



# May 2008 COHR Newsletter

## From the President

By- Robin Ard, SPHR  
2008 COHR President

**Dear COHR Members:**

May is upon us and spring is in the air! It's so nice to transition from cold, brisk mornings to warm, sunny days. However, don't let spring fever keep you away from our next meeting at The Grande Dunes on May 1<sup>st</sup> at 12:00 p.m. We are excited to have Randy Webster, Director of Emergency Management with Horry County Government, join us for this meeting to present information related to "Disaster Preparedness".

As the summer heats up, so are the programs for COHR! The programs committee has many outstanding programs in store for everyone this summer, and the rest of the year, including "The Starbucks Story" (June), ½ Day Mock Trial (July), HR Law Update (September), Health & Wellness (November), etc. Please visit [www.coastalhr.org](http://www.coastalhr.org) for an up-to-date calendar of events.

At the last meeting, Suzanne Toole challenged non-certified members to become certified. To date, eight of you have risen to the challenge by signing up to participate in the chapter's study group. Congratulations to each of you who have taken your first giant step towards certification! We look forward to hearing more about this group as the year progresses!

*Last but certainly not least, congratulations to Kris Kohler, Past President, along with the 2007 COHR Board for maintaining the Superior Merit Award chapter designation through the Society for Human Resources Management. Way to go!!!!*

Again, we look forward to seeing you at The Grande Dunes for great food, an awesome program and outstanding networking opportunities!

## programs

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

### May 1, 2008 COHR MEETING

Time: 12:00 PM-1:30 PM  
Location: Member's Club  
at Grande Dunes

#### Tentative Agenda:

Sponsor: Dana Crowl from

### *AJG Risk Management*

Guest Speaker: Randy  
Webster, Director of  
Emergency Management  
with Horry County  
Government

**Topic: Disaster  
Preparedness**

## Membership

By- Joyce Greene



*The following members were approved  
at the last Board Meeting:*

**Julie Daniels, Divine Dining Group**

**Kelly Phipps, Burroughs &**

**Chapin**

**Thyssene Frederick, Burroughs &  
Chapin**

**Tony Sanders, Hard Rock Park**

**Karlos Adams, Hard Rock Park**

**Casey Bustle, Hard Rock Park**

**Steven McGhee, Hard Rock Park**

**Richard Bell, Hard Rock Park**

*Our current membership is 93  
members: 53 Professional, 29 General,  
10 Associate and 1 student member.  
We have 59 SHRM members. Please  
welcome our new members.*

## sponsorship

By-Kris Kohler, SPHR

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## May Birthdays

Sharon Jones	May 7
Mary Nell Smith	May 7
Glenda Page	May 20
Kris Kohler	May 23
Brian Nisbet	May 27
Tim Ropposch	May 28





## **Treasurer's Report**

By- Mary Murphy

*We received our 4<sup>th</sup> quarter check from SHRM for \$235.00, all bills are paid and the balance in the checkbook is 5,649.20.*

## **Secretary's Report**

By- Ruth Pastula, SPHR

### **GENERAL MEMBERSHIP MEETING MINUTES APRIL 3, 2008**

The Coastal Organization of Human Resources met on Thursday, April 3, 2008 at 8 AM at the Grand Dunes Members Club.

Robin Ard called the meeting to order at 8:15 AM and welcomed the members. A buffet breakfast was enjoyed while members introduced themselves.

Before proceeding with the business meeting, Robin commented that two special announcements would be made. She invited Darryl Bayer to come forward who announced that today was his father, Bill Bayer's 65<sup>th</sup> birthday and that a cake would be brought out later for everyone to enjoy.

The second announcement came from Mary Alice Blackburn who announced that COHR would be involved with a community service project with The Miracle League; a community organization that assists special needs children. The league would be playing baseball at the Pepper Geddings Rec Center field on Saturday, April 12<sup>th</sup> and Saturday, April 19<sup>th</sup>, COHR members were being asked to assist, mainly in just being there to support

the children by being cheerleaders on the sidelines. Games are held on both days beginning at 10 AM and finishing by 1 PM. She encouraged all members to sign up on the back table if they were interested in participating.

Robin also announced that a card was on the back table and asked everyone to sign it to send to Tara Little, who had just welcomed a new baby boy into their family.

Continuing with Board reports, the following reports were presented:

- Secretary – Ruth Pastula announced that the minutes for the March 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 February Board meeting were also available if anyone would like to review them. Upon a motion by Mary Alice Blackburn and seconded by Kris Kohler, the minutes were approved as presented.
- Membership – Joyce Greene announced that membership was at 89 members and welcomed the new members from Hard Rock Park.
- Website – Robin invited everyone to review the new website and to send any comments to Sam Hucks. She also reminded everyone that the \$25 gift certificate was up for grabs to the first person who could find the answer to the question at the meeting last month on the website and email Robin with the web page that it was on.
- Legislative - Kay Kush and Emma Ruth Brittain reported that while nothing was in writing yet about changes to immigration legislation, a new I-9 form would be coming in June.
- Certification – Suzanne Toole recognized all the members who had achieved SPHR or PHR certification. She encouraged any member who

wanted to increase their knowledge of HR to sign up for a study group, even if they did not want to sit for the exam.

- Fara Gasque, Kim Sherfese, and Sharon Jones announced that the May COHR meeting would be a lunch meeting at the Grand Dunes Members Club on May 1<sup>st</sup>. The program will be on Disaster Preparedness.
- Bill Bayer addressed the group about the benefits of becoming Family Friendly certified. Any company that is interested in additional information should contact Bill at 650.8259 or pmibbayer@worldnet.att.net.

Proceeding to the General Session, Laura Blanchard from Ameriprise Financial was introduced as the sponsor for the meeting. Laura spoke briefly about her background and about the Financial Planning and Education services that are available through Ameriprise. She provided all members present with a booklet summarizing the services of Ameriprise, a certificate for a complementary free consultation, and a financial calculator to calculate your future savings and retirement.

Angela McDowell from Blackwater Marketing was introduced as the speaker for the meeting. Angela provided an informative presentation on "Taking Training from Knowledge to Application."

Following the awarding of the 50/50 raffle, the meeting was adjourned at 9:10 AM.

Respectfully Submitted



Ruth Pastula, SPHR  
Secretary

## Legislature Update

By- Kay Kush, PHR

### A Few Things You Should Not Ask at Job Interviews

By Kay Kush, PHR

- 1) ***What is your native tongue?***  
This question could be considered an indirect way to find out if someone is a citizen, which is not a condition required by law in order to work in the U.S. Simply ask if the applicant is authorized to work in the United States. You may ask what languages are spoken fluently.
- 2) ***How do you feel about supervising Men (Women)?***  
Only ask about past supervision experience in managing teams. Gender should not be considered when hiring for positions, only the ability to perform the job. If managers have gender-issue problems, then they should be retrained or relieved from managerial duties.
- 3) ***Do you smoke, drink or use drugs?***  
Although, as an employer, you would be interested in knowing if a person has a problem with any of the above, this could be considered a way to seek out information regarding existing or the appearance of disabilities, especially when drugs could be legal or illegal. Instead, you may ask if a person has ever been disciplined in the past for violating company policies regarding the use of alcohol or tobacco products. If you mention drugs, make certain you specify ILLEGAL drugs.
- 4) ***Do you live nearby?***  
On the Grand Strand this is a very tricky question. So many applicants live in outlying towns that may be a good 45-60 minutes away or more! Many employers in the area, especially

in the hospitality industry, are hiring employees who will be earning under \$10 per hour. With the price of gas, this can be a large issue as to why or why not an employee may want to drive to work. Although it is a large problem for supervisors when employees call off, remember to only ask if the employee has reliable transportation to work or if they would be willing to move closer to work. Explain the importance of attendance and company policies regarding attendance and related termination issues.

**Blackburn (and her husband)**  
**Attended the event to cheer**  
**on the children with disabilities**  
**during their fun-filled**  
**and rewarding**  
**baseball games!** COHR also  
helped with keeping track of  
the lineup of players.  
For more volunteer info  
Contact Tory Mackey at:  
843.448.7712 or  
[torymackey@gsml.org](mailto:torymackey@gsml.org)

## Local Volunteering

By- Kay Kush, PHR

**Pictures from**  
**Miracle League Baseball**  
**April 19, 2008**



**It was a beautiful Saturday at**  
**Pepper Geddings Miracle**  
**League Baseball Park!**  
**COHR Board Members**  
**Linda Richnafsky and**  
**Joyce Green (pictured above)**  
**Kay Kush and Mary Alice**

## Get to Know Me

By- Katie Badgett



Originally invited to COHR by Nancy Harth, Gladys Waxenfelter, PHR has been employed with Sea Mist Resort as a Human Resources Administrative Assistant for the past 3 years. Gladys is originally from Bogotá, Colombia and graduated from the Universidad Externando de Colombia with a bachelor's degree in Communications and Journalism. She also has one year of undergraduate study in Business Administration from Universidad del Rosario. In 2007 Gladys obtained her PHR certification. Gladys lives in Myrtle Beach with her husband, Bill, daughter, Melanie, her Mother and two brothers. Gladys' Mother is the person she most admires because she taught her to be a strong person without forgetting kindness. Her favorite childhood memory was going to the beach in Cartagena with her Father. When Gladys is not working she enjoys reading, going to the beach, and

going to the movies. Gladys likes working in HR because you can make a difference in a person's life. Gladys says the smartest thing she ever did was obtain her PHR!! What a true asset to the local Human Resources community!

Last call for HR certification study group



## Last call for HR certification study group



**certification**

By- Suzanne Toole, PHR & Kimberly Long, PHR

Thank you for your attention during my "sales pitch" for the HR Study Group during last week's COHR meeting. Please let this email serve as our LAST CALL for participants. Keep in mind that you don't have to commit to taking the certification exam to be part of the study group – it's to enhance our knowledge in all areas of HR as well as a vehicle for preparing for certification. So that we can decide on a day/time/location, please email your intention to participate by Monday at the latest. The group will meet once a week for 8 weeks and will decide the time, location, and duration based on the material we need to cover. It's sure to be a fun and informative time, so won't you please commit today?

## More information...

Congratulations to Ann Hayes from the Dixie Stampede for being our winner of the \$25 Outback gift card! You're right, Ann...at the February meeting, we had over 456 years of Human Resources experience represented!

Wow! Thanks to all of you who quickly submitted your response after returning to work today!

Dear Chapter President:

On behalf of the Society for Human Resource Management, I am pleased to confirm that your chapter has been awarded the 2007 Superior Merit Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members.

Your chapter's certificate of accomplishment as well as a banner to be displayed during chapter meetings will be mailed in early May.

Listed below are links that you can start using today as we prepare for the mailings in May - these are great ways to "tell the world" of your accomplishment on your chapter's stationery, newsletter, and web site.

Logo:

[www.shrm.org/areas/awardgifts/superiormeritaward](http://www.shrm.org/areas/awardgifts/superiormeritaward)

Press Release:

[www.shrm.org/chapters/resources/SupChapPressRel%202008.doc](http://www.shrm.org/chapters/resources/SupChapPressRel%202008.doc)

Again, congratulations on your achievement.

*Lisa-Marie Gardner*

Administrator, Southeast Region  
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