



HHRAM Herald April 2008

The HHRAM Herald is the quarterly member newsletter for HHRAM members. To submit an article please send an email to info@hhram.org

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Coming Events

HHRAM Fall Conference
September 10 - 12, 2008
Ruttger's Sugar Lake Lodge,
Grand Rapids, MN

*Please see the website for details
about coming events
<http://www.hhram.org/events.htm>*

Announcements

2008 HHRAM Scholarship applications due July 1st. Application forms and instructions are located on the website at www.hhram.org.

Want to get more involved with HHRAM? We are currently looking for a scholarship Coordinator Contact and a Region One Director. Email Jennifer Gryte at jgryte@mngastro.com for more information.

Message from the President

First of all I want to thank all of you that attended the spring, "I Love HR" conference. It was wonderful to learn about your organizations and hear about the hot topics you are dealing with. Rachael and I had a great time planning the conference. I look forward to seeing you at the fall conference September 10th-12th at Ruttger's Sugar Lake Lodge near Grand Rapids Minnesota.

This year is off to a dynamic start. The HHRAM board has many goals to accomplish for the year. Our first goal for 2008 is updating the board's job descriptions. When a group of people volunteer to sit on a board it is important that everyone knows their expectations.

Our second and continuing goal is to promote additional resources on the HHRAM website. We will use the website to share policies, post white papers, and share educational and CEU opportunities.

We have been working on a membership strengthening campaign that will increase membership and promote the benefits membership offers. New membership brochures have been developed and sent out to prospective members and we have developed member recruitment cards to assist current members in recruiting.

The Regional Directors will be working on a Needs Assessment to identify what current HHRAM members want and need from the organization.

Our last goal is to become a part of a philanthropy project. We have all interviewed a candidate not appropriately dressed for an interview. Ready for Success helps build confidence and assists women re-entering the workforce. I was overwhelmed by the kindness many of you shared when you brought your personal care items to the spring conference. I was so proud to bring box after box of personal care items to RFS! We will be collecting items again at the fall conference.

Happy spring!

Jennifer Gryte
HHRAM President
jgryte@mngastro.com

Passion and Purpose Meet at the HHRAM Spring Conference



HHRAM Spring conference organizers Jennifer Gryte and Rachael Primus welcomed more than 100 Human Resources Professionals to the Embassy Suites in Bloomington for the 2008 Conference "I Love HR – Where Passion and Purpose Meet".



Past President Theresa Jacobsen greeted conference attendees and asked us to write down "Why I Love HR."

Why do we love HR?
"Because I get to do something different every day."
"Because I can make a difference in people's lives"
"Because I get to be part of HHRAM!"



Keynote Speaker Kent Rader got us off on the right foot with a presentation titled "Laughter Matters".

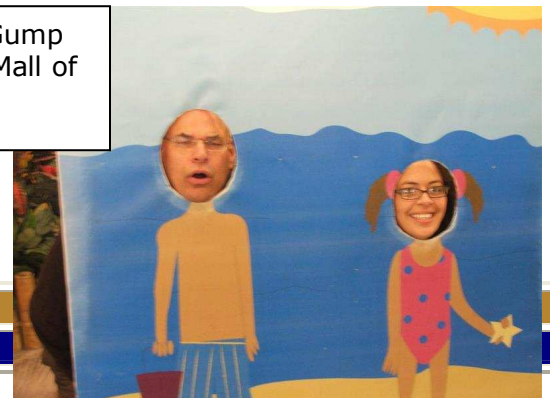


HHRAM conducted our first philanthropy effort with a personal products drive for Episcopal Community Services Ready For Success program. Ready for Success provides low-income women with gently-used professional clothing, accessories and new personal care items suitable for job interviews and the workplace.

HHRAM Treasurer Bonnie Barnhardt and President-Elect Becky Thiesfeld show off some of our donations!



Fun at Bubba Gump Shrimp at the Mall of America!



Minnesota Department of Human Services Offers Employer Resources for Problem Gambling

For many people, gambling can be a harmless form of entertainment. But when gambling goes from a recreation to an obsession, it becomes a problem. Whether it's buying lottery tickets, going to a casino or playing poker with friends, problem gambling can cause negative psychological, physical, social and vocational consequences. It affects people of all cultures, ethnicities, ages, genders and socioeconomic categories.



If not addressed, problem gambling can lead to pathological or compulsive gambling, which is a diagnosable mental health disorder. Compulsive gambling is a progressive addiction characterized by increasing preoccupation with gambling, a need to bet more money more frequently, restlessness or irritability when attempting to stop gambling, "chasing" losses and an inability to stop gambling despite serious negative consequences.

Minnesota's Problem Gambling Program, a division of the Minnesota Department of Human Services, funds inpatient and outpatient treatment; research; a resource library; public education and awareness efforts; in-service training; and a statewide, toll-free, confidential 24-hour helpline at (800)333-HOPE. Resources for employers include posters, brochures, payroll stuffers and presentations and many other resources to help raise awareness and encourage people to find help. More information is available at www.NoJudgement.com

A gambling problem doesn't make itself known through visible outward signs the way many chemical dependencies do. But there are behaviors to look for that can indicate if you or someone you know may have a problem with gambling.

Experts identify the following signs of a gambling problem:

- Increased frequency of gambling activity
- Increased amount of money gambled
- Spending an excessive amount of time gambling at the expense of work or family time.
- Being preoccupied with gambling or with obtaining money with which to gamble
- Gambling that continues despite negative consequences, such as large losses, financial problems, absence from work or family problems.
- Using gambling as a means to cope with loneliness, anger, stress, depression, etc.
- "Chasing" — the urgent need to keep gambling, often with larger bets or taking greater risks in order to make up for a loss or series of losses
- Borrowing money to gamble, taking out secret loans, cashing in or borrowing on life insurance policies or maxing out credit cards
- Bragging about wins but not talking about losses
- Frequent mood swings – higher when winning, lower when losing
- Gambling for longer periods of time or more money than originally planned
- Secretive behavior, such as hiding lottery tickets and betting slips or having mail – particularly bills – sent to work, a post office box or other address.

Take Hope Project

As part of an innovative documentary project, "Take Hope" aims to create greater understanding of problem gambling, as well as to encourage problem gamblers and those who love them to seek professional help. In these interviews, recovering problem gamblers offer their stories, candidly sharing the ups, the downs and the process of reaching beyond their addiction.

Although the individuals are different, there is a common thread in their stories: the anguish of a devastating compulsion and the power of the human spirit.

New 403(b) Regulations Must Be Met by January 1, 2009

In July 2007, the IRS introduced major changes that have transformed 403(b) retirement plans from an employee-controlled, tax-sheltered account to a fully integrated plan for which non-profit organizations have responsibility for plan development, investment provider choices, plan administration and regulatory compliance. The new regulations more closely align 403(b) plans to corporate 401(k) plans. The new regulations become effective January 1, 2009. There are exceptions for collective bargaining employees.

It is not surprising that since these regulatory changes were announced, non-profit organizations and school districts have felt confused and overwhelmed by the resulting demands and their required actions. Following is a timeline for completion of compliance by January 1, 2009:

403(b) DECISION-MAKING TIMELINE				
DECISIONS TO BE MADE BEFORE JANUARY 1, 2009				
Steps	Action	Initiate By	Complete By	Done
1	Establish a list of approved vendors			<input type="checkbox"/>
2	Execute service provider agreements			<input type="checkbox"/>
3	Finalize 403(b) plan design			<input type="checkbox"/>
4	Adopt plan documents			<input type="checkbox"/>
5	Initiate employee education and enrollment			<input type="checkbox"/>

Leaders in the national community of schools and non-profits now see the possibility of their 403(b) plan as an opportunity to provide their employees with a high-value benefit.

There are many positive results from the regulatory changes including:

- Greater control over all aspects of the plan
- Greater ability to limit the number of providers to only those most qualified
- Better administrative time management by eliminating the seemingly endless solicitation by new vendors
- Better protection of their employees with fully compliant retirement plans
- Establishing a plan document that puts all the rules for regulatory compliance in one place

By embracing the change, schools and non-profits may even be able to attract and retain higher-quality employees and leverage their 403(b) plan as one of the top three benefits available to employees.

One of the most important early decisions is to best manage the new and formidable administrative requirements of the revised regulations.

Plan administration includes the handling of all record-keeping, annual universal availability notification, contribution monitoring (i.e., common remitting) and distribution compliance (e.g., loans and withdrawals).

As an employer, you have three major options for satisfying the regulatory requirement; you can:

- **Do it yourself**
- **Appoint one 403(b) provider to supervise all other providers**
- **Hire an independent third-party administrator (TPA)**

Research Shows That Employees Want Professional Investment Advice

One of the extraordinary opportunities available to non-profit employees is having a dedicated financial professional who can provide asset allocation strategies that are customized according to each individual's age and life situation.

Research has shown that more than three-quarters of employees want the assurance of professional advisors in building their mutual fund portfolios.

Such advisors can provide initial, suitable investment options to employees and are available to provide ongoing guidance to employees to help them achieve their long-term financial goals. Evidence shows that without such guidance employees may lack sufficient knowledge to take full advantage of their 403(b) plan.

This information is provided courtesy of Kathelen Weinberg, Financial Advisor. She can be reached at 651-433-1776 (metro) or 866-433-1776 (toll-free) for answers to your questions on the new regulations and any implementation issues.

ASHHRA Update

By Karmen Reid, ASHHRA Region 6 Consultant

ASHHRA is off to an exciting start in 2008! In April, Becky Thiesfeld, HHRAM President Elect and I will attend the Leadership Conference in Chicago. This is a great opportunity to learn more about ASHHRA and the relationship between ASHHRA and HHRAM

As the Midwest Regional Consultant, I traveled to the Kansas Chapter's Conference that was held in the fall. Similar to Minnesota, they are another strong chapter. Check out their website at www.khhra.org. I'm also working to help develop chapters in Nebraska and Iowa. As you all know, it is a great way to network and to learn from each other.

Mark your calendars! The 44th Annual ASHHRA Annual Conference will be here before we know it! The theme for the conference is "Leading with Passion & Purpose" and will be held October 12 - 14 in Austin, Texas. Go to the ASHHRA website (www.ashhra.org) to learn more, and to take advantage of their early bird registration fee. Our own Sarah Fredrickson is on the conference planning committee. She has shared with me that there are a lot of great sessions being offered, and that the conference location is awesome! Let's plan on a big contingency from HHRAM!

Quick Tip – Logging on to Members-Only section of Website

Go to the HHRAM website at www.hhram.org

Click on Members Only in the task bar on the left side of the web page.

User Name is your first initial and last name – all lower case

Password is the HHRAM Member No. found on the membership card mailed to you.

Having Trouble? Click on Contact Us at the bottom of the page!

The 2008 HHRAM Executive Committee

The HHRAM Board of Directors is made up of current HHRAM members and meets monthly to continue the business of HHRAM. The Executive Committee provides leadership to the Board of Directors and is elected directly by HHRAM members. We welcome feedback so please contact us with suggestions, concerns or compliments that will help us continually improve HHRAM!

President, Jennifer Gryte. Jennifer is the Human Resources Manager for Minnesota Gastroenterology in the Twin Cities. Her phone number is 612-870-5562 and email address is jgryte@mngastro.com

President-Elect, Rebecca Theisfeld. Becky is the Director of Human Resources for Cuyuna Regional Medical Center in Crosby. Her phone number is 218-546-2353 and email address is rthiesfeld@sisunet.org

Treasurer, Bonnie Barnhardt. Bonnie is the Vice President of Human Resources for Avera Marshall Regional Medical Center in Marshall. Her phone number is 507-537-9358 and email is bonnie.barnhardt@averamarshall.org

Secretary, Dave Tabert. Dave is the Personnel Representative for Minnesota Veterans Home in Minneapolis. He can be reached via email at databert@mpls.mvh.state.mn.us

Past President, Teresa Jacobson. Teresa is the Director of Human Resources for Riverwood Healthcare Center in Aitkin. Her phone number is 218-927-5587 and email address is tjacobson@sisunet.org

For a complete listing of the HHRAM board members and Region Directors please visit the HHRAM, Inc. Leadership section of the HHRAM website at <http://www.hhram.org/leader.htm>

HHRAM, INC. VISION STATEMENT

The Healthcare Human Resources Association of Minnesota, Inc. will be the professional association of choice for healthcare Human Resource Professionals, supporting the members through advocacy, innovation, collaboration, partnership, education and networking.

