

**NEW Manufacturing Alliance**  
**TALENT RISK MANAGEMENT - WEBEX MEETING MINUTES**  
**Tuesday, January 26, 2021 - 8:30 to 9:30 AM**

**ATTENDEES:** Pam De Leest-The HS Group, Beth Kleinke-BPM, Inc., Denise Knutson-The HS Group, Jon Meulemans-von Briesen & Roper, s.c., Will Robinson-Forsite Benefit Partners, Pam Blazei-NEWMA, Ann Franz-NEWMA, Debbie Thompson-NWTC

**RETIREMENT READINESS SEMINAR / WEBEX SESSIONS**

There will be an informational session for HR leaders on 2/23, followed by the seminar being hosted on two April dates (see below). There will be no breakout sessions for the live sessions. Participants can choose the session(s) they would like to attend. Registrants will be emailed recorded versions of all of the sessions for optional future viewing. Members agreed to use a Webex platform. Ann will be sending event/registration information to the full membership tomorrow.

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**AGENDAS**

**RETIREMENT READINESS SEMINAR - WEBEX SESSIONS**

**HR Retirement Readiness Seminar webinar: February 23, 2021 – 8:00 to 9:30 AM**

- Overview of the Upcoming Seminars – 8:00 to 8:15 AM
- HS Group Assessment Participants – (The HS Group) – 8:15 to 9:00 AM
- Wellness Industry Trends (Forsite Benefit Partners) – 9:00 to 9:30 AM

**Retirement Readiness Seminar (Live/Recorded)**

**DAY 1: Saturday, 4/17/2021 – 9:00 to 11:00 AM**

- Opening Remarks (Chris Linn, Emcee)
- Retirement Assessment Results (The HS Group)
- Social Security (Tim Gierke, SSA)
- Medicare (R&R Insurance Services)

**Retirement Readiness Seminar (Live/Recorded)**

**DAY 2: Tuesday, 4/20/2021 – 6:00 to 8:00 PM**

- Health & Staying Active (Forsite Benefit Partners)
- Estate Planning (von Briesen & Roper, s.c.)
- Mental Health
  - The Reality of Change (InitiativeOne)
  - The Emotional Impact of Retiring (ERC)
- Closing Remarks & Post Evaluation (Chris Linn, Emcee)

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**Timeline:**

- March 1 to 15 – Participating employee names will be submitted by company HR departments.
- March 16 to 31 – Participating employees complete the assessment.

**NEXT STEPS**

- ✓ Presenters are asked to confirm the April dates with Ann if they haven't already.
- ✓ Pam De Leest will send Ann information related to The HS Group's presentations.
- ✓ Ann will follow-up with all of the presenters.
- ✓ Ann will send registrant information to The HS Group.
- ✓ Sessions will be recorded and emailed to participants for optional future viewing.
- ✓ Goal: Offer the Retirement Readiness Seminar again when it can be conducted in-person.

## LINKEDIN DIVERSITY & INCLUSION TRAINING (BELONGING VIDEO)

### [LinkedIn Diversity & Inclusion Training](#)

It is estimated that 65% of employees who stay at a company are retained due to having a feeling of belonging; feeling someone cares if something adverse happens to them and/or having a close work colleague. At the March 2 quarterly full membership meeting, the LinkedIn belonging video and related information will be discussed.

## MARCH 2 – QUARTERLY FULL MEMBERSHIP MEETING – SETH MATTISON & EMPLOYER BENEFITS GUIDE

The meeting will focus on attraction, retention and belonging. Ann will be sending registration information on Thursday, 1/28.

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## AGENDA

- **Alliance Updates**
- **Keynote: Seth Mattison - The Human Connection: Harnessing the Power of Belonging to Activate High Performance and Organizational Resiliency**
  - A holistic view of the impact belonging has on human performance.
  - Deep insights into the data behind the number one human value that drives behavior.
  - A new framework for architecting richer employee experiences.
  - Practical and actionable techniques to improve diversity and inclusion outcomes.
- **Vye: Identifying and Attracting the Right Candidates – Lori O'Connor**
  - How to build a job description and articulate what the right candidate looks like
  - The application form and where to post for the right candidate
  - Examples and a toolkit will be provided.
- **Imaginasium: Company Brand as an Attraction Strategy**
- **Employment Resource Group: Transforming your company through your most valuable asset – your people**

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Potential company benefits and the Fox Cities Employee Friendly Workplace certifications will be discussed at the 3/2 meeting. Members reviewed the list of employer benefit options that will be shared. Benefit areas include:

- Financial Support
- Flexible Work Arrangements
- Health & Wellness
- Paid Leave
- Perks
- Other

## 2021 TALENT RISK TASK FORCE FOCUS AREAS

### Employee Experience

- Employee Retention: Benefits Focused Strategy
- Retirement Readiness Seminar
- Women in Manufacturing Retention
- Mentorship
- Knowledge Transfer
- Suggestions for other focus areas included post COVID issues – women returning to the workforce.

**Members are encouraged to contact Ann with any other Talent Risk Task Force focus areas.**

## NEXT MEETING DATE/TIME/AGENDA

The next Talent RISK Task Force Webex meeting will be on Tuesday, April 27, 2021, 8:30 to 9:30 a.m. Agenda:

- ✓ RECAP: Retirement Readiness Seminar
- ✓ Next Meeting Date/Time/Agenda