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## What's *Our* Story? - Part VI

In honor of our 60<sup>th</sup> Anniversary, and as part of our continuation of our "What's *Our* Story?" series, Sherri Makulinski, HR Research Assistant, interviewed a long time member and board member, Frank Day. Frank is the Vice President of Employee Services at Wood County Hospital and has been a board member for the last 8 years.

### **Sherri: How long have you been a member of The Employers' Association?**

Frank: I have been a longtime member of The Employers' Association for over twenty years.

### **Sherri: What EA service do you find most valuable?**

Frank: The research hotline service is the most valuable to me. They look up facts and verify positions. The EA does a great job in this area. This is the service I have used the most over my years of involvement with the EA.

(*Our* Story continued on page 3)



## Staff Directory

### President

**Jack Hollister**  
President; ext. 204  
[jhollister@employersassociation.com](mailto:jhollister@employersassociation.com)

### HR Research & Seminar Training

**Cheryl Riggs**  
HR Member Services Manager; ext. 202  
[criggs@employersassociation.com](mailto:criggs@employersassociation.com)

**Judi Roe**  
HR Research & Training Assistant; ext. 203  
[jroe@employersassociation.com](mailto:jroe@employersassociation.com)

**Sherri Makulinski**  
HR Research Assistant; ext. 210  
[sherrim@employersassociation.com](mailto:sherrim@employersassociation.com)

### Customized On-Site Training and Consulting

**Dave Tippett, PHR**  
Director, On-site Training and Consulting; ext. 206  
[dtippett@employersassociation.com](mailto:dtippett@employersassociation.com)

### Member Services

**Barb Rains**  
Membership Coordinator; ext. 205  
[brains@employersassociation.com](mailto:brains@employersassociation.com)

**Karen Wagenknecht**  
Administrative Clerk; ext. 200  
[karenw@employersassociation.com](mailto:karenw@employersassociation.com)

### EA Health Plus

**Terry Vernier**  
EA Health Plus Manager; ext. 213  
[tvernier@employersassociation.com](mailto:tvernier@employersassociation.com)

**Jennifer Kiernan**  
Wellness Champion; ext. 212  
[jkiernan@employersassociation.com](mailto:jkiernan@employersassociation.com)

### Publications

**Dave Mancini**  
Print / Administrative Clerk; ext. 207  
[dmancini@employersassociation.com](mailto:dmancini@employersassociation.com)

### Accounting

**Vicki Bender**  
Accountant; ext. 201  
[vbender@employersassociation.com](mailto:vbender@employersassociation.com)

## Board of Directors

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CEO/President / Supplemental Staffing

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Director of HR / University of Toledo Physicians

**Duane Carey – 2011**  
V.P. of Sales & Marketing / Impact Products LLC

**Frank Day – 2013**  
V.P. Employee Services / Wood County Hospital Assn

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Human Resource Manager / AAA Northwest Ohio

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Attorney / Spengler Nathanson P.L.L.

**Jennifer Wuertz - 2011**  
Human Resources Business Leader / SSOE, Inc.



(Our Story continued from page 1)

**Sherri: What has been your most memorable experience with the EA?**

Frank: Getting to see the EA grow since Jack became President. It has also been great to see more sophisticated conferences, especially legal conferences, TAHRA conferences, roundtables, etc. Everything has really improved and grown over the years.

**Sherri: The EA has changed a lot over its 60 years of existence. What are some positive changes / improvements you've seen in the time you have been involved?**

Frank: The EA is much more visible as an organization, and much more relevant than it was in the past. There have been changes in programs, legal updates, roundtables, and the conferences – each area improves and gets better every year.

Also, Jack's leadership has been outstanding. I can best summarize the EA as this: Good Leadership, Good People.

**Sherri: What do you think has made the EA successful for the past 60 years?**

Frank: The EA gives value to businesses for the very low cost of membership.

**Sherri: If someone asked you why they should join the EA, what would you tell them?**

Frank: The EA is the most valuable organization for employers in the area – you don't have to go to another major city to get help with running the human resources department.

## Hotline Hits

**Q:** Some of our production and warehouse workers spend their days (anywhere from 8 to 12 hour shifts) in areas that aren't climate controlled. With the temperature rising, what can we do to keep these employees safe in the heat of the summer?

**A:** Employees who work in extreme temperatures and who are exposed to the elements can be vulnerable to a wide variety of threats, especially as the mercury rises. The threats of working in a hot environment can include heat stroke, heat exhaustion, heat cramps, fainting, heat rash and dehydration.

To help minimize the risks of these heat-related illnesses employers can:

- Reduce or minimize physically demanding tasks (such as heavy lifting);
- Provide cooling areas (for example an air-conditioned room);
- Schedule shifts for the coolest parts of the day (such as early morning or nights);
- Allow frequent rest periods and water breaks;
- Use relief workers or enlist extra workers;
- Make sure workers pace themselves; and
- Limit the number of workers especially in confined or enclosed spaces.

If you suspect an employee is suffering from a heat-related illness, seek immediate medical attention as some untreated symptoms can prove to be fatal.

(The Management Association of Illinois; Monica Sorenson, PHR, HR Analyst; 6/10/10)



5800 Monroe St., Bldg. F Sylvania, OH 43560 | 419-885-8505