

# CHAPTER

## CONNECTION



February 2012



### Inside This Issue:

- Summary of January Program P.2
- Upcoming Events P.3
- Legislative Update P.8
- And More....



**PRESIDENT**

Orvietta Shannon, PHR  
orvietta.shannon@tema.toyota.com

**PRESIDENT ELECT**

Angela Noble  
anoble@hrsolutions-inc.com

**TREASURER**

Ingrid Lindy, PHR  
ilindy@usi.edu

**ASSISTANT TREASURER**

Cynthia Griffith, PHR  
cgriffith@traylor.com

**SECRETARY**

Pat Kerstiens, PHR  
pat@leedsamples.com

**DIRECTOR OF PROFESSIONAL DEVELOPMENT**

Tela Erdell, SPHR, GPHR  
Tela.erdell@oldnational.com

**DIRECTOR OF COMPENSATION SURVEY**

Michelle Davis, PHR  
michelle.davis@me.com

**LEGISLATIVE AFFAIRS CHAIRPERSON**

Jacob Fulcher, JD  
jfulcher@kddk.com

**COLLEGE RELATIONS CHAIRPERSON**

Jason Fertig  
jfertig@usi.edu

**COMMUNICATIONS CHAIRPERSON**

Deb Wolf, PHR  
ddwolf@sit-co.net

**FINANCE CHAIRPERSON**

Jim Kern, SPHR  
jim.kern@tema.toyota.com

**DIVERSITY CHAIRPERSON**

Danyelle Granger  
Danyelle.Granger@oldnational.com

**WORKFORCE READINESS CHAIRPERSON**

Abby Keeping  
Akeeping@vectren.com

**MEMBERSHIP CHAIRPERSON**

George Lance, SPHR  
George.lance@oldnational.com

**PAST PRESIDENT**

Michelle Choate, GPHR  
mlchoate@redspot.com

**SHRM Liaison and Certification Chairperson**

Tara Ricketts, SPHR  
Tara.Ricketts@amr.net

**WEB CHAIRPERSON**

Kathy Herndon, GPHR  
Kathy.herndon@kimball.com

**NEWSLETTER EDITOR**

Amy Folz, PHR  
alfolz@vectren.com

# January Program Summary

The January 2012, EHRA Monthly Program opened with an icebreaker/networking activity that had members engaged, talking and getting to know those in attendance.



## The ADAAA: A Quick Start Guide to Following the New Rules of the Road



Speaker Doug Goepfner, MSW, LSW ADA Coordinator, University of Southern Indiana, gave a very informative presentation on ADAAA and he provided numerous hand-outs to move more than 80 attendees.



Thanks to our sponsor Reference Services, Inc.!





## February 16 Monthly Member Meeting

Mercer will announce results of the *National Survey of Employer-Sponsored Health Plans*.

**Knowledge is Power!**  
Mercer will provide attendees with powerful data and knowledge to make strategic decisions about their health insurance benefits.

**2011 Mercer National Survey of Employer Sponsored Health Plans  
11:00 AM - 2:00 PM**

**Southern Indiana Career and Technical Center  
1901 Lynch Road  
Evansville, IN 47711**

<http://www.evscschools.com/sictc>

**More information available on the following pages.**

## March 22 Monthly Member Meeting

**Save the Date!**  
**More information forthcoming.**

## April 19 Spring Seminar

**Save the Date!**  
**More information forthcoming.**

## August 27-29 2012 HR Indiana Conference

**Save the Date!**  
**More information regarding Keynote Speakers available on the following pages.**

*Mark Your Calendars Mark Your Calendars Mark Your*





# Monthly Member Meeting

# February 16

**Southern Indiana Career and Technical Center**  
**1901 Lynch Road**  
**Evansville, IN 47711**

**11:00 AM - 2:00 PM**

**11:00-11:30 AM Registration & Lunch**

**11:30-11:45 AM Meeting Announcements**

**11:45-2:00 PM Presentation**

**Event Costs: \$15.00 EHRA Member; \$20 after 12:15PM February 13th**  
**\$30.00 Non-Member; \$35 after 12:15PM February 13th**  
**\$10 Student; \$15 after 12:15PM February 13th**

**Register Online:**  
**[www.ehranet.org](http://www.ehranet.org)**

**11:45-12:45**

**2011 Mercer National Survey of Employer Sponsored Health Plans**

**Speakers: Deb Persic and Tracey Gavin**

Knowledge is Power! Mercer will provide attendees with powerful data and knowledge to make strategic decisions about their health insurance benefits. Below are some highlights of the 2011 survey that will be discussed:

- New survey finds that employers added consumer-directed plans in record numbers in 2011 and added incentives to build employee participation in wellness programs.
- Overall health benefit cost rose 6.1% in 2011, down from 6.9% in 2010, with a still lower increase predicted for 2012.
- Reform law's excise tax for high-cost plans remains employers' #1 health reform concern.

Still, most employers believe they will continue to offer coverage after state exchanges come online in 2014.

Please join us for this presentation on how this information is being used by small and large employers across the country and in the Tristate region.

**Break 12:45-1:00 PM**

**1:00-2:00 PM**

**Health care strategy and tactics beyond the basics**

**Speaker: Alexander "Sander" Domaszewicz**

HSA's and Wellness Are Here to Stay! Sander is a Mercer National Practice Leader for Consumerism and leads engagements in Health Management. This presentation will take The Survey information for Health Care Consumerism, Health Management, Wellness, Incentives, cost/quality transparency and provide emerging trends and case studies of what employers are implementing across the country. Sander will provide some tips for what he has seen as successful programs and what employers have learned.

Attendees will appreciate Sander's wealth of experience on these subject matters and can offer ideas to employers who already have CDHPs or Wellness and those who are thinking about moving this direction in the near future!

Thanks to our sponsor for this month's meeting:



This program has been submitted for 2.00 hours of general credits towards PHR, SPHR and GPHR certifications.



# About Our Speakers



## Deborah (Deb) F. Persic

Ms. Deb Persic is a senior consultant in the Mercer Indianapolis office with 30+ years of experience in employee benefits. She has worked for Mercer for 6 years. As a lead consultant and relationship manager, she is responsible for identifying client needs, establishing strategic direction, and determining the internal resources necessary to achieve client goals and objectives. Ms. Persic has worked with companies as small as 10 employee lives to Fortune 500 companies. Her career has included working for a major health care carrier, Third Party Administrators and an insurance brokerage.

Ms. Persic received her bachelor's degree in Business Management from Indiana Wesleyan University, Indianapolis, IN and her master's degree in Health Services Administration from the College of St. Francis, Joliet, IL. She is also a licensed insurance professional in several states.

Ms. Persic received her bachelor's degree in Business Management from Indiana Wesleyan University, Indianapolis, IN and her master's degree in Health Services Administration from the College of St. Francis, Joliet, IL. She is also a licensed insurance professional in several states.



## Alexander "Sander" Domaszewicz

Sander is a Principal and Senior Consultant housed in the Mercer Health & Benefits Services (Mercer) Newport Beach, California office. He is Mercer's National Practice Leader for Consumerism and leads Engagement efforts for the Total Health Management group, specializing in emerging benefits and ways to encourage groups to become involved and informed around health care cost and quality. Areas of focus include health care strategy, consumer directed health care, health management, health and benefits decision support tools, web health resources, HR portals and online benefits.

Sander's prior experience includes project management in the Health & Group Benefits Delivery Services group at a large multi-national consulting firm for flexible benefits administration outsourcing. In this capacity he addressed outsourcing issues, systems integration, design, and testing as well as database administration and training relating to flexible benefits. Prior to benefits outsourcing project management, Sander managed a hearing health care facility in Southern California, giving him exposure to issues from the provider perspective.

Sander is a frequent presenter at health care and benefits-related events and has published articles in Benefits Quarterly, Employee Benefit News, HR Magazine, Workforce and HR Executive. His consulting assignments include work with many large and small public and private organizations in both the benefits and product development areas.

## Tracey Gavin



Tracey is the Advisory & Enterprise Segment Leader for the Indianapolis office of the Mercer Health & Benefits practice. Tracey is responsible for presenting Mercer's service delivery models to current and future clients, launching Mercer's new product and service initiatives, assuring Mercer's quality standards, as well as coaching and developing a team of associates responsible for servicing clients among middle market companies with 500-5,000 employees.

Tracey has over fifteen years of human resource and healthcare consulting experience with specific expertise in consumer driven healthcare, program compliance and vendor evaluations and negotiations.

Tracey received her Bachelor degree in Business Administration, Human Resources from Xavier University. She is currently a licensed life and health agent in the State of Indiana.



# Additional Details Regarding Survey

## Annual Benefits Survey Changes

Tri-state Business Group on Health (TSBGH) and Evansville-Area Human Resource Association (EHRA) are pleased to announce that they have partnered with Mercer to bring the *National Survey of Employer-Sponsored Health Plans* to its participating members and area employers in 2012. Local participants will have the advantage of completing one 2012 survey to receive an extensive benchmarking report that includes local benefits data along with national and industry specific results.

Since 1998, TSBGH and EHRA have conducted a separate annual benefits survey to provide area employers with useful data specific to this locale. Our partnership with Mercer will eliminate the need for a separate survey to provide comparison data relevant to local trends. TSBGH and EHRA will not be conducting a separate benefits survey in 2012, but will be sending announcements to encourage our members and area employers to participate in Mercer's annual *National Survey of Employer-Sponsored Health Plans*.

Established in 1986, Mercer's Survey is the nation's largest, most authoritative annual survey on the topic of health benefits. It provides comprehensive data on employer health plan offerings and cost, as well as detailed plan design information for PPOs, HMOs, point-of-service plans, consumer-directed health plans, and traditional indemnity plans. Employers are asked about cost-management strategies as well and in recent years these questions have centered on consumerism and care management; with this information, Mercer can analyze the effect of various strategies on cost. Each year around 3,000 employers participate in the survey.

## Watch for these important dates:

**February 16, 2012** – Mercer will be presenting the results of the 2011 Survey to TSBGH and EHRA members and interested local employers.

**June 2012** – Mercer will be releasing the 2012 questionnaire to members of TSBGH and EHRA along with other area employers that wish to participate. The questionnaire is extensive and will take some time to complete. Surveys can be completed on-line or on paper. Mercer consultants are always available to answer questions and/or assist with the survey. **All participating members will receive a customized benchmark report that includes national, industry-specific and local trends – worth \$1,200 – at no cost.**

**August 2012** – All questionnaires are due back to Mercer. (Mercer consultants are always available to help you complete the survey questionnaire.)

**February 2013** – Mercer will present the results of the 2012 Survey to TSBGH and EHRA members and local employers, and begin distributing customized benchmark reports to the survey participants. We are excited about this new partnership! It will bring a new level of convenience, comparison data and benchmarking information to our members and area employers. Watch for additional announcements and reminders in 2012.



# Save the Date!

## 2012 HR Indiana Conference.

August 27-29, 2012  
JW Marriott Hotel  
Indianapolis, Indiana

### Announcing our Keynote Speakers

#### Daniel H. Pink

Daniel H. Pink is the author of four provocative books about the changing world of work, including the long-running New York Times bestseller, *A Whole New Mind*, and the #1 New York Times bestseller, *Drive*. His books have been translated into 32 languages.

His latest work, *DRIVE: The Surprising Truth About What Motivates Us*, uses 50 years of behavioral science to overturn the conventional wisdom about human motivation. Pink shows that carrot and stick motivators have been oversold and that high performance depends much more on the deep human need to direct our own lives, to learn and create new things and to do better by ourselves and the world. *Drive* is a New York Times, Publishers Weekly, Wall Street Journal, Washington Post, Boston Globe, San Francisco Chronicle and Los Angeles Times bestseller—as well as a national best-seller in Japan and the United Kingdom.

#### Lee Woodruff

As co-author of the best-selling *In an Instant*, Lee Woodruff garnered critical acclaim for the compelling and humorous chronicle of her family's journey to recovery following her husband Bob's roadside bomb injury in Iraq. Appearing together on national television and radio since the February 2007 publication of their book, the couple has helped put a face on the serious issue of traumatic brain injury among returning Iraq war veterans, as well as the millions of Americans who live with this often invisible, but life-changing affliction.

They have founded the Bob Woodruff Foundation (ReMind.org) to assist wounded service members and their families receive the long-term care that they need and help them successfully reintegrate into their communities.

#### Ann Rhoades

Ann Rhoades is a dynamic and visionary Human Resources Executive with over 25 years of experience in a variety of service-based industries. She held the position of Vice President of the People Department for Southwest Airlines and Executive Vice President of Team Services for Promus Hotel Corporation and most recently, the Executive Vice President of People for JetBlue Airways where she currently remains as a Board Member as well as president of People Ink, her Human Resources consulting company.

Rhoades has a respected reputation in the industry for her creative approach to creating cultures around fun and for blending cultures in merger situations. During her tenure with Doubletree Hotels, later Promus Hotel Corporation, she built a service culture focused on delivering outstanding service to guests. During the time Rhoades headed the People Department at Southwest Airlines, she solidified Southwest's reputation of retaining and hiring the best people in the airline business despite Southwest's rapid growth during that time. Most recently, Rhoades took responsibility for the creation of JetBlue Airways Corporation's People Team in New York.

#### Ken Yerkes

Back by popular demand, Ken Yerkes will be presenting "Everything Legal" Presented by Barnes & Thornburg LLP. The landscape keeps changing, thanks to new laws, legislatures and activist courts and unions. You want legal advice? We have it! An annual highlight of the Conference, Ken Yerkes will bring a team of experts from Barnes & Thornburg LLP to the podium again. Come for a fast-paced overview of the significant legal issues facing organizations today and get an update on current events. Ken and his team always deliver an interactive program of outstanding content and supporting materials for the attendees.

Ken is Chairman of the Labor & Employment Department and has spent over 25 years successfully fighting for his clients' business objectives at the bargaining table; in federal and state court matters; in arbitrations; and on the ground, in plants across the country, through proactive training, counseling, and union-avoidance campaigns.

sponsored by Ice Miller





# BE LEERY OF WAGE DEDUCTIONS

Oftentimes, Indiana employers gloss over relevant legal issues when it comes to employee wage authorization (or deductions). Let this be a gentle reminder to use caution and review the law before an employee authorizes an “assignment” of wages.

Indiana has a statute governing wage assignments, I.C. 22-2-6-1. Under Indiana law, for an assignment to be valid, the following prerequisites must be met:

- The assignment must be in writing;
  - The assignment must be signed by the employee;
  - The assignment must be by its terms revocable at any time by the employee upon written notice to the employer;
  - The assignment must be agreed to in writing by the employer; and
- The assignment must also be delivered to the employer within 10 days of its execution.

In addition, Indiana employees can only assign their wages for the following purposes:

- Insurance premiums;
  - Contribution to a charitable or nonprofit organization;
  - Bonds or securities, issued or guaranteed by the United States;
  - Purchase of employer’s stock;
  - Union dues;
  - Merchandise sold by the employer to the employee, at the written request of the employee;
  - Amount of a loan made to the employee by the employer and evidenced by a written instrument executed by the employee subject to a specific limit;
  - Contributions of the employee to a hospital service or a surgical or medical expense plan or to an employee’s association, trust or plan existing for the purpose of paying pensions or other benefits;
  - Payment to any credit union, nonprofit organization or association of employees;
  - Payment to an employee’s direct deposit account;
  - Premiums on policies of life insurance and annuities purchased by the employee;
  - Purchase of shares or fractional interest in shares in one or more mutual funds; and
- A judgment owed by the employee if the payment is made in accordance with an agreement between the employee and the creditor and is not a wage garnishment.

On the other hand, the Fair Labor Standards Act (“FLSA”) does not specifically address the issue of wage assignments. The only relevant point to take away from the FLSA is the assignment must not take an employee’s wages below the minimum wage.

If an employee is not assigning wages under the outlined methodology and/or is not assigning for the specific reasons set forth under the law, the employer may be liable under the Indiana Wage Payment Statute, I.C. 22-2-5-1. *et seq.*, for three times the amount of wages improperly deducted, plus attorney’s fees and costs. Those are reasons enough to review the law before permitting your employees to assign their wages.

Jake R. Fulcher  
jfulcher@kddk.com  
Kahn, Dees, Donovan & Kahn, LLP

The information in the above article is considered legal information and should not be taken as legal advice.



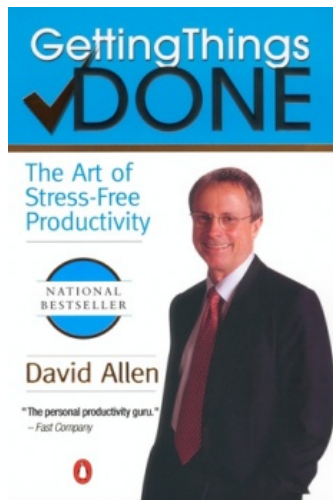
# Introducing.... The EHRA Book Club

The EHRA is starting a monthly book club! More details are on the way at the next meeting and in future newsletters.

Jason Fertig will provide a short book review and suggestion for you each month. Feel free to contact Jason at the following e-mail address:  
jfertig@usi.edu.

## This Month's Selection:

### Getting Things Done by David Allen



As many of us make New Year's Resolutions to be more organized, this a great book to help you keep that resolution. *Getting Things Done* is a seminal work in personal time management. The method is well known; GTD is as common of an acronym for its adopters as LOL or BRB is for people with an iPhone.

When you read this book, do so with an open mind. This is not a cookbook of to-do lists and planners. Mr. Allen's method works, but you'll likely want to adapt his ideas to your unique needs.

Good Luck!



# Diversity Matters

## By Danyelle Granger

### Do You Have a Passion for Diversity and Inclusion?

With each new year comes the opportunity to establish personal and professional goals for the year. There may be areas in which you want to grow, additional skills you want to obtain or new ideas and projects that you want to implement in your organization. Perhaps you want to expand your cultural competence by getting to know your coworkers better or volunteering with community organizations. EHRA offers several opportunities to help you achieve these goals, one of which is serving on the Diversity Committee.

The Diversity Committee is an excellent opportunity to use your knowledge, talents and HR experience to promote workforce diversity. The purpose of the Diversity Committee is to provide the membership of EHRA and the community at-large with tools, knowledge and resources to help their organizations promote values and practices of an inclusive workplace and improve diversity programs within their organizations.

The Diversity Committee meets periodically throughout the year and focuses much of our efforts on planning the annual summit and other trainings. The monthly commitment is roughly 1-2 hours per month, though more time may be needed during the planning phases of our annual summit. The Diversity Committee needs individuals who have a passion for diversity and inclusion and are able to assist with some of the initiatives listed below.

- Ability to attend local events/meetings related to diversity and inclusion
- Assist in the development, design and implementation of programs
- Ability to write or contribute to articles appearing in the monthly newsletter

If you are interested in serving on this committee, have ideas for topics or want to share a resource, please contact Danyelle Granger, Diversity Chairperson at [diversity@ehranet.org](mailto:diversity@ehranet.org).

#### **FEBRUARY DIVERSITY OBSERVANCES**

##### ***Black History Month***

The month of February is officially recognized as Black History Month. This year's theme *Black Women in American Culture and History* was chosen by the Association for the Study of African American Life and History (ASALH), which was originally founded by Carter G. Woodson in 1915.

Dr. Woodson established the first National Negro Week in February 1926. February was chosen because it was the birth month of Abraham Lincoln and Frederick Douglass, who both played a critical role in shaping black history. In 1976, the week long celebration was expanded into a month with support from President Gerald Ford. In 1986, Congress officially designated February as National Black History Month, noting that it was the sixtieth annual celebration.

For additional information on Black History visit our sources:

ASALH - [www.asalh.org/index.html](http://www.asalh.org/index.html)

US Government - [www.africanamericanhistorymonth.gov](http://www.africanamericanhistorymonth.gov)

##### **Additional February Diversity Observances**

- Feb. 3 - Setsubun Sai (Shinto)
- Feb. 4 - Mawlid al-Nabi (Islamic)
- Feb. 14 - Saint Valentine's Day (Christian)
- Feb. 15 - Nirvana Day (Buddhist)
- Feb. 20 - Presidents' Day (U.S.)





## **ESSENTIALS OF HUMAN RESOURCE MANAGEMENT**

**NO. HRC500**

A true introductory course in human resource management, Fundamentals of Human Resource Management will provide participants with a broad overview of the human resource function. Key topic areas include: Essentials of HR Management, Employment Law in Your Workplace, Effective Recruitment and Selection Techniques, Basics of Compensation, Orienting and Training Your Employees, and Ensuring Quality Performance. This class is officially sanctioned by the Society for Human Resource Management (SHRM). Upon successful completion of this noncredit course you will receive a certificate from SHRM.

**Instructors: Pam Goedde, SPHR, Human Element, Inc.**

**Dates & Times: Thursday and Friday, April 12–13, 9 a.m.–4 p.m.**

**Location: USI University Center East, Room 2206**

**Registration Fee: \$525—includes SHRM textbook, additional materials, and meals**

## **SHRM CERTIFICATION LAST-MINUTE REVIEW COURSE**

**NO. PHR551**

Fine tune your HR knowledge before taking the PHR/SPHR certification exam! This intensive, course covers all major points of the SHRM Learning System and provides a last-minute, instructor-led opportunity to review the material before sitting for the exam. Through discussions, lecture, and question/answer, this interactive course will help build your confidence and test your preparedness.

**Instructors: Pam Goedde, SPHR; and Colleen Martin, SPHR**

**Dates & Times: 2 Wednesdays and Thursdays, April 18 & 19, 25 & 26, 6-9 p.m.**

**Location: USI, University Center East**

**Registration Fee: \$355--\$315 for members of the Evansville Area Human Resource Association**

## **THE ASTD LEARNING SYSTEM:**

### **CERTIFIED PROFESSIONAL IN LEARNING AND PERFORMANCE**

**NO. AST501**

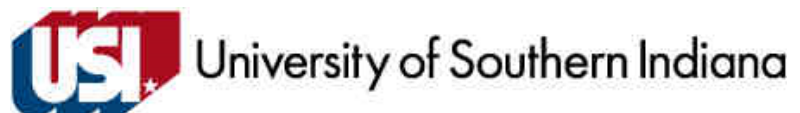
Take the first step toward earning the ASTD's Certified Professional in Learning and Performance credential by enrolling in the CPLP on Campus™ exam preparation course at USI. USI is the only Indiana institution partnering with the American Society for Training and Development (ASTD) to offer the CPLP on Campus™ exam preparation course. Presented by the first CPLP certified expert in the state, this CPLP-certified instructor-led program integrates student-focused teaching to address ten areas of expertise in ASTD's CPLP Learning System: designing learning, delivering training, improving human performance, measuring and evaluating learning, facilitating organizational change, managing the learning function, coaching, managing organizational knowledge, career planning and talent management, and social learning. The CPLP on Campus™ course allows students to learn from a CPLP-certified professional, prepare for the exam in less than three months, and take classes in a format designed for working professionals. Classes are conveniently located in downtown Evansville.

**Instructors: Cindy Crowley, CPLP, Director of Employee Development and Process Improvement, Heritage Federal Credit Union**

**Dates & Times: 9 Mondays, March 6-May 7 (no class March 27), 6-9 p.m.**

**Location: Innovation Pointe, 318 Main Street, Evansville**

**Registration Fee: \$895--\$855 for members of Evansville ASTD River Cities Chapter**



The Evansville-Area Human Resource Association is now seeking candidates to represent “the best” in the HR management profession. They are individuals who serve as role models for the profession and who are leaders. These individuals set the standards for others and the profession and apply their professional expertise outside the organization as well.

Nominations are now being accepted for the 2011 HR Professional of the Year. If you would like to nominate someone, please forward your nomination to Pam Goedde, [pam@humanelementinc.net](mailto:pam@humanelementinc.net). Nominations should include a description of the individual’s professional career to include positions held and work accomplishments, certifications/degrees, volunteer roles and other ways the individual has advanced the HR profession. If you have questions, please contact Pam at 598-5564.

**The deadline to submit nominations is Friday, February 24, 2012.**



# Congratulations!!!!

## **Kern Successfully Completes Certified Compliance & Ethics Professional (CCEP) Examination**

Minneapolis, MN--- The Society of Corporate Compliance and Ethics (SCCE) announced today that **Jim Kern** has successfully completed the Certified Compliance & Ethics Professional (CCEP) examination, thus earning the “CCEP” designation. The individual who earns CCEP certification is a professional with knowledge of relevant regulations and expertise in compliance processes sufficient to assist corporate industries to understand and address legal obligations, and promote organizational integrity through the operation of effective compliance programs.

“This professional certification provides individuals from all industries with the platform to demonstrate their knowledge and expertise in compliance and ethics,” said CCB President Debbie Troklus.



SOCIETY OF CORPORATE  
COMPLIANCE AND ETHICS



EHRA: February 2012

# MEMBER SPOTLIGHT



## ***EHRA adds six members:***



The new and returning members include:

Katie Delor

(Senior Human Resources Generalist at George Koch Sons LLC)

Linda Minton

(Senior Human Resources Consultant at Vectren Corporation)

Rebecca Raben

(Human Resources Generalist at St. Mary's)

Heather Smallwood

(Human Resources Coordinator at Insight Communications)

Tara Neth

(Human Resources Generalist at St. Mary's)

Kenneth Schneider

(Human Resources Coordinator at Timberline Fisheries)

Please help us welcome our new and returning members at our next meeting.

### ***Newly Certified? Share your success with us!***

All newly certified PHRs, SPHRs, or GPHRs please contact Tela Erdell, SPHR, GPHR at [Tela.Erdell@oldnational.com](mailto:Tela.Erdell@oldnational.com) or call at 812-461-9743.

Did you have a recent accomplishment that you want to share?  
Let us put you in the spotlight.

Email our Newsletter Editor, Amy Folz at [alfolz@vectren.com](mailto:alfolz@vectren.com)





Join Us!



Tri-State Business Group on Health represents employers and employees who have combined their efforts and voices to make a difference in the delivery of health care and the health status of those who live and work in our communities.

### What We Offer

- Networking Opportunities
- Health Care Cost Benchmarking
- Educational Opportunities
- Annual Symposium
- General Consulting
- Group Purchasing Programs
- Worksite Wellness Resources



### Contact Us Today

812-424-9276

■ [www.tsbgh.org](http://www.tsbgh.org)

