

Get to Know Melissa Poulin CCHRA Member

Melissa enjoying her Starbucks coffee from CCHRA!



What inspired you to pursue a career in human resources?

In college, my major focused both on psychology and business. After graduation I didn't know if I wanted to pursue a management role or a human resources role. My first two jobs out of college were in management, but I quickly realized that what I loved most about the role was assisting my employees. I wanted to make sure that the work environment was one that employees were happy to come to every day. That led me to start researching ways to get into human resources. I came across the SHRM certificate and went for it. Since I've made the career change, I have learned a lot and am exploring what facets of HR I want to focus on in my career.

In what ways has your role in HR contributed to the success of your company?

In my current role, I do a multitude of things that help with my company's success,

the most important of them attracting and onboarding new talent. I also spend a lot of time fostering relationships with current employees to help identify improvements that can be made to increase employee retention and morale. I have assisted in implementing and updating our practices to more efficiently complete tasks. All of these items contribute to the company's success!

From your perspective, what are some emerging trends or challenges in the HR field that HR professionals should be aware of? One of the biggest trends I am seeing is the multitudes of ways AI is appearing in the workplace. I think it is a great tool to use, however, in my role, I have been noticing an increase of resumes created entirely by AI, which could be a good thing or a bad thing, only time will tell!

COFFEE CHAT

MEMBER Spotlight



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Please welcome the new members of CCHRA!

Linda Deibler-Gorman, Sales Manager - Hotel Indigo West Chester-Downtown
Shaniqua Horton -Jabil
Mary Burchett, Senior Recruiter - PeopleShare
Angela Trogdon, PHR, HR/Payroll - Atlantic Coast Athletic Clubs

Medicare Part D Notice Disclosures

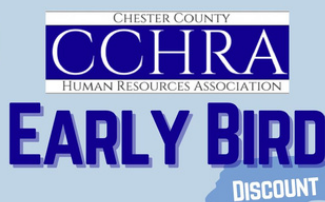
Employers with group health plans that provide prescription drug coverage must notify Medicare Part D eligible individuals before Oct. 15 of each year about whether the drug coverage is at least as good as the Medicare Part D coverage (in other words, whether their prescription drug coverage is "creditable").

This notice is important because Medicare beneficiaries who are not covered by creditable prescription drug coverage and who choose not to enroll in Medicare Part D before the end of their initial enrollment period will likely pay higher premiums if they enroll in Medicare Part D at a later date. Thus, although there are no specific penalties associated with this notice requirement, failing to provide the notice may trigger adverse employee relations issues.

Disclosure notices must be provided to all Part D eligible individuals who are covered under or who apply for the plan's prescription drug coverage, regardless of whether the prescription drug coverage is primary or secondary to Medicare Part D. The disclosure notice requirement applies to Medicare beneficiaries who are active or retired employees, disabled or on COBRA, as well as Medicare beneficiaries who are covered as a spouse or dependent. To simplify plan administration, plan sponsors often decide to provide the disclosure notice to all plan participants.

Model notices in both English and Spanish are available at the Centers for Medicare & Medicaid Services website for both creditable and noncreditable coverage disclosure at:
<https://www.cms.gov/medicare/employers-plan-sponsors/creditable-coverage/model-notice-letters>

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