

Welcome to



HRMA  
of Blair County

**Please note that our monthly presentation locations have changed:**

- Breakfast Presentations are being held at the Blair County Convention Center, 1 Convention Center Drive, Altoona, PA 16602
- Half Day Presentation with Networking will be held at Marzoni's Brick Oven & Brewing Company, 164 Patch Way Road, Duncansville, PA 16648

Chapter Officers:

Heather Holzer – President  
Phil Sukenik – VP / Programming  
Sarah Dibert – Secretary / Social Media  
Don Imler – Treasurer / Membership

**Wow! What a beginning to our program year.**

A special “Thank You”, to all of our presenters. We are fortunate to have so many wonderful people in our community that volunteer their time to present for us. Many of our presenters directly support our HR Community with their services.

If you were not able to attend all of the fall programming you missed some very important information. Dave Andrews always impress us with his presentation on legal updates. Patrick Fanelli's presentation on recent court rulings gave us a better understanding of the laws impacting the HR Community. It is very interesting to gain a better understanding of how the law is being interpreted and how that impacts us with our business. John Moore's presentation was just amazing, “Understanding the Power of Motivators”.

Many of us use the DISC Styles to help us understand ourselves and others. John's presentation took DISC to a new level giving us great clarity and understanding into why we and our team members do what we do. If you missed this presentation you will definitely want to talk with John about this information.



***We are very pleased to offer a great line-up of Spring 2024 Programming:***

**January 17, 2024—Mental Health Awareness—The Lytle Group**

Sarah Pipetti, LPC with the Lytle Group will provide a comprehensive overview of Mental Health Management in the workplace.

**Registration Deadline, Friday, January 12, 2024.**

- Blair County Convention Center - Room 203 & 204
- Meeting Registration & Networking: 7:30 AM - 7:50 AM
- Breakfast served during registration.
- Presentation begins at 7:50 AM
- Presentation ends at 9:30 AM

**February 21, 2024—Creating a Company Wide Safety Culture—HSC Solutions LLC**

Tom Churbock with HSC Solutions will discuss creating a company wide safety culture. This will be a great meeting to invite your companies safety manager to attend.

**Registration Deadline, Friday, February 9, 2024.**

- Blair County Convention Center - Room 203 & 204
- Meeting Registration & Networking: 7:30 AM - 7:50 AM
- Breakfast served during registration.
- Presentation begins at 7:50 AM
- Presentation ends at 9:30 AM

**March 20, 2024—A Positive Approach to Employee Engagement—Nygren Training Solutions**

Aaron Nygren with Nygren Training Solutions

This session will touch on some of the insights about a leader's skills as they pertain to the workplace. How can a leader's attitudes, beliefs, and behaviors contribute to whether or not an employee will be an "engaged asset" or a "disengaged cost to the organization?" How can we get our employees, our most value asset, more fully participating when there are numerous stimuli competing every day against the organization's objectives? Learn some awareness, alignment, and finally some actions you can take to make engagement a forward positive motion for your teams.

**Registration Deadline, Friday, March 15, 2024.**

- Blair County Convention Center - Room 203 & 204
- Meeting Registration & Networking: 7:30 AM - 7:50 AM
- Breakfast served during registration.
- Presentation begins at 7:50 AM
- Presentation ends at 9:30 AM

***We are very pleased to offer a great line-up of Spring 2024 Programming—Continued:***

**April 17, 2024—Managing Work Comp Claims—Wagner & Finn Law**

Attorney Mike Wagner with Wagner & Finn Law will discuss how to properly manage Work Comp Claims.

Registration Deadline, Friday, April 12, 2024.

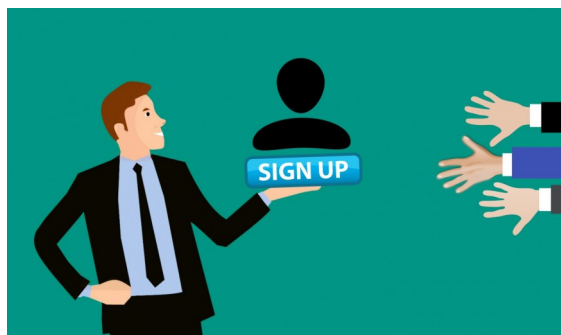
- Blair County Convention Center - Room 203 & 204
- Meeting Registration & Networking: 7:30 AM - 7:50 AM
- Breakfast served during registration.
- Presentation begins at 7:50 AM
- Presentation ends at 9:30 AM

**May 15, 2024—HRMABC Member Roundtable & Networking**

Our own Phil Sukenik a Certified Coach will lead this year's roundtable discussions on several topics of current conflict and interest.

Registration Deadline, Friday, May 10, 2024.

- Marzoni's Brick Oven & Brewing Company—Duncansville
- Meeting Registration & Networking: 2:30 PM—6:00 PM
- Light Refreshments, hors d'oeuvres, and Networking at 4:30 PM
- Event begins at 3:00 PM



**To sign up for any or all of our upcoming programs go to:**

**<https://www.hrmabc.org/events>**

**Registration Opens for Our Events 30-Days Prior to the Event**

Moving our presentations to the Convention Center has been well received.

The Convention Center is beautiful and very well maintained. Parking is easy and the staff have been great to work with. The Convention Center does a wonderful job with the breakfast food variety and quality.

Just an FYI, the early issue with the sound system have been resolved.

Thank you to Phil Sukenik our VP and Programming Director for making this change.



Please remember our Breakfast Presentations have moved to the Blair County Convention Center.

1 Convention Center Drive, Altoona, PA  
16602

### **Our Networking Events are gaining a lot of popularity!**

One of the focus areas for the HRMABC Officers was to create more opportunity for you to network with other members. Our monthly presentations offer limited time to socialize and get to know the many wonderful people in the HR Community. The Networking Sessions offer the needed time.

It is amazing to get to know everyone on a personal and professional level. Many of us share the same concerns and deal with the same issues. Bouncing ideas off each other is a great way to gain a new understanding or to just reinforce how you are handling situations.

We also have some very interesting people in our chapter.

Our next Networking Opportunity is an afternoon event on May 15th, at Marzoni's in Duncansville. We start the Networking Event with a Roundtable Discussion format. This format gives everyone a chance to talk about a specific topic and listen to other hopefully gaining a different perspective. At 4:30 pm we move to our social networking time. The food is always incredible and the adult beverages are free. The conversations are always interesting.

Please join us in May and take advantage of getting to know the many people in our HR Community.

## PA State Council and SHRM Upcoming Events



### The PA SHRM Legislative & Legal Conference Will be held on May 3, 2024

Best Western Harrisburg—Harrisburg, PA

PA SHRM's Legal & Legislative Conference is a first-in-class event for Pennsylvania's Human Resources Professionals and anyone seeking to stay on top of labor and employment law updates.

[Legislative & Legal Conference - Pennsylvania State Council of SHRM \(pashrm.org\)](https://pashrm.org)

**SHRM**  
**24** CHICAGO | JUNE 23-26, 2024

**KEEP THE LEARNING  
GOING AT SHRM24!**

Join us again next  
year and save BIG!

**REGISTER NOW**

## Chapter Business:

HRMABC is a business run by our membership.

It is interesting to realize that a group of HR people in 1958 would create an organization to benefit themselves. It is also interesting to realize that our chapter is run by members who volunteer their time to serve the HR community. Our group became a member of SHRM National to help our members gain recognition through Professional Certifications. Our group creates educational opportunities to help our members stay current on HR Business and Legal issues and to maintain their certifications.

Since we are a chapter in SHRM National we have annual requirements we must complete. Our Chapter President Heather Holzer attends 4 quarterly meetings with the PA State Council of SHRM and 1 annual meeting in DC with SHRM National. During these meetings we are taught how a successful Chapter is to be run and what we need to do for our members to maintain our affiliation.

As a group of Chapter Leaders we meet monthly to discuss chapter business and to plan our monthly presentations. As a board we are also asked to attend several informative SHRM presentations. SHRM recently conducted a webinar on Chapter Fiduciary Responsibility. Basically as Chapter Officers we have a fiduciary responsibility to run this chapter responsibly and in the best interests of our members. Over the past several years this has been challenging.

Financially over the past few years our chapter has lost money causing us to dig deep and take monies from our reserves. Most of our financial issues were because of COVID, but the cost of everything has increased. COVID required us to think and act differently. Since we could not meet in person we hired paid presenters to conduct ZOOM presentations to help our members obtain certification credits and continuing education. Additionally, during the early period just after the COVID crisis we paid to have our presentations streamed live so that members not ready to meet in person could attend our monthly presentations. This was needed and necessary but came at a cost.

We are very happy to announce that we did much better in 2023, and came very close to running a balanced budget. The Board made some tough and somewhat unpopular financial decisions last year. We stopped streaming our presentations and we slowed down the paid presentations. Both these changes were necessary and really made an impact for us financially.

Moving forward our focus is to regain our membership levels. Our focus is also for more members to attend our monthly presentations. Just as an FYI, the Convention Center requires us to pay for a minimum number for attendance. We typically exceed the minimum, which is great, but we need to do better with everyone attending the presentations who signed up. Once we commit our reservation number to the Convention Center we pay even for those who do not attend.

Please, if you sign up for a presentation and later discover you will not be able to attend please notify us by sending an email to [HRMABCORG@gmail.com](mailto:HRMABCORG@gmail.com).

Thank you for being a part of our organization and thank you for completing all the surveys we send out or have at the presentations. Your feedback is greatly appreciated. We are looking forward to a great 2024.



## Sponsorship Opportunities

As a way to support local business and grow revenue our Chapter is now offering Monthly Presentation Sponsorship Opportunities. For a small fee, \$250.00, local business will be given a few minutes at the beginning of our presentations to talk about their business and services. This is a great opportunity for our local community and a great way to generate income for our chapter.

### Sponsorship Opportunity:

- \$250 to Sponsor our Breakfast
- Sponsor will have 5 Minutes prior to start of the meeting to speak about their product or service
- Sponsor can hand out information, business cards, etc.

To learn more please contact Phil Sukenik at [PSukenik@hosscorp.com](mailto:PSukenik@hosscorp.com).



### HRMABC Members

Thank you for being a member of our local chapter. We appreciate your support and hope that we are meeting your needs as HR Professionals.

One of our SHRM Chapter Goals for 2023 is to grow membership. Please talk with your HR friends or colleague who are currently not a part of our organization about membership. Our annual membership fees are very reasonable. We offer nine presentations annually and all include food and networking opportunities. As a thank you, we offer a \$25.00 Gift Card to you when referring a new member.

### HRMABC Leadership Opportunities

We are looking for two members to help us with Membership and Event Planning.

- The Membership Chair would help us to grow membership and promote the Chapter in the community.
  - The Event Planning Chair would help identify and select the presenters for our monthly events.

Please talk with any Board Member if you have interest.

These Chair Positions are a great way to get involved in Chapter Leadership.

## HRMABC

We would like to thank the many members who expressed interest in Chapter Leadership.

We appreciate your willingness to serve our Chapter and support our membership.

Being a Chapter Leader is a very rewarding experience.

Please consider Chapter Leadership for 2025.



## HR Professional of the Year—Susan Meier



Congratulations to Susan Meier with Reliance Bank for being selected as our HR Professional of the Year.

Since 2000, Susan has worked as the Senior Vice President, and Director of Human Resources for Reliance Bank. Here she leads the HR department and executes an HR strategy that supports the overall business and strategic direction of the company.

In addition to her job, Susan has played an integral role in our chapter, not only as a member, but also serving on the Board as Treasurer, Vice President, President, and Past President. Expanding on her commitment to the HR Profession, in 2019, Susan took on the volunteer role with PA SHRM of West Central PA District Director. In this role she is responsible for 4 PA SHRM Chapters.

Susan is a member of the Advisory Board for PA Bankers Women in Banking, a Board Member for the PA Bankers Healthcare Consortium, a member of the Consortium Task Force, a member of the Blair County Go Red for Women Executive Leadership Team, a leadership Blair County Alumni Committee Member, and a Board member for Big Brothers, Big Sisters of Blair County.

Thank you for all of dedication to both the HR Profession and the Community and Congratulations.



**HRMA**  
*of Blair County*

### HRMABC

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<https://www.linkedin.com/groups/2817640/>