Message from the Board President

Greetings,

I hope everyone is enjoying the summer! We, as your board of directors have been and continue to work very hard to bring you the most informative sessions to not only you but other individuals in your organization.

In September, we have Alice Dendinger, SPHR presenting an all-day professional development workshop on Driving Organizational Culture and Dealing with Workplace Conflict. This training would be beneficial for any type of supervisor.

In October, we are partnering with other community groups and organizations to host John Robinson. John is a congenital amputee with a very inspiring story. His message will illustrate that regardless of disabilities, each and every one of us can do anything we put our mind to.

Enjoy the rest of the summer!

Jamie Brutty, PHR
BAHRA Board President

Contact me
Supreme Court Upholds Individual Health Insurance Mandate

By: Joanne Deschenaux

The U.S. Supreme Court announced its much-anticipated decision on the Obama administration’s health care reform law at 10:07 a.m. on June 28, 2012, ruling 5-4 that the controversial individual mandate, which requires virtually all Americans to buy health insurance, is constitutional. Although much of the debate on the Patient Protection and Affordable Care Act (PPACA) centered on the reach of the U.S. Constitution’s Commerce Clause, the court upheld the law as a permissible tax, concluding that the penalty that the law imposed for refusing the buy health insurance was the kind of measure that Congress can impose under its taxing power.

Employers and HR Need to Act Now

Now that the high court has upheld the constitutionality of the PPACA, “everything is back to business as usual,” James Napoli of Proskauer’s Washington, D.C., office told SHRM Online. Employers and providers need to consider how to implement the law’s myriad provisions, he said.

“Whether the ruling is good or bad from a constitutional perspective, I’ll leave to academics,” Napoli noted. “But, it is a stabilizing factor for the employer-provided health care system,” he emphasized. “At minimum, employers now know what set of rules they are working under.”

What this means, he added, is that employer and providers need to turn their attention to the many mandates contained in the law that go into effect in 2013 and 2014.

It’s not that employers have stopped implementing the law’s provisions, but many have slowed down while waiting for the court’s ruling, Napoli said. It will take lots of time and resources to make some of the changes. “Now that that court has ruled, employers are free to once again commence implementing the reforms in a shortened period of time,” he said.

And some of the changes are quite significant, said Sandy Feingerts of the New Orleans office of Fisher and Phillips. Under the law, she noted, employers will have to subsidize insurance more heavily for some employees. Another change involves the Internal Revenue Service rule concerning nondiscrimination by health plans, which has not been enforced aggressively but is incorporated in the reform law.

Also, employers must report the value of employer coverage on IRS Form W-2, cap dollar limits on health care flexible spending arrangements, and increase Medicare withholding for high earners (those earning more than $200,000 per year). And they must comply with the reforms already in effect, such as coverage of dependents up to age 26.

By 2014, health insurance exchanges must be operating in every state, offering community-rated insurance to certain small employers and individuals, with federal premium tax credits available to help some people buy that coverage.

HR is the first place employees will go with their health care questions, Feingerts noted. Employees might not have been paying too much attention to the reform law, but now they might focus on the individual mandate and ask what it means for them.

“HR in particular will have to understand the individual mandate and will have to have good communications with the employees,” she said. For example, employees might ask such questions as whether they have to opt for the employer’s insurance or whether they can choose to find another plan—or what happens if they choose no insurance.

HR professionals need to begin educating themselves now, she concluded.

See full article

Source: www.shrm.com
### News & Legislative Updates

<table>
<thead>
<tr>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer reports value of health benefits on W-2.</td>
<td>$2,500 maximum contribution to Healthcare flexible spending accounts (FSA).</td>
<td>No waiting periods greater than 90 days.</td>
<td>Exchange may be available to large employers (&gt;100 employees; available to small employers in 2016).</td>
<td>40% excise tax on high-cost plans.</td>
</tr>
<tr>
<td>Per-employee fee for comparative effectiveness.</td>
<td>New Medicare surtaxes on highly compensated employees.</td>
<td>Auto-enroll employees in plan (awaiting regulations).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee notice required regarding availability of exchanges.</td>
<td>Provide summary of benefits and coverage to employees; and provide</td>
<td>Guaranteed issue, no pre-existing condition exclusions, no annual</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>summary of benefits and coverage 60 days in advance.</td>
<td>limits.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>No discrimination in insured plans (awaiting regulations).</td>
<td>Individual mandate.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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### The path forward—employers

- Begin W-2 reporting cost of healthcare.
- Insured plans: Receive any MLR rebate; transmit to participants; ensure appropriate tax treatment.
- Prepare and distribute summaries of benefits and coverage (SBCs).
- Imposed $2,500 limit on FSAs.
- Assess pros and cons of continued maintenance of grandfathered plan status.
- Increase wellness incentives.
- Pay comparative effectiveness (PCORI) fees: $1 per plan participant for first year ending between October 1, 2012, and September 30, 2013, and $2 per plan participant, indexed, through October 1, 2019.
- Prepare for automatic enrollment as soon as regulations are effective.
- Finalize alternative strategies to replace current mini-med coverage options currently under waiver.

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### Still have questions?

Did you know that SHRM has a blog available to connect with other HR professionals?

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### Connect With SHRM

Come join the discussion with your peers on

Get Started
News & Legislative Updates

Affordable Care Act Means $1.1 billion Insurance Rebate

By: Herb Weisbaum, The ConsumerMan

The nation’s health insurance companies will refund approximately $1.1 billion dollars to their customers this summer. It’s one of the new benefits of the health care reform law.

The U.S. Health and Human Services Department expects 12.8 million Americans to get some of this money—although in the majority of cases that refund will be sent to employers.

Under the Affordable Care Act, health insurance companies are required to disclose how much of your premium dollar they actually spend on health care and how much they spend on administration, such as salaries and marketing.

In the past, consumer did not have a right to this information.

But here’s the real game-changer: The 80/20 rule. If the insurance company spends less than 80 percent of premiums on medical care it must rebate the excess. For large group plans (the kind provided by companies that employ 50 people or more), health insurance companies must spend 85 percent of the premiums on medical care.

“The 80/20 rule helps ensure consumers get fair value for their health care dollar,” Health and Human Services Secretary Kathleen Sebelius said in a statement.

Any rebates must be paid by August 1 each year. For those with individual policies, the refund can be a check, lump-sum reimbursement to the credit or debit card used to pay the bill, or a discount on future premiums.

Rebates for group plans will go to the employer, but some of that money is supposed to be passed along to employees or used in a way that benefits them in the future, such as lower premiums.

The new law also requires health insurance companies to tell customers whether they hit, exceeded or missed the 80/20 mark. If they missed the goal, they must say by how much and what percentage of your premium will be rebated. This new transparency is unprecedented.

All of this information will be available on HealthCare.gov later this summer.

The bottom line: The new 80/20 rule is a major step forward in making health insurance companies responsible to their policy holders. It is hoped it will motivate insurers to lower prices and/or improve their coverage to meet the new standard.

See full article

Source: www.msnbc.com

NLRB Takes Sledgehammer to Social Media Policies

By Allen Smith

In a May 30, 2012 report whose guidance is likely to be challenged in the courts, the National Labor Relations Board (NLRB) cautioned that it believes that numerous common clauses in social media policies violate the National Labor Relations Act (NLRA).

Learn more by visiting the SHRM website.
"I have had the great pleasure and honor to attend this year’s SHRM conference in Atlanta, GA. I have to say that this was a wonderful experience that included lots of training and seminars on what is effecting companies and other current issues that could and do effect the whole company, not just the Human Resources department. I would definitely encourage other HR professionals to attend this event!"

Jeni Norwood
BAHRA President-Elect
Availability Employment Services
Upcoming BAHRA Meetings & Area Events

July 21, 2012 - “For All Who Have Served”  
See Attached Flyer on page 10

August 15, 2012 - “Understanding Unemployment Claims and Protecting Your Company”  
Presenter: SD Unemployment Division  
Where: Mission Coffee House  
When: 12:00pm - 1:30pm

September 19, 2012 - ALL DAY PROFESSIONAL DEVELOPMENT OPPORTUNITY  
Morning Session: “Save Your Drama for Your Mama” (8:00am - 12:00pm)  
Afternoon Session: “Driving Your Organizational Culture” (1:00 - 4:30pm)  
Presenter: Alice Dendinger, SPHR  
Where: Swiftel Center, Brookings  
HRCI Credits: 4 General Credits & 3.5 General /Strategic Credits  
Want More Information? Click Here  
Mark your calendar and join us!

September 25, 2012 - “Workplace Wellness Summit”  
Creating a Culture of Well-Being and Maximizing the Return on Investment  
Keynote Speaker: Dr. Rosie Ward, Health Management Services Manager, RJF Agencies  
Where: Sheraton Hotel, Sioux Falls  
When: 8:00am—4:00pm  
Want to learn more: See Flyer on page 11

October 10, 2012 - “Get Off Your Knees”  
Speaker: John Robinson  
Details coming soon!

People with disabilities are the nation’s most vulnerable demographic, and the obstacles they face in everyday life can seem overwhelming. John’s inspirational story teaches those of us with and without disabilities that, with the aid of a strong education and a few caring individuals, we can achieve that which may initially seem impossible.

Thinking about SHRM Membership?

You owe it to your organization… …and yourself.

If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you!

Click the SHRM icon to download a presentation that outlines the many benefits of SHRM Membership.
2012 BAHRA Board Members

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jbrutty@counterpartfab.com

President-Elect
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AvailAbility Employment Services
(605) 697-5627
Jeni@availabilityemployment.com

Past President
Patty Romsdahl, PHR
Falcon Plastics, Inc.
(605) 696-2502
promsdahl@falconplastics.com

Secretary
Deanna Vaske
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(605) 696-3200
dvaske@civildes.com

Treasurer
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(605) 696-8205
KKrogman@brookingscountysd.gov

Director of Public Relations
Sarah Meusburger, SPHR
Brkgs Municipal Utilities / Swiftel
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SMeusburger@swiftel-bmu.com

Director of Technology
Trisha Borah
Twin City Fan
(605) 692-7333
Tborah@tcf.com

Are you interested in getting involved with the BAHRA Board of Directors?

We will be taking nominations for the following board positions this Fall:

President–Elect
Board Secretary
Director of Technology

If interested in learning more, please contact any of the board members listed on this page.
Join Us!
Brookings Area Human Resource Association
HR Fundamentals & Certification Preparation Course
Open to all Professionals. No prerequisites.

BAHRA Course Details
This HR prep course utilizes the SHRM Learning System; an intensive 9-week program designed primarily for individuals seeking certification as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR). Use the program that consistently beats the national pass rate of 56%! This prep course offers a unique opportunity to work through each of the core SHRM modules and study with other local HR professionals.

Benefits of Certification
More than 108,000 HR professionals worldwide have earned HR certification. Earning the PHR, SPHR, or GPHR credential demonstrates to you and your organization that you commit to a higher standard. If you are an HR professional, your HR certification shows you know the most current principles and core practices of HR Management; you become more marketable when you compete for top HR positions; and you raise your professional confidence among your staff and your peers.

Fall 2012 Course Schedule:
September 11 – Class Orientation
September 18, 25
October 2, 9, 16, 23, 30
November 6, 13

Course will be held:
Tuesday Evenings
6:00PM-9:00PM
Location - TBA
Brookings

Prep Course Cost:
$900.00 for Non-BAHRA Members
$875.00 for BAHRA Members
(Cost includes purchase of 2012 SHRM Learning System)

To Reserve Spot:
Total balance due on or before August 17th, 2012
Contact 605.696.2502 or promsdahl@falconplastics.com.
Payment can be mailed to BAHRA Attn: Prep Course. PO Box 22, Brookings, SD 57006

Instructor Information:
Patty Romsdahl, PHR, received her certification in 2009 and recertified in 2012. Patty has previously led two preparation courses for BAHRA. She has worked in the Human Resource field since 2004 and is currently a Payroll and Benefit Coordinator at Falcon Plastics, Inc. in Brookings. She has also served on the BAHRA board of directors since 2008.

Guest facilitators will also present during the duration of the course.
Save Your Drama for Your Mama
Dealing with Confrontation and Conflict in the Workplace
4 HRCI General Credits

When you are responsible for working with individuals within your organization, you hear it all!! Employees can complain and gossip all day long and it seems like productivity takes a back seat. It gets really crazy when people stop talking or refuse to work together due to interpersonal conflicts. As the supervisor or HR Manager, they come to you to solve their problems. You wish you could avoid it - that is what usually happens. Managing the conflict and confrontations wastes a lot of your time and energy. Is this really your job? Discover how you can keep employees focused on their work and not become derailed by the Drama of the Day.

As a result of this session, participants will:
- Recognize the Dance of Drama and learn how to turn around this disruption in the workplace
- Gain tools to manage confrontation and conflicts in an effort to enhance communication
- Learn a step-by-step model for managing a confrontation if it escalates into a bigger conflict

Driving Your Organizational Culture
Great for Managers, Supervisors and HR Professionals
3.5 HRCI General / Strategic Credits

Your company culture has an impact on productivity and performance and provides guidelines on customer service, quality, safety, attendance, punctuality and concern for community. It can have a positive or negative impact on the bottom line. As the Manager, Supervisor or HR Professional in your company, you have a tremendous impact on your “culture.” By attending this workshop, you will gain information regarding what comprises culture and ways in which you can influence so that employees are more engaged and accountable for getting the work done. Join seasoned human resource consultant and workshop facilitator, Alice Dendinger, SPHR as she gives us the tools to Drive Organizational Culture.

Specifically, we will:
- Understand what comprises company culture
- Explore a deep dive into the four quadrant areas of culture
- Obtain tools to make an immediate impact on improving the culture of your company

Registration
BAHRA Members: $75 Registration Fee for both sessions. Registration fee includes lunch.
Non-Members: $90 Registration Fee for both sessions. Registration fee includes lunch.
Participants may also choose to register for one session for $50.00.

We are excited to bring Alice Dendinger, SPHR to Brookings for 2 half day sessions. She has over 25 years of experience in the field of Human Resource Management and Organizational Development. Alice has initiated and designed programs that have lowered turnover and increased employee satisfaction always with a focus on organizational success. Alice has focused her work on cultural transformation, strategic management, employee relations and communication, mediation and performance management. Alice has a reputation for assisting organizational leaders, managers, supervisors, and direct reports at every level to “work better together.”

Alice is originally from Yankton, SD and is a current resident of Austin, TX.

September 19, 2012
Swiftel Center, Brookings
8:00 am—4:30pm

Register Today!
www.bahra.us
A community wide celebration of your service and commitment...

We salute our military Service Members and their families!

FOR THOSE WHO SERVED

- Searching for the job you want!
- Writing a resume & cover letter
- Hints & Tips for Interviewing
- Advice from HR professionals
- VA Benefits & Education
- VA Hospital & Vet Center
- Legal Assistance
- MN Action Council for Veterans
- Military Retiree Briefing at 1:00PM
- TRICARE & Retiree Dental
- Retiree Benefits

FREE SEMINARS EACH HOUR

- Personal & Family Budgets
- Signs & Symptoms of Depression and Suicide
- VA Home Loans Explained
- Understanding USERRA Law
- MN PTAC – Getting Gov’t Contracts
- Developing Your Business Website

PARTNERS ON-HAND...

- Veterans 4 Veterans
- Local Veterans Organizations
- Employment Support of the Guard/Reserve
- Local Businesses
- Local CVSO’s
- Heroes 2 Hired
- Marshall Chamber of Commerce
- Military Family Assistance Center
- Local Yellow Ribbon
- SW Center for Independent Living, Veteran Owned Businesses

BRING THE KIDS!

- Operation Military Kids
- Face Painting
- Pony Rides & Petting Zoo
- Whopper Hopper
- Rock Climbing Wall (For “BIG KIDS” too)

AND MORE!

Many vendors on-site... Food & More!

“Beverage Station” by Legion & VFW!

FREE VET’S EVENT

FOR ALL WHO HAVE SERVED

July 21st

Lyon County Fairgrounds
Marshall, MN

- 10AM - Event Registration
- 11AM - Vet Benefits Expo Begins
- New Open Seminars on the Hour!
- 4PM - Wounded Warrior Project
- 5PM – Business After Hours
- Concert opens with:

“Screaming Cactus”
HEADLINED by:
“The Walking Phoenixes”
a California based Johnny Cash Tribute Band

Grandstand Entertainment
7:00PM - $10/person – FREE for Vets

From Heroes to Hired!

CONCERT IS $10 - FREE for Vets

Sponsored by:
American Legion Post 113, VFW Post 742, Region 7 County Veteran Service Officers, Veteran’s 4 Veteran’s and the many partners involved in bringing it together!

We’re putting the “Fun” in the “Fun”damentals of learning and preparing for your tomorrow!

This Event is FREE for Vets

For more information call 507-530-8378 or e-mail event113@iw.net

100% ID check- please be sure to have your’s along!

THIS EVENT IS FREE FOR VETS
The South Dakota Department of Health invites you to the first Workplace Wellness Summit on September 25, 2012!

“Creating a Culture of Well-Being and Maximizing the Return on Investment”

**Keynote Speaker**

Dr. Rosie Ward
Health Management Services Manager, RJF Agencies
Minneapolis, MN

**Key Topics:**
- Build a company culture to support engagement and well-being
- Positioning wellness as a benefit of employment
- Realities of return on investment
  - Improving resiliency
Creating a Culture of Well-Being and Maximizing the Return on Investment!

South Dakota’s First Workplace Wellness Summit

Who should attend?
- Wellness or public health professionals
- Human resource professionals
- Business owners/managers
- Healthcare professionals

Healthy lunch and snacks provided

Reserve your spot today
Space is limited

Tuesday, Sept. 25, 2012
8 a.m. — 4 p.m.
Sheraton Hotel, Sioux Falls

Agenda
Registration
8:00—8:45

Vendor Fair
8:00—8:45
Noon—1:00

Key Note Speaker
9:00—10:30

Breakout Session 1
11:00—12:00

Breakout Session 2
1:00—2:00

Next Step Speaker
2:30—3:30

Summit Sponsors

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2:30—3:30

Summit Sponsors
Summit Registration
Complete registration along with breakout choices & return to:
Black Hills Special Services
Workplace Wellness Coordinator
221 S. Central Ave, Suite 33,
Pierre, SD 57501

Name: _____________________________________

Title: _____________________________________

Organization: _______________________________

Address: ___________________________________

City: ________________ State: ________

Zip: __________ Telephone: ________________

Email: ____________________________________

Registration: $25 (check or cash) by 8/17/12
Make checks payable to: Black Hills Special Services

Your background: (check one)
□ Human resources
□ Healthcare
□ Consultant
□ Student
□ Business owner/CEO
□ Education
□ Non-profit
□ Other

Questions?
Contact Enid Weiss at eweiss@tie.net or 605-224-6287 Ext. 217.

Brings to you the following presenters:

Benjamin Kohls
Avera, EAP

Lyle Klotzbach
Premium Food and Beverage
Fit Pick

Dr. Marianne Neifert
Dr. Mom

Rana DeBoer
City of Sioux Falls Wellness Coordinator
Please return this sheet with registration form by 8/17/12.

The following breakout sessions will take place during the morning and afternoon of the Workplace Wellness Summit. During the two Morning Breakout Sessions, eight employers will showcase their journey on the transition, change of culture, and engagement of employees in their workplace wellness program. Please select two employer presentations to attend during the morning session and one presentation during the afternoon session.

**Morning Breakout Session**

**Employer of Choice**

11:00-11:28

Please Register me for:

- **Tri-State Flooring**
  Business Size: 25 Employees  
  Industry: Flooring wholesaler  
  Length of Wellness Activities: May 2012

- **Harbor Group**
  Business Size: 500+ Employees  
  Industry: Electrical construction, engineering, automated controls and instrumentation  
  Length of Wellness Activities: January 2010

- **Falcon Plastics**
  Business Size: 262 Employees  
  Industry: Manufacturing  
  Length of Wellness Activities: 10+ years

- **Sioux Steel**
  Business Size: 380-400 Employees  
  Industry: Manufacturing  
  Length of Wellness Activities: 1.5 yrs

**Morning Breakout Session**

**Employer of Choice**

11:34-12:00

Please Register me for:

- **SD Achieve**
  Business Size: 580 Employees  
  Industry: Non-profit Human Services  
  Length of Wellness Activities: 2010

- **Geo Tek**
  Business Size: < 50 Employees  
  Industry: Engineering services  
  Length of Wellness Activities: 2 yrs.

- **Raven Industries**
  Business Size: 1,400+ Employees  
  Industry: Technology/manufacturing  
  Length of Wellness Activities: 5+ years

- **First Premier**
  Business Size: 2,000 Employees  
  Industry: Financial Services  
  Length of Wellness: Initial Stages

**Afternoon Breakout Session**

1:00-2:00

Please Register me for:

- **Positive Stress Responding**
  Benjamin Kohls, MS, LPC, NCC- Avera  
  This one-hour training is designed to help participants change the way in which they view stress in their lives. The presentation goes beyond the traditional approaches to stress management, which often fail to protect us from future stressors. Rather than simply deal with the symptoms of stress, this training addresses the sources of our stress and how our mind and body respond. Components include:
  - Types of stress—both positive and negative
  - Symptoms and effects of chronic stress
  - Our typical reactions to stress
  - How our thinking can increase our stress levels
  - Taking an active role in the way we choose to respond to stress
  Visit the website for more information:  

- **Healthy Vending**
  Lyle Klotzbach- Premium Food & Beverage  
  This one-hour training is designed to help participants change the way their employees are eating. Healthy vending is a great place to start when initiating a workplace wellness program. Components include:
  - Employer/employee vending options
  - How to talk to the vending company and the cost of one
  - Strategies to take or use to help make the vending change
  - Examples of businesses Fit Pick works with (small and large)
  Visit the website for more information:  
  [http://fitpick.org](http://fitpick.org)

- **Supporting Nursing Moms**
  Marianne Neifert, MD, MDS, FAAP- Dr. Mom  
  This one-hour training is designed to help participants support breastfeeding in the workplace. Marianne, nationally known as Dr. Mom, is a motivational speaker who addresses sizzling topics on life balance, positive parenting, breastfeeding, and spirituality. Components include:
  - Benefits of breastfeeding for mom, baby and employer
  - Workplace support (acceptable lactation room, breaks, refrigeration)
  - Affordable Care Act
  - National Resources for the workplace
  Visit the website for more information:  