days after employing a new employee must either check the new hire's Social Security number through the U.S. Department of Homeland Security's online database called E-verify or hire workers with a driver's license from South Carolina or another state where the license requirements are at least as strict as those in South Carolina. Employers caught not checking their workers can be fined between \$100 and \$1,000 per worker, and if an investigation finds they knowingly hired an illegal immigrant, their business can be temporarily shut down, up to 30 days on first offense and revoked if caught a third time. The state Department of

Labor, Licensing and Regulation will investigate complaints and can randomly audit companies. Businesses with fewer than 100 employees have until July 1, 2010, to comply with the new law. The deadline for compliance by businesses employing 100 or more workers is July 1, 2009. The bill authorizes the State Law Enforcement Division (SLED) to enter into agreements with the U.S. Departments of Justice and Homeland Security that allow state and local law enforcement to enforce federal immigration laws. It also establishes a hotline, website, and database for reporting and tracking alleged violations of immigration laws. In addition, it requires jails to verify legal status of inmates. The law requires state and local agencies to verify lawful status of anyone over the age of 18 who applies for public benefits, with some exceptions for emergency-related situations. It allows local governments to pass stricter immigration laws, but prevents local governments from prohibiting law enforcement from enforcing state or federal immigration laws.

Click here to view the full text of H.4400:  
[http://www.scstatehouse.net/sess117\\_2007-2008/bills/4400.htm](http://www.scstatehouse.net/sess117_2007-2008/bills/4400.htm)

Click here to access the U.S. Department of Homeland Security's E-verify:  
[http://www.dhs.gov/ximgtn/programs/gc\\_1185221678150.shtm](http://www.dhs.gov/ximgtn/programs/gc_1185221678150.shtm)



**Safety Sam!!!**  
By- Katie Badgett

Sam Hucks has been working with HTC for the past 12 and half years. Currently he holds the position of Safety and Knowledge Center Coordinator. Sam has a Masters degree and holds certifications as a Certified Utility Safety Professional, Certified Ergonomic Specialist, and Human Performance Improvement Consultant. Previously Sam was a USAF Aircraft Mechanic, USAF Master Instructor, HVAC Technician, Telecommunications Installer, Splicer, and Construction Worker and Associate Professor of Horry Georgetown Technical College. Sam's family includes his wife, Phyllis, two sons, Joey and Shawn and his dog and guinea pig, Suzie and Patches. Outside of work Sam enjoys golf, riding his Road King Harley, working around the house and playing sports with his children. Sam says the smartest thing he ever did was attend college! When asked whom he admires most in life he responded, "I have to start the list with my Mom and Dad, the obvious choices. However, there have been many that have earned my respect and have influenced me at the right time and on repeated occasions so that my life would follow a reasonably good path of success and happiness." Sam says his favorite childhood memory is riding his sled in the snow while living in Charlotte, NC. Sam says that in life that the Serenity Prayer, "God, Grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference" has always come in handy. Thanks to Wanda

**COHR SPOTLIGHTS**

Graham, retired HR Manager, for  
introducing Sam to COHR!

## SHRM NEWS

14<sup>th</sup> Annual South Carolina SHRM State  
Conference coming to Myrtle Beach October  
1<sup>st</sup> -3<sup>rd</sup>, 2008. Meetings to be held at the  
Myrtle Beach Marriott Grande Dunes. Any  
questions regarding the conference should be  
directed to Rita Revels at (864) 591-8887 or  
Marie Sitter at (864) 678-6934.

**\*\*SHRM offers an early bird rate if you  
register and pay prior to 9/1/2008!**

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### Newsletter

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### New Member Orientation

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