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Join us for Lunch on Tuesday, June 10!

Horizon's Conference Center- 6200 State St. Saginaw, MI 48603

Networking: 11:20 - 11:30 | Lunch 11:30 - Noon | Program: Noon - 1:00 | Closing 1:00 - 1:15

2025 BENEFITS TRENDS - We are at a Tipping Point

Join us for an insightful presentation by **Brenden Ritter and Rob Vogelei from Lockton**, where they will delve into key areas that are crucial for understanding today's challenges and opportunities. Don't miss this chance to gain valuable perspectives!

Workforce Priorities: Understand the latest workforce priorities and how they impact benefits offerings, including shifts in employee expectations and preferences.

Emerging Cost Pressures: Explore the new cost pressures affecting benefits programs, from inflationary impacts to healthcare costs, and how they affect overall benefits strategy.

Fiduciary Governance: Gain insights into fiduciary responsibilities and best practices for ensuring compliance and protecting both the organization and employees in benefit plan management.

Post-65 Considerations: Dive into considerations for employees transitioning to post-65 benefits.

Cost Containment Strategies: Examine effective cost containment strategies for benefits programs that go beyond plan design changes.

Weighing the Value of Cost-Savings vs. Disruption: Learn how to balance cost savings with the potential disruption to employees, ensuring decisions align with organizational goals and employee needs.

Wellness Strategies: Examination of wellness programs and discuss the difference between enhancing company culture or truly driving cost savings. Learn how to align wellness initiatives with both employee engagement and cost-containment goals.

[READ Program Information](#)

[REGISTER for Meeting](#)

Meeting Attendance Information: This meeting will be held in-person, with a virtual option available. The virtual version of the meeting will go live at 11:45 AM. A link to join the virtual meeting will be emailed to participants on Tuesday morning.

FAST PASS Participants- Please remember to complete your registration if you plan to attend.

Late Registration Notice - Registrations received after Thursday, June 5, will incur a \$10 late fee.

MESSAGE FROM THE PRESIDENT- Ricardo Resio, SHRM-SCP, SPHR

As we wrap up this program year and look ahead, it is with deep gratitude that we say THANK YOU – to our amazing members, our dedicated board, our sponsors, SHRM, MISHRM, and the many speakers, partners, and community allies who make this chapter so special.



Together, we’ve honored the past and built momentum for the future. In just the past two years:

- We launched the HR Development Day
- Hosted our largest HR Labor Law Day ever
- Celebrated 50 years of Valley SHRM
- Welcomed the East Tawas ZIP Code to our region
- Engaged in powerful volunteer efforts
- Increased Vendor Sponsorships
- Sponsored students to attend MISHRM
- Heard from inspiring nonprofit voices
- And continue to support the SHRM foundation and earn national recognition from SHRM as an award-winning chapter!

We’re on track to expand our footprint even further, with Genesee County ZIP codes north of I-69 coming soon. That means more professionals, more communities, more reach, and more opportunity to learn and lead across the Valley and beyond.

With this momentum, we're poised to grow dual memberships, strengthen student chapters including Flint as well help SVSU start a student chapter.

As a team, and it’s truly been a team effort, we’ve made incredible strides. Special thanks to the board members over the last two years that I served along: Corie, Allie, Tiffany, Robert, Tom, Clara, Dawn, Alan, Holly, Emmalee, Patty, Kristina, Julie, Josh, David, and Amy. A shout-out to Annette, who pulled me back into the board, and a heartfelt nod to current secretary Wendy, our recommended incoming President. She brings history, heart, and vision, and our chapter will continue to thrive under her leadership. We are also recommending Lindsay as our next Secretary so be sure to cast your vote for these positions.

Our strategic planning session this June will help us launch into another extraordinary program year. Be on the lookout next week for a special blast with a link to our member survey which is your chance to shape what’s next!

And don’t miss our June meeting featuring Lockton’s insights on 2025 Benefit Trends because benefits are no longer just a perk; they’re a decision point for candidates. It’s a relevant, can’t-miss conversation for every HR pro in today’s market.

As I hand over the baton I do so with a high five, a hug, and a big ol’ let’s gooooooooo!!!! We’ve done amazing things together and we’ve only just begun to cover what’s next for the next 50 years.

Working with you, -Ricardo



- Michelle Lapak - Servpro
- Laura Ballard - OCS
- Kari Conner - Midland County Council on Aging
- Ryan Page - Gallagher



Federal Court Vacates EEOC Guidance on Gender Identity and Sexual Orientation Harassment | Contributed by Acrisure / 44North

On May 15, 2025, the U.S. District Court for the Northern District of Texas ruled that the U.S. Equal Employment Opportunity Commission (EEOC) exceeded its authority by issuing enforcement guidance expanding gender identity and sexual orientation protections. The ruling vacates relevant portions of such guidance and applies nationwide. → [Read More Here](#)

EEOC Opens EEO-1 Reporting Portal for 2024 Data; Reports Due June 24 | Contributed by Acrisure / 44North

The portal for employers to submit 2024 EEO-1 Reports to the U.S. Equal Employment Opportunity Commission (EEOC) opened on May 20, 2025. The deadline to file 2024 EEO-1 Reports is June 24, 2025. → [Read More Here](#)

HR JOB Postings through VSHRM

Did you know... you can post any HR-related job openings on the VSHRM website free of charge? With a membership base covering the entire Great Lakes Bay Region and beyond, you can cast your net to a larger talent pool. It is a great FREE way to find the right HR professional you have been looking for.

Are you currently seeking your next HR opportunity? Be sure to check it out at <https://vshrm.shrm.org/job-postings>. There are two active jobs!

your job posting to communications@vshrm.org

How do you like VSHRM's email?

Financials

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer

OVERALL

| Category | Mar-25 | Apr-25 | May-25 | TOTAL |
|--------------------------|-------------------|-------------------|-------------------|--------------------|
| Income | | | | |
| 50th celebration | \$330.00 | \$0.00 | \$0.00 | \$390.00 |
| Conference Income | \$7,234.60 | \$0.00 | \$0.00 | \$7,234.60 |
| fast pass | \$0.00 | \$0.00 | \$0.00 | \$6,138.00 |
| may seminar income 2025 | \$693.00 | \$2,154.00 | \$6,943.00 | \$9,790.00 |
| Meeting Receipts | \$485.00 | \$435.00 | \$60.00 | \$5,045.00 |
| Memberships | \$135.00 | \$90.00 | \$45.00 | \$5,685.00 |
| Monthly Sponsorships | \$0.00 | \$0.00 | \$0.00 | \$2,000.00 |
| Seminar Income | \$0.00 | \$0.00 | \$0.00 | \$3,858.00 |
| SHRM Rebate | \$0.00 | \$0.00 | \$0.00 | \$1,475.00 |
| Silent Auction Income | \$0.00 | \$0.00 | \$0.00 | \$37.00 |
| sponsorship - seminar | \$1,000.00 | \$2,500.00 | \$1,500.00 | \$5,500.00 |
| Sponsorships - Jan Event | \$0.00 | \$0.00 | \$0.00 | \$9,000.00 |
| TOTAL Income | \$9,877.60 | \$5,179.00 | \$8,548.00 | \$56,152.60 |

EXPENSES

| | | | | |
|---------------------------|-------------------|-------------------|--------------------|--------------------|
| 50th celebration expenses | \$4,678.40 | \$0.00 | \$0.00 | \$13,398.77 |
| Advertising | \$58.00 | \$58.00 | \$58.00 | \$377.00 |
| Audit | \$0.00 | \$0.00 | \$0.00 | \$3,890.00 |
| Bank Charge-checks | \$0.00 | \$0.00 | \$0.00 | \$102.24 |
| Board Expense | \$100.00 | \$1,219.88 | \$0.00 | \$1,900.88 |
| Board Meeting | \$0.00 | \$0.00 | \$0.00 | \$299.85 |
| board trave | \$0.00 | \$0.00 | \$0.00 | \$801.45 |
| Jan seminar - Speaker Fee | \$0.00 | \$0.00 | \$0.00 | \$8,000.00 |
| Jan Seminar Expense | \$0.00 | \$0.00 | \$0.00 | \$9,016.70 |
| Lunch Meeting | \$1,816.95 | \$1,085.29 | \$0.00 | \$11,900.43 |
| may seminar 2025 | \$0.00 | \$0.00 | \$9,744.62 | \$9,744.62 |
| P.O. Box Renewal | \$0.00 | \$0.00 | \$0.00 | \$182.00 |
| PayPal Fee | \$113.91 | \$109.44 | \$300.75 | \$1,485.03 |
| Refund | \$15.00 | \$0.00 | \$0.00 | \$15.00 |
| SHRM Foundation | \$0.00 | \$97.07 | \$0.00 | \$847.07 |
| Speakers Fee | \$0.00 | \$0.00 | \$0.00 | \$2,140.00 |
| Sponsorship | \$0.00 | \$0.00 | \$0.00 | \$1,625.00 |
| Website Fees | \$372.00 | \$0.00 | \$0.00 | \$372.00 |
| TOTAL EXPENSES | \$7,154.26 | \$2,569.68 | \$10,103.37 | \$66,098.04 |

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|----------------------|-------------------|-------------------|--------------------|--------------------|
| OVERALL TOTAL | \$2,723.34 | \$2,609.32 | -\$1,555.37 | -\$9,945.44 |
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Valley Society for Human Resource Management | PO 5448 Local chapter of SHRM |
Saginaw, MI 48603 US

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