



# June 2008 COHR Newsletter

## From the President

From- Robin Ard, SPHR  
2008 COHR President

Dear COHR Members:

Summer is just around the corner and I hope that everyone is looking forward to summer fun and warm vacation days. I look forward to seeing each of you on Thursday morning at Coastal Carolina University as Ed Cerny guides us through The Starbuck Story, which will include a video, produced by the SHRM Foundation. (How exciting to visit this campus after CCU's huge baseball victory this past weekend as they earned the 2008 NCAA Conway Regional title! Go Chants!)

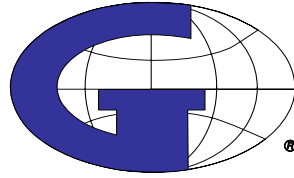
Although we will not hold a regular meeting in July, COHR will be sponsoring a ½ Day Mock Trial on July 10<sup>th</sup> at the Sheraton Myrtle Beach Convention Center! This mock trial will center on legal

concepts concerning negligent hiring and negligent supervision. This mock trial is not limited to Human Resources Professionals alone. We encourage you to invite employees, management personnel, etc. to benefit from this mock trial, as it is sure to offer a different perspective to everyday hiring and supervision responsibilities. Continuing Education Units (CEU's) have been requested through SHRM and are expected to be approved any day now. Please note that regular meetings will resume in August.

Again, we look forward to seeing you at Coastal Carolina University for great food, an awesome program and outstanding networking opportunities!

## programs

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



### June 5, 2008 COHR MEETING

Time: 7:45 AM-9: 30 AM

#### Location:

Coastal Carolina  
University/ Brooks  
Stadium Hospitality  
Suite

#### **\*\*Directions to CCU\*\***

Traveling west on either 501  
or 544 toward Conway. Travel  
to Brooks Stadium on the CCU  
campus and park in stadium  
parking lot. The Hospitality  
Suite is located above the  
stadium and someone will be on  
site to give directions.

#### Sponsor:

Dana Crowl *from* Arthur  
J. Gallagher-  
Insurance Brokerage  
Company for  
Property &  
Causality Insurance

Guest Speaker: Ed Cerny

Topic: Starbucks  
Story

Dana Crowl, ALCM, has been involved in Risk Management for twenty-two years. A considerable amount of this time was spent applying Risk Management principles in industry. Dana has also worked with some of the largest Insurance carriers in the world. When she decided to work with Gallagher, it was for the following reasons:

- Commitment to their clients
- Professionalism
- Method of Doing Business
- Overall Business Objectives

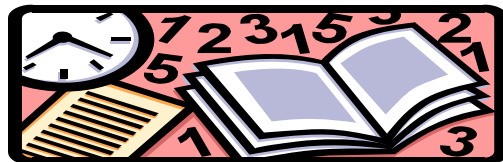
Dana states, "I believe that the enthusiasm which I bring to servicing your account and my knowledge of the industry, both yours and the insurance industry, along with my many years of risk management experience, combined with the strength of the Gallagher team will allow me to meet and exceed your expectations."

## Certification

By- Suzanne Toole, PHR & Kimberly Long,  
PHR

## Sponsorship

By-Kris Kohler, SPHR



Cathy Byrnside      June 16  
 Darrell Bayer      June 17  
 Ann Hayes          June 17

The COHR Study Group is off to a great start! Members of the group include John Williamson, Audra Bennett, Kimberly Gary, Darrell Bayer, Joyce Hankins, Kay Kush, Kelly Canady, and Shirley Landry. The group meets once a week at lunch and once a week in the evenings so group members can choose the one that fits their schedule the best - or go to both for additional learning! There is LOTS of material but we hope to get through it over the next 8 weeks. Those who want to take the exam should be well prepared and those who don't want to test (or are already certified) will still benefit from an increased knowledge of our profession. Win/win!



## Secretary's Report

By- Ruth Pastula, SPHR

The Coastal Organization of Human Resources met on Thursday, May 1, 2008 at the Grand Dunes Members Club.

Robin Ard called the meeting to order at Noon and welcomed the members. A buffet luncheon was enjoyed while members introduced themselves.

Robin introduced our sponsor for the meeting, Ted Mengel with Mengel Insurance and Administrative Services who spoke briefly regarding the services that his company can provide to HR in the area of Employee Benefits, Payroll Administration, and Employee Compliance. He specifically referenced a popular product of mini medical insurance, a competitively priced limited health care plan that covers day to day expenses such as doctor visits, etc. More information can be obtained by contacting him at (404) 314-6799 or at MengelT@Bellsouth.net

Robin announced that COHR had received notification that the Chapter had obtained Superior merit status through SHRM for the calendar year of 2007. She recognized the 2007 Board members that were present for their service.

Robin also announced that Ann Hayes from Dixie stampede was the winner for the contest to locate

## Treasurer's Report

By- Mary Murphy

~No information at this time~

## Membership

By- Joyce Greene



## June Birthdays

|                    |         |
|--------------------|---------|
| Carol Pastirchak   | June 7  |
| Gail Granchelli    | June 10 |
| Sam Hucks          | June 11 |
| Gladys Waxenfelter | June 14 |

the number of hours of HR experience that were present at the February meeting. Ann correctly identified the 456 hours noted on the COHR website.

Continuing with Board reports, the following reports were presented:

- Secretary - Ruth Pastula announced that the minutes for the April 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 March Board meeting were also available if anyone would like to review them. Upon a motion by Alyson Moore and seconded by Betty Anne Mills, the minutes were approved as presented.
- Membership - Joyce Greene announced that membership was at 93 members and welcomed the new members that were present. Joyce acknowledged that there were still some glitches with the membership portion of the website, but hopefully everything would be corrected by the end of the week.
- Website - Robin encouraged everyone to review the new website and to send any comments to Sam Hucks.
- Legislative - Emma Ruth Brittain reported that final rule regarding civil penalties for immigration violations had just been released and that penalties for immigration violations had been raised 25%. She will try and prepare details of the legislation for the members. Kay Kush reminded everyone that a new I-9 form would be coming in June.
- Certification - Suzanne Toole announced that 8 members had signed up for a certification study group. She encouraged all members who wanted to increase their education to consider signing up. The study sessions will be held once each week for 8 weeks.
- On behalf of the Program Committee, Kim Sherfese announced that the June monthly meeting would be a breakfast meeting and would be held at CCU in the 3<sup>rd</sup> floor hospitality suite of Brooks Stadium. The speaker will be Ed Cerny, a local motivational speaker on "The Starbucks Story." The July Meeting will be held on July 10<sup>th</sup> at the Convention Center and will be the Mock Trial.
- Kelly Pugh announced that a New Member Orientation had been held just prior to the meeting and that another one would be held later this year.
- Alyson Moore announced that she was sending press releases to about 8 area newspapers. If anyone knows of a paper that she is missing, please contact her. Also, if you see any of the press releases, please cut them out and give to her.

Ruth Pastula introduced the speaker for the meeting, Randy Webster, Emergency Management Director for Horry County. Randy spoke regarding the actions that need to be taken both on the part of employers and as private citizens. He stressed the need to prepare, have a plan, and take action. More information is available at the website of [www.horrycounty.org](http://www.horrycounty.org). Randy will also be conducting a free seminar on June 2<sup>nd</sup> at the Convention Center on June 2, 2008 from 9 AM to 3 PM. There will be both a business and residential track.

More information can be obtained on the Myrtle Beach Chamber website.

Following the awarding of the 50/50 raffle, the meeting was adjourned at 1:20 PM.

Respectfully Submitted



Ruth Pastula, SPHR

## Legislature Update

By- Kay Kush, PHR

### Obesity and Employment Law

Obesity itself is not really covered under the disability law (ADA). But it can be if someone's obesity is caused by other medical conditions, such as metabolic disorders, thyroid conditions or others that might qualify as disabilities. Also, the EEOC has said the more serious condition known as "morbid obesity" might on its own be considered a protected disability.

As far as discrimination goes, more women believe that they are discriminated against for hiring and promotions than men do. This could mean that obese women are discriminated against in some organizations!



COHR Spotlights...

## Joe Harrill

By- Katie Badgett

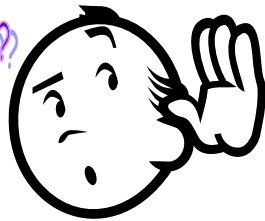


Joe has been working with New South Companies for the past 1 year and 9 months. Joe's current

position is Senior Human Resources and Safety Manager. Joe holds a Bachelors degree in Social Science, earned his Masters degree in Human Resources and his PHR. His previous work experience includes 30 years of experience in HR, Safety, and Training & Leadership Development. Joe likes the challenges and interaction with people that working in HR brings daily. Kim Long invited Joe to his first COHR meeting, and when I asked Kim about her opinion of Joe's approach to HR she stated, "Joe's approach is to be very fair and consistent in his decision making and enforcement of policy and procedures. Joe is very knowledgeable in the HR field and does not hesitate to offer assistance or guidance when needed." Joe has been married for 30 years and has no children but did reference his abundance of nieces and nephews. When asked what the smartest thing Joe ever did, he responded, "Marry my high school sweetheart and get my Masters in HR." Joe has learned in life that life is short, cherish each day as a new experience and respect everyone, as you want to be treated. Joe said that he most admires his

parents and best remembers summer visits to his Grandmother's house in North Carolina, hanging out with his cousins, and visiting Tweetsie Railroad. Joe's professional approach to the Human Resources field makes him an asset to COHR! You can contact Joe personally at [joe.harrill@newsouthproperties.com](mailto:joe.harrill@newsouthproperties.com) or 843-903-8354.

Did you hear???



COHR was awarded \$500 for having the most members at the Carolinas Conference last month! Way to go COHR members!!!

SHRM NEWS

The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at [speyton@shrm.org](mailto:speyton@shrm.org).

The awards program is designed to assist HR professionals in meeting their career goals.

Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship.

A total of 100 scholarships will be awarded.

**Application Deadline: July 15, 2008**

**Eligibility:** National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification is eligible to apply. SHRM student members and local-only members are not eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification-training programs.

**Awards:** 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged based on region. Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each region.

**How to Apply:** Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.

We appreciate your assistance in publicizing these scholarship opportunities to your members. Thank you!

## 2008 COHR Boardmembers:

### President

Robin Ard, PHR  
HTC  
PH: 843-369-8497  
Email: [robin.ard@htcinc.net](mailto:robin.ard@htcinc.net)

### Vice-President

Tara Little, PHR  
Burroughs & Chapin Co., Inc  
PH: 843-315-6002  
Email: [tara.little@burroughs-chapin.com](mailto:tara.little@burroughs-chapin.com)

### Secretary

Ruth Pastula, SPHR  
Georgetown County Water & Sewer District  
PH: 843-237-9727  
Email: [ruthp@gcwsd.com](mailto:ruthp@gcwsd.com)

### Treasurer

Mary Murphy  
Plantation Resort  
PH: 843-913-5000  
Email: [mmurphy@plantationresort.com](mailto:mmurphy@plantationresort.com)

### Programs

Fara Gasque, PHR  
HTC, Inc.  
PH: 843-369-8624  
Email: [fara.gasque@htcinc.net](mailto:fara.gasque@htcinc.net)

Kim Sherfese, SPHR  
Coastal Carolina University  
PH: 843-349-2045  
Email: [ksherf@coastal.edu](mailto:ksherf@coastal.edu)

Sharon Jones  
Sheraton MB Convention Center Hotel  
PH: 843-774-8247  
Email: [sharon.jones@ihrco.com](mailto:sharon.jones@ihrco.com)

### Membership

Joyce Greene  
Grand Strand Regional Medical Center  
PH: 843-692-1639

Email: [joyce.greene@hcahealthcare.com](mailto:joyce.greene@hcahealthcare.com)

### Newsletter

Katie Badgett  
Horry County Government  
PH: 843-915-7353  
Email: [BadgettK@HorryCounty.org](mailto:BadgettK@HorryCounty.org)

### Certification

Suzanne Toole, SPHR  
Centex Homes  
PH: 843-839-6741  
Email: [sutoole@centexhomes.com](mailto:sutoole@centexhomes.com)

Kimberly Long, PHR  
New South Lumber Company, Inc.  
PH: 843-349-3465

Email: [kim.long@newsouthcompanies.com](mailto:kim.long@newsouthcompanies.com)

### New Member Orientation

Kelly Pugh  
Beach Cove Resort, Inc.  
PH: 843-918-7746  
Email: [pugh@beachcove.com](mailto:pugh@beachcove.com)

Nancy Harth, PHR  
Council on International Educational Exchange  
PH: 843-650-1815  
Email: [nharth@ciee.org](mailto:nharth@ciee.org)

### Legislative

Emma Ruth Brittain, J.D.  
Thompson & Henry, PA  
PH: 843-692-2628  
Email: [erbrittain@thompsonlaw.com](mailto:erbrittain@thompsonlaw.com)

Kay Kush, PHR  
The Unity Group  
PH: 843-903-2919  
Email: [hrunity@yahoo.com](mailto:hrunity@yahoo.com)

### Diversity

Mary Alice Blackburn, SPHR  
House of Blues  
PH: 843-913-3723  
Email: [mblackburn@hob.com](mailto:mblackburn@hob.com)

### Public Relations

Alyson Moore, SPHR  
Kelly Services  
PH: 843-626-4403  
Email: [mooreaa@kellyservices.com](mailto:mooreaa@kellyservices.com)

Web Master

Sam Hucks, CUSA, HPIC  
HTC, Inc.  
PH: 843-369-8435  
Email: [sam.hucks@htcinc.com](mailto:sam.hucks@htcinc.com)

Members-at-Large

Carrie Harris, PHR  
Carolina First Bank  
Ph 843-946-3141  
[Carrie.Harris@carolinafirst.com](mailto:Carrie.Harris@carolinafirst.com)

Linda Richnafsky, PHR  
The Jackson Companies  
PH: 843-828-4827  
Email: [lrichnafsky@oceanlakes.com](mailto:lrichnafsky@oceanlakes.com)

Coastal Workforce Liaison

Mary Nell Smith  
Coastal Workforce Center  
PH: 843-234-9675  
Email: [msmith@sces.org](mailto:msmith@sces.org)

Past President

Kris Kohler, SPHR  
Divine Dining Group  
PH: 843-238-9381  
Email:  
[krisk@divingdininggroup.com](mailto:krisk@divingdininggroup.com)