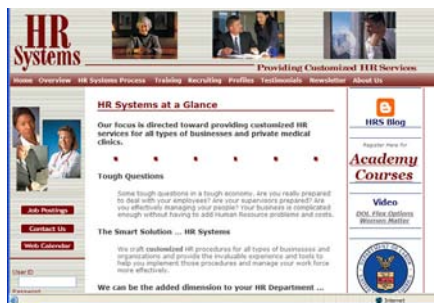


## New and Improved Website



We have made some exciting changes to our website! You can now go online and find our Academy Course schedule, read our hot weekly topics blog, and get updated on any current happenings in the industry.

Our new and improved website will be a great resource for you. Go to [www.hrsincorporated.com](http://www.hrsincorporated.com) and check out these great topics:

- Blog - Weekly Topics
- Profile Pages - Who's Who
- Web Calendar
- Training Academy
- DOL Flex
- New Academy Listing

## HR Systems Welcomes New Consultant & Partner!

### Steve White – New HR Systems Consultant

Steve brings experience in accounting and human resource management to the HR Systems team. He is owner and CFO of a computer software and services company with 70 employees and is responsible for all HR functions including benefits, compliance, compensation, and tax reporting.

Steve has worked with several medical practices and their accounting firms to improve work flow efficiencies, financial reporting, and cash flow management. He has designed system for physician compensation, cost accounting, and determining profitability of services.

HIPAA, Sarbanes-Oxley, Gramm-Leach-Bliley, and PCI are all areas where Steve has worked with audit teams. In addition, he has handled Sales & Use Tax, Work Comp, and Department of Labor audits. Reporting experience includes Employment Statistics, Annual 5500 forms, Unemployment claim appeals, and Consumer Price index items.

Steve is a graduate of the University of Nebraska at Omaha's College of Business Administration. He currently serves as vice-president of the Omaha Christian Academy school board.



### Susan Nellson Baird - New Partner

Susan Nellson Baird is a professional educator and speaker who has partnered with HR Systems to help facilitate our Academies.

As executive director of s.n.baird communications, she and her team help business professionals deliver more engaging, relevant, and targeted messages to their specific markets. She offers writing, editing, and proofreading services, as well as a variety of customized training options to help clients improve their writing, presentation, and interpersonal communication skills.

## DOL 2009 Flex Options\* Schedule

Jan 13 • SHRM • Oskaloosa, IA

Feb 10 • SHRM • Waterloo, IA

Feb 12 • SHRM • Ames, IA

March 10 • SHRM • Mason City, IA

\*1.5 CEUs - Call HR Systems for Details

## SAVE THE DATES!

2009 Omaha and Sarpy County Academy Courses

(Courses are approved for HRCI CEUs. Go to [www.hrsincorporated.com](http://www.hrsincorporated.com) for more information!)

Jan 22 • 9:00 am-12:00 pm

Preventing Harassment

Feb 17 • 9:00 am-12:00 pm

Management Leadership

Feb 19 • 9:00 am-12:00 pm

Hiring the Right Person

March 19 • 9:00 am-12:00 pm

Setting Goals

April 23 • 9:00 am-12:00 pm

HR & Law

May 21 • 9:00 am-12:00 pm

Coaching and Discipline

July 23 • 9:00 am-12:00 pm

Preventing Harassment

Aug 18 • 9:00 am-12:00 pm

Management Leadership

Aug 20 • 9:00 am-12:00 pm

Hiring the Right Person

Sept 24 • 9:00 am-12:00 pm

Effective Communication

Oct 22 • 9:00 am-12:00 pm

HR & Law

Nov 12 • 9:00 am-12:00 pm

Coaching and Discipline