



BV-SHRM NEWSLETTER

CHAPTER NO. 0330 ♦ OCTOBER 2019

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Are you a national SHRM member?

If not, consider it!
Great benefits include:

- Tons of resources and tools to help you build and improve your HR function
- Legal updates that affect your business
- Conference information
- Discounted local membership

MONTHLY PROGRAM & LUNCHEON

TOPIC: Workplace Violence

WHEN: Thursday, October 3, 2019

TIME: 11:30 AM-1:00 PM

WHERE: Philips Event Center
1929 Country Club Drive
Bryan, Texas 77802

COST: \$15/ BV-SHRM Member
\$20/ non-members or late RSVP

Speaker: Lt. Dean Swartzlander, Bryan Police Department, Division Commander

MENU: Dry rubbed smoked brisket, coffee, water and tea

PROGRAM DETAILS

- Define Active Shooter and Workplace Violence
- Identify common types of Workplace Violence
- Discuss methods to prevent Workplace Violence
- Identify common warning signs that can led to Workplace Violence
- Discuss and describe Cooper's Colors
- Identify Response Protocols that increase survival during an Active Threat Event
- Discuss Law Enforcement response to an Active Threat Event

SPEAKER'S BIO

Lieutenant Dean Swartzlander is a 22-year veteran of the Bryan Police Department. He began his law enforcement career with the Bryan Police Department in 1997 after serving in the United States Army for 5 years. He has served as a Patrol Officer, Field Training Officer and K-9 handler. In 2008, he was promoted the rank of Sergeant. As a Sergeant, he served as a patrol shift supervisor, K-9 Unit supervisor and as the Training Coordinator of the Department. In 2014, he was promoted to the rank of Lieutenant. He currently serves as the Division Commander of the Support Services Division. Lieutenant Swartzlander is a certified Defensive Tactics Instructors, Firearms Instructor, Less Lethal Weapons Instructor, Emergency Vehicle Operations Instructor, TASER Instructor, and Active Shooter Instructor.

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Upcoming Events



<https://hrsouthwest.com/>

10/1-10/29



10/1-10/31

Aggielandsafari.com



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Retha Youell, SHRP-CP, SPHR

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Newsletter

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Michelle Merrit

Social Engagement

Candi Nelson

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Website

Janice Quast

DIVERSITY MATTERS

Local

4-Downtown Bryan First Friday

5-Boonville Days Festival 9am-4pm, brazosvalleymuseum.org

5-RELLIS Campus Festival and Open House, 2-8pm

18-20- Brazos Valley Fair & Rodeo

19-Smokey Bear's 75th Birthday Bash 10am-2pm, George H.W Bush Library

25-Trick or Treat at Werewolf Creek, 5-9pm

27-Night at the Museum, 3-6 pm, George H.W Bush Library

National

1-Fire Pup Day

1-Eat Fruit at Work Day

2-Custodial Worker's Recognition Day

2-Coffee with a Cop Day

4-Taco Day

4-Manufacturing Day

5-Do Something Nice Day

6-Coaches Day

9-Emergency Nurse's Day

9-Stop Bullying Day

10-World Mental Health Day

12-Farmer's Day

13- Navy Birthday

14-Native American Day

14-Columbus Day

15-Pregnancy and Infant Loss Awareness Day

16-Support Your Local Chamber of Commerce

16-Take Your Parent's to Lunch Day

16-Boss's Day

17-Black Poetry Day

17-Get to Know Your Customers Day

18-Chocolate Cupcake Day

19-Sweetest Day

20- Youth Confidence Day

21-Pumpkin Cheesecake Day

21-Clean Your Virtual Desktop Day

24-United Nations Day

25-Breadstick Day

26-Day of the Deployed

26-Make A Difference Day

27-American Beer Day


29-Oatmeal Day

29-World Strike Day

30-Candy Corn Day

31-Knock-Knock Joke Day

31-Halloween

ARE YOU  ?

Linked in

Is your Retirement Plan the right program for *your business*?

The most common concern of business owners we meet with today is that they don't know if the cost of their 401K plan is reasonable and, even worse, are unsure if it's the best program for their business. Our clients have found that the solution to this alarming concern is fairly simple.

We specialize in helping businesses like yours find retirement plans that are customized to their needs. We also provide quarterly investment advice to your employees to help ensure they will be retirement ready.

We know your time is important to you - you've got a business to run. We begin every relationship by using your time efficiently. After a brief fact-gathering meeting we do our homework and return to you with a simple, complementary analysis of your current plan. We are eager to understand your business and your employees to determine if it makes sense to partner before making any recommendations.

Do you have interest in reviewing your 401K plan? Call or email us a time to schedule a visit at your place of business.



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Top 5 reasons to do a 401K review:

- Maximize employee retirement readiness
- Ensure costs are reasonable
- Retain employees
- Financial education/planning for employees
- Fulfill your fiduciary requirement of benchmarking the plan every 1-2 years



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