

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - WEBEX MEETING MINUTES
Tuesday, May 26, 2020 - 8:30 AM

ATTENDEES: Pam De Leest-The H.S. Group, Wayne Emmes-BPM Inc., Michelle Froehke-R&R Insurance, Lori Laus-Great Norther Corp., Chris Linn-A-Tech, Mike Masar-Georgia-Pacific (retired), Jon Meulmans-von Briesen & Roper, Wyatt Smet-InitiativeOne, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

RETIREMENT READINESS SEMINAR

SATURDAY, SEPTEMBER 12, 2020, FVTC's Bordini Center – Appleton, WI

Check-In Begins: 7:30 AM, Program: 8:00 AM to 12:00 PM

100 attendees (age 56+) will have the opportunity to take the retirement readiness assessment prior to attending the seminar. Individual results will be shared with attendees at check-in by The H.S. Group. Participation in the assessment is not a requirement to attend.

Presenters have been confirmed, except for the SSA rep. Ann will seek a replacement if he cannot attend or possibly videotape his presentation. Michelle has an SSA contact that may be able to speak, if needed.

Due to COVID-19, FVTC may not be able to host 100 people, including speakers, on September 12. The size of the venue needs to account for social distancing. Both sides of the conference room could be rented. Although considered not as impactful as in-person, a virtual contingency plan was discussed. Content could be created, recorded and shared. The breakout sessions could all be conducted via video conference.

A large video conference can be impersonal. Four hours on a computer is considered too long, even if the presentation is interactive. Personal computer glitches and various internet speeds can be a factor in how long someone will view an online event. Pam De Leest shared that the individual assessment results will be significantly less impactful if they are sent electronically and not received in person.

Decidedly, the goal will be to hold the Retirement Readiness Seminar in-person. Ann will begin promoting the event, noting that it may have to be postponed. The registration deadline will be August 12, giving The H.S. Group time to process the assessments. [Pam Blazei](#), NEWMA's marketing coordinator, shared the program draft. Speakers can submit their information and picture to Pam with a deadline of July 12: [Retirement Readiness Seminar Presenter Questionnaire](#).

AGENDA

ALL ATTENDEES:

- Opening Remarks (Chris Linn, Emcee) 8:05 a.m. – 8:10 a.m.
- Retirement Assessment Results (The H.S. Group) 8:10 a.m. – 8:25 a.m.
- Social Security (Tim Gierke *tentative*, SSA) 8:25 a.m. – 9:10 a.m.
- Medicare (R&R Insurance) 9:10 a.m. – 9:30 a.m.

BREAKOUT SESSIONS: *Attendees will be able to attend 2 of the 3 breakout sessions. 9:45 a.m. - 10:15 a.m.; 10:20 a.m. - 10:50 a.m.*

- Health & Staying Active (Overview by Advocate Aurora)
 - *(Ann will check with ADRC to possibly present.)*
- Estate Planning (von Briesen & Roper, s.c. – 30 Minutes)
- Employment During Retirement - Contract Employee (von Briesen & Roper, s.c.)
- Starting a Business (FVTC)

HR TRACK:

- Event follow-up for employers and their employees utilizing The H.S. Group assessment (HR Reps Only)
- Wellness Industry Trends for employees, Forsite Benefit Partners (HR Reps Only)

ALL ATTENDEES:

- Mental Health (*After the Breakout Sessions*) 11 a.m. – 11:45 a.m.
 - The Reality of Change (InitiativeOne)
 - The Emotional Impact of Retiring (ERC)
- Closing Remarks & Post Evaluation 11:45 a.m. - noon

HANDOUTS – WEBSITES: Event Booklet, UWGB's lifelong Learning Institute, Volunteer Organizations Overview, [NewRetirement](#), [Road Scholar](#)

COVID-19 NEWMA RESPONSE & BEST PRACTICES SHARING

Best Practices Sharing

- Finding and sharing information each day. Being proactive in everything we do.
- A lot of employers are hiring great talent across all job levels, making it a struggle to find talent.
- Members have found NEWMA's COVID information very helpful.

NEWMA Response

- Continue a weekly communication of webinar offerings and COVID resources updates.
- Identified PPE sources for Alliance members to purchase for their employees.
- Held a Manufacturers' Roundtable in partnership with the Greater Green Bay Chamber on April 30. Hosted 52 registered attendees.
- Surveyed members regarding their interest in various COVID-19 related topics. Top choices:
 1. **Workforce Issues**
 - How to handle sensitive communications (if an employee is sick)
 - Motivating and managing employee stress
 2. **Sales & Marketing**
 - Lead generation in an era of COVID-19 (trade shows, outside sales, virtual sales calls) (*2nd Choice*)
 3. **Production**
 - Social distancing in the workplace (*3rd Choice*)
 4. **Management**
 - Crisis management planning and execution (*1st Choice – Acuity will present on this topic at the 6/10/2020 virtual full membership meeting.*)
- The Alliance was featured on [NBC 26 News](#), discussing companies that are hiring.
- Connecting manufacturers with grants for PPE start-ups.
- Created a new COVID-19 directory, featuring free full-page ads for members.
- Assisted the Brown County Health Department with reviewing its 'Health Guidance Directory for Manufacturers'.

HALL OF FAME TALENT POOL

Ann is looking at a couple of employment agencies that can facilitate the program. She will report her findings at the next meeting, July 28.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management WebEx meeting will be on Tuesday, July 28, 2020, 8:30 to 10:00 a.m. Agenda:

- ✓ Retirement Readiness Seminar Planning
- ✓ COVID-19 NEWMA Response & Best Practices Sharing
- ✓ Hall of Fame Talent Pool
- ✓ Next Meeting Date/Time/Location/Agenda