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New EA Partners!

CareWorks Consultants, Inc.

The Employers' Association is pleased to announce that we have selected CareWorks Consultants, Inc. (CCI) as our new Third Party Administrator (TPA) for our Workers' Compensation Program. We believe this will provide long-term stability in our group rating program and give the best service available, including local representation.

Save significantly on your workers' compensation premium by joining the Employers' Association group rating program administered by CareWorks Consultants, Inc. (CCI).

The Employers' Association partners with CareWorks Consultants because CCI delivers the most significant cost savings to our members. CareWorks Consultants embraces a results-oriented approach that fully integrates safety prevention and risk control with aggressive claims management to provide a sizeable return on investment
(CareWorks continued on page 3)

SHR Thing!

The Employers' Association is pleased to announce that SHR Thing, LLC has joined our Resource Partnership effective October 1, 2009. **SHR** Thing was founded in 2003 by Benét Rupp, SPHR to provide **S**olutions in **H**uman **R**esources to organizations in Northwest Ohio and Southeast Michigan.

Benét offers more than 20 years of human resource and strategic management experience. As a practicing human resource professional within service and manufacturing organizations, Benét gained a breadth of knowledge and understanding within the primary functional areas of human resources – compensation, benefits, training, organizational development, employee relations, recruiting, payroll, HR technology and project management.

(SHR Thing! continued on page 9)



Staff Directory

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Board of Directors

Chairperson

Malcolm C. Richards – 2012
CEO/President / Supplemental Staffing

Michael Bieringer – 2011
V.P. Organization Development / Dana Corp. – Corp. Office

Sheri Caldwell – 2011
Assistant Professor / University of Findlay

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

Frank Day – 2010
V.P. Employee Services / Wood County Hospital Assn

Robert F. Deardurff - 2012
President, Phoenix Technologies

Stephen (Steve) M. DeDonato – 2010
Director, Compensation & Benefits / The Andersons, Inc.

Alina Haas – 2011
Director, Corporate HR / O-I Corporate Office

Adele M. Jasion – 2011
Partner / Gilmore, Jasion & Mahler

Thomas Kolena, CPA/ABV, CPA/CFF – 2010
Managing Partner / Mira + Kolena, Ltd.

Jim O'Brien – 2011
James G. O'Brien and Associates, LLC

Karen Ward - 2012
Human Resource Manager / AAA Northwest Ohio

Steve Webster – 2011
Adult & Graduate Education Representative /
Bluffton University

Linnie B. Willis – 2011
Executive Director / Lucas Metropolitan Housing Authority

Cheryl Wolff – 2012
Attorney / Spengler Nathanson P.L.L.

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

(CareWorks continued from page 1)

Stability

- CareWorks Consultants, Ohio-owned and operated, is the leading third party administrator in Ohio serving over 26,000 Ohio employers.

Service

- As a result of our best-in-class service, CareWorks Consultants has consistently maintained a 97% client retention rate – one of the highest in the industry.

Return on Investment

- In 2008, for every dollar spent on fees, CareWorks Consultants clients saved \$16.06 – a 1,600% return on investment.

Levels of savings range from as high as the current BWC maximum to a lesser percentage for companies with claims. Association members are offered the highest possible savings, depending on eligibility, without the need to comparison shop group rating programs. Even if you don't qualify for group rating, CareWorks Consultants can assist you in determining the best possible BWC rating program for your organization.

For a free, no-obligation analysis, contact CareWorks Consultants' Jeff Russo at (419) 344-2311/ jeffrey.russo@ccitpa.com or Terri Case at (800) 837-3200, ext. 7113/ terri.case@ccitpa.com. Or visit www.careworksconsultants.com/groupratingapplication/ea to apply immediately.

(SHR Thing! continued from page 1)

SHR Thing customizes solutions to meet the needs and culture of its client organizations. According to Benét, "there is no 'one-size, fits all' because of the unique nature of the entities formed when a collection of people come together." Consequently, SHR Thing will first seek to understand before offering and implementing solutions.

For some organizations, the resolution will be more tactical in nature such as establishing policies and procedures, writing or updating an employee handbook, conducting audits to insure compliance, or providing problem resolution. While for others, the need is to create the people, programs and processes that align with and support the strategy of the business. A sampling of these initiatives includes:

- Organizational Alignment: Right People, Right Results
- Total Rewards: Compensation, Recognition & Benefits
- Performance Management
- Succession Planning
- HR Strategic Planning
- Competency Development and Integration
- Training Development and Delivery
- Communication Planning

Human Resource solutions and ongoing support are offered on a project consulting basis or via alternative fee arrangements. Members of The Employers' Association will receive a discount on services provided by SHR Thing. For additional information, please visit "HR Consulting Solutions" under the "EA Resource Partners" tab on our website at www.employersassociation.com or call us at (419) 885-8505.

Survey Says

2009 Paid Holiday Survey

We surveyed how many employers are giving paid time off for Thanksgiving (November 26, 2009):

	EXEC	MS	ET	OC	PMS
11/26/09	97%	97%	97%	97%	94%

Employee Type Codes:

EXE: Executive (exempt), **MS:** Managers and Supervisors (exempt), **ET:** Engineer and Technical (exempt), **OC:** Office and Clerical (non-exempt), **PMS:** Production, Maintenance, and Service personnel (non-exempt)

For complete results of the 2009 and/or 2010 Paid Holiday Survey check our website or email jspeiser@employersassociation.com



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