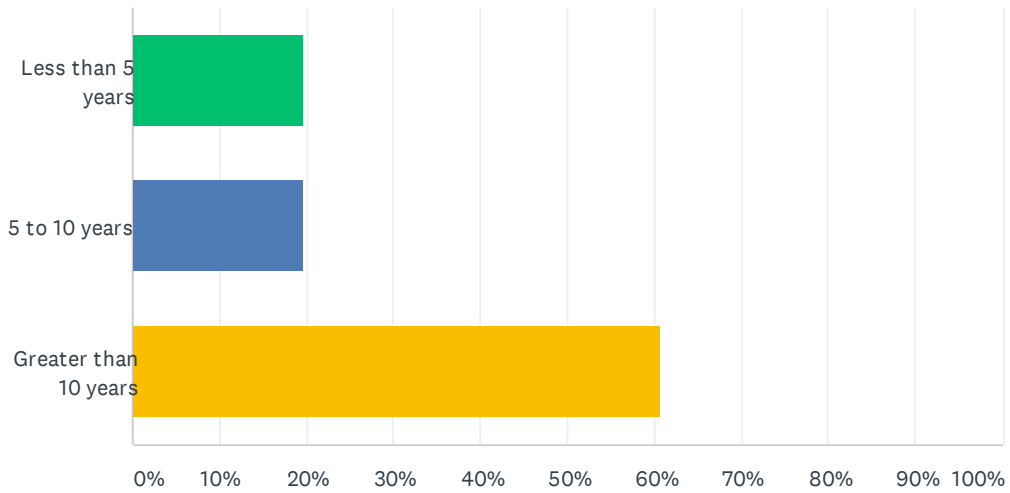


## Q2 What is your length of time in the HR Profession?

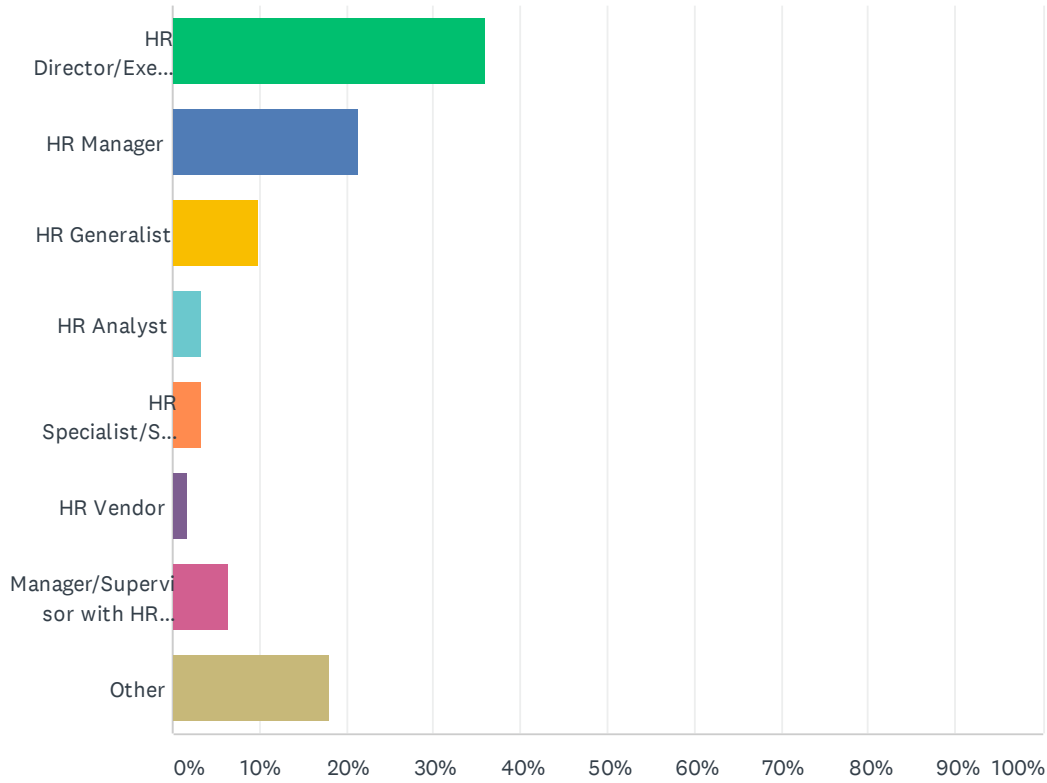
Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 5 years	19.67%	12
5 to 10 years	19.67%	12
Greater than 10 years	60.66%	37
<b>TOTAL</b>		<b>61</b>

### Q3 What is your current role?

Answered: 61 Skipped: 1

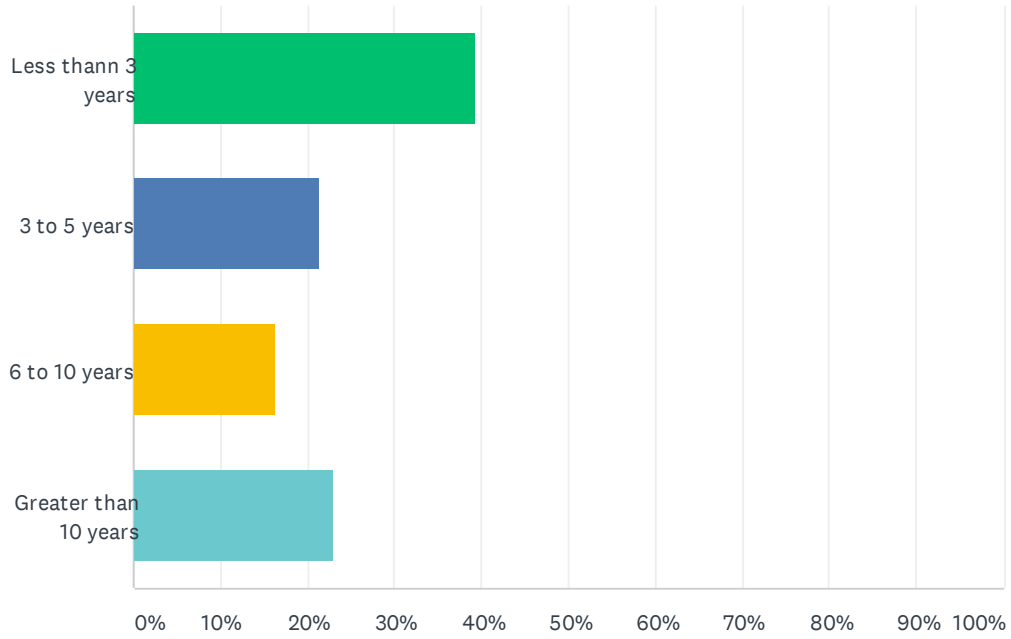


ANSWER CHOICES	RESPONSES	
HR Director/Executive	36.07%	22
HR Manager	21.31%	13
HR Generalist	9.84%	6
HR Analyst	3.28%	2
HR Specialist/Support	3.28%	2
HR Vendor	1.64%	1
Manager/Supervisor with HR responsibilities	6.56%	4
Other	18.03%	11
<b>TOTAL</b>		<b>61</b>

#	OTHER	DATE
1	Director of Career Services	10/29/2020 3:06 PM
2	HR Assistant	10/29/2020 1:42 PM
3	Student	10/29/2020 12:34 PM
4	HR Coordinator	10/29/2020 12:25 PM
5	unemployed	10/27/2020 9:45 AM
6	Human Resources Supervisor	10/26/2020 5:46 PM
7	Org Dev	10/26/2020 4:07 PM
8	HR Consultant	10/26/2020 12:38 PM
9	Previously HR Manager. Currently seeking job opportunities.	10/26/2020 12:22 PM
10	Owner - HR Consulting Firm	10/26/2020 12:15 PM
11	HR Business Partner	10/26/2020 12:03 PM

### Q4 How long have you been a member of BGSHRM?

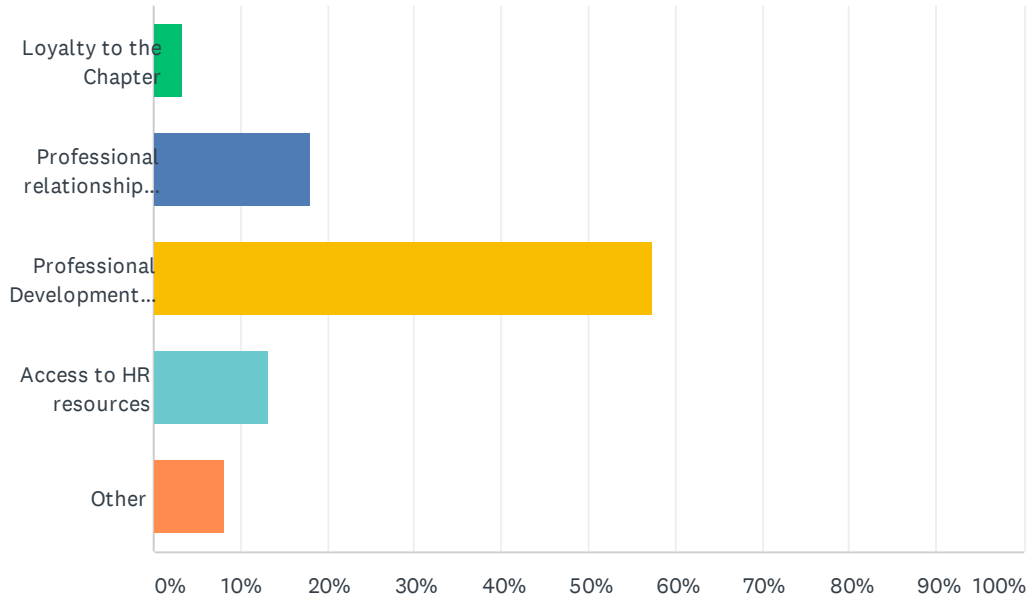
Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 3 years	39.34%	24
3 to 5 years	21.31%	13
6 to 10 years	16.39%	10
Greater than 10 years	22.95%	14
<b>TOTAL</b>		<b>61</b>

## Q5 Why do you maintain a BGSHRM membership?

Answered: 61 Skipped: 1

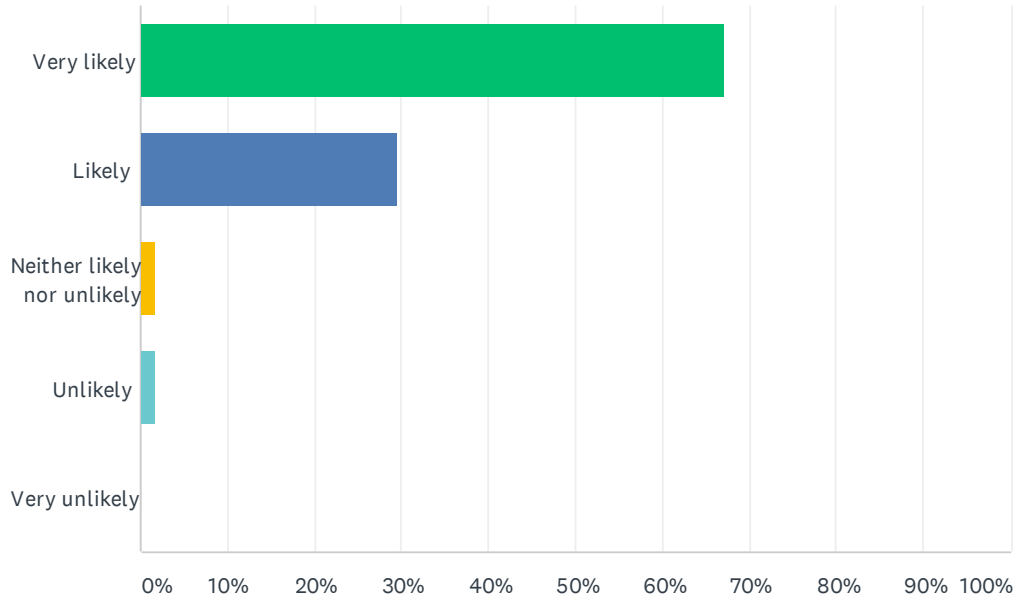


ANSWER CHOICES	RESPONSES
Loyalty to the Chapter	3.28% 2
Professional relationships and networking	18.03% 11
Professional Development (PDCs and other Chapter-hosted events)	57.38% 35
Access to HR resources	13.11% 8
Other	8.20% 5
<b>TOTAL</b>	<b>61</b>

#	OTHER	DATE
1	I enjoy the chapter meeting topics, but I don't feel there are enough networking opportunities/resources for new members aside from the first first minutes before meeting.	10/29/2020 12:25 PM
2	All of the above	10/26/2020 9:49 PM
3	Professional Relationships, networking and development.	10/26/2020 1:40 PM
4	All of the above	10/26/2020 12:31 PM
5	Free Job Posting. I also like the networking and learning potential.	10/26/2020 12:16 PM

## Q6 How likely is it that you would recommend BGSHRM membership to someone?

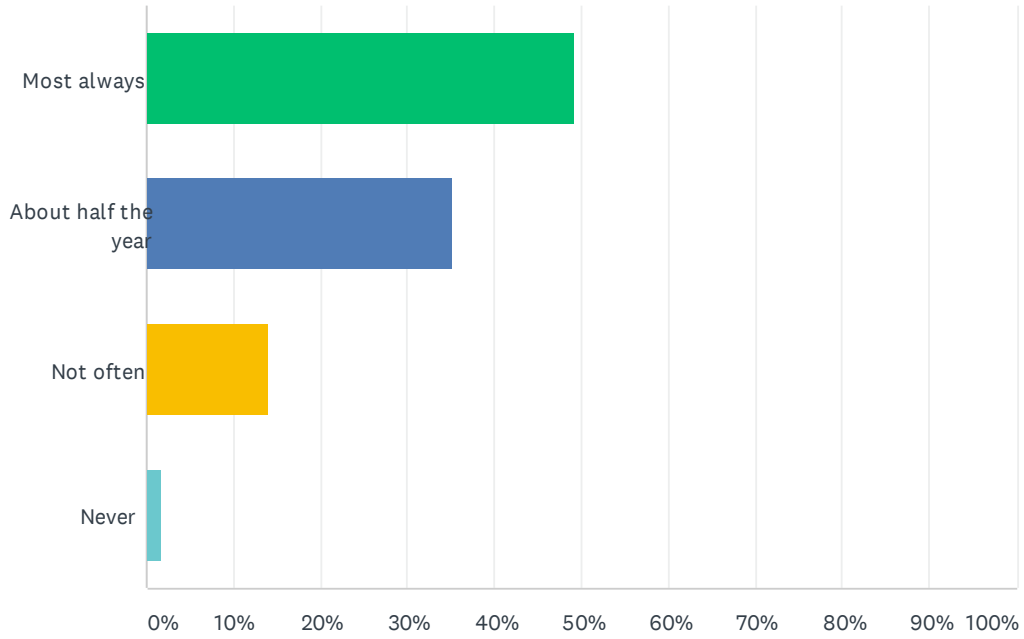
Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very likely	67.21%	41
Likely	29.51%	18
Neither likely nor unlikely	1.64%	1
Unlikely	1.64%	1
Very unlikely	0.00%	0
<b>TOTAL</b>		<b>61</b>

## Q7 How often do you attend Chapter Meetings?

Answered: 57 Skipped: 5



ANSWER CHOICES	RESPONSES	
Most always	49.12%	28
About half the year	35.09%	20
Not often	14.04%	8
Never	1.75%	1
<b>TOTAL</b>		<b>57</b>

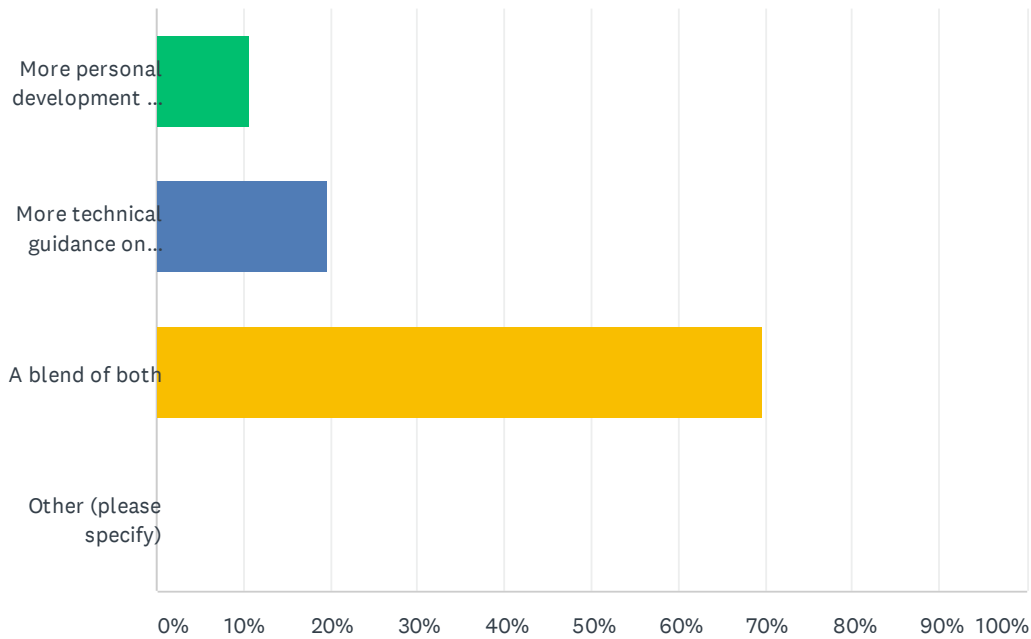
#	WHAT DO YOU BASE YOUR DECISION ON AS TO WHETHER OR TO NOT ATTEND?	DATE
1	Scheduling availability	10/30/2020 8:45 AM
2	I attend every month, unless I'm on vacation. The time/location and the topic have always been deciding factors for me.	10/29/2020 3:31 PM
3	My busy schedule	10/29/2020 2:50 PM
4	I like topics that address current or upcoming issues in the industry.	10/29/2020 1:01 PM
5	Just do not have the time right now.	10/29/2020 12:57 PM
6	My decision is primarily based on if others in the office are also attending and the topic of discussion.	10/29/2020 12:52 PM
7	Topic & availability	10/29/2020 12:38 PM
8	Mostly mu workload and whether or not I can get away.	10/29/2020 12:31 PM
9	cost and time	10/29/2020 12:09 PM
10	The topic of the meeting and if it works with my schedule	10/27/2020 3:19 PM
11	The meetings occur during our weekly management meeting at my organization. I would like to attend more frequently ,but the management meetings are a requirement of my job.	10/27/2020 2:23 PM
12	Workload on that day	10/27/2020 12:51 PM
13	The subject of the training and whether it is approved for professional development credits.	10/27/2020 10:03 AM
14	I hardly ever miss a meeting. If I do miss one, it is because of a scheduling conflict I couldn't resolve.	10/27/2020 9:50 AM
15	Attend as long as there are no HR emergencies or schedule interruptions.	10/27/2020 8:24 AM
16	I make it a priority to attend.	10/26/2020 9:52 PM
17	It has been easier with the virtual format. It is difficult for me to leave work, travel and find parking when I return. I used to take a 1/2 vacation day but now that is not necessary.	10/26/2020 9:41 PM
18	Meeting content.	10/26/2020 6:02 PM
19	Topic relevancy	10/26/2020 5:22 PM
20	I used to attend all events but Covid has thrown a wrench into things for me.	10/26/2020 4:23 PM
21	Mostly the topic, but sometimes my schedule just doesn't allow me to attend. If the topic is specifically relevant, I will try my best to move meetings and attend.	10/26/2020 4:18 PM
22	Topic of session and work schedule determine attendance.	10/26/2020 4:16 PM
23	Schedule Availability with work, try to make it a priority to attend meetings. This year has been challenging with the pandemic but do work to get on virtually.	10/26/2020 3:48 PM
24	Covid: speaker/topic Past: attended all meetings for networking, not particularly the speaker/topic	10/26/2020 3:47 PM
25	The topic drives a lot of my choice because my employer does not pay for my membership or the meetings. I have to determine if the value is related to my position.	10/26/2020 2:48 PM
26	Is the topic within my local control, or within my area of expertise.	10/26/2020 2:10 PM
27	Time available on my calendar and event topic	10/26/2020 1:58 PM
28	I typically attend all meetings unless a schedule conflict arises. I feel as though there is helpful information presented at all monthly meetings. Even if the information discussed does not necessarily pertain to my scope of HR, I feel it is important to be aware of other scopes as well.	10/26/2020 1:47 PM
29	I usually attend unless I have something that takes priority but that is very rare.	10/26/2020 1:22 PM
30	Day of week/time of day (in comparison to work schedule/responsibilities), training topics, location of meeting (onsite vs. virtual)	10/26/2020 1:04 PM



31	Part of it is timing, the other part is content.	10/26/2020 12:55 PM
32	The content and my work schedule	10/26/2020 12:38 PM
33	My schedule	10/26/2020 12:34 PM
34	Our Board of Directors meet every other month, on second Tuesday also, so I can only attend BGSHRM every other month.	10/26/2020 12:33 PM
35	Virtually right now.	10/26/2020 12:28 PM
36	Generally whether I attend or not is based on topic. And it has been really nice the last few months with the virtual meetings. Sometimes you just don't have time to leave the office, but you could connect to a virtual event. I would like to see continuance of virtual options after we get past the pandemic.	10/26/2020 12:27 PM
37	Meeting topic and work schedule	10/26/2020 12:21 PM
38	Topic and if I'm able to break away from work.	10/26/2020 12:20 PM
39	Availability	10/26/2020 12:15 PM
40	Schedule and the speaker lineup.	10/26/2020 12:12 PM
41	location/time/pdc	10/26/2020 12:12 PM
42	Until COVID hit, I was attending each month if able. Love coming to inperson meetings!	10/26/2020 12:11 PM
43	It's hard for me to attend during normal work hours. I would need to attend outside normal business hours or virtually	10/26/2020 12:06 PM

### Q8 What type of topics do you want to see at Chapter Meetings and other events hosted by BGSHRM?

Answered: 56 Skipped: 6



ANSWER CHOICES	RESPONSES	
More personal development to help me grow professionally. For example, topics such as emotional intelligence, leadership skills, public speaking, etc.	10.71%	6
More technical guidance on topics important to an HR professional. For example, Talent Acquisition, Compensation, Employee Relations, Benefits, etc.	19.64%	11
A blend of both	69.64%	39
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>56</b>

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Q9 List the top 3 topics that you would like to hear about in the coming year.

Answered: 0 Skipped: 62

ANSWER CHOICES	RESPONSES	
First choice	0.00%	48
Second choice	0.00%	46
Third choice	0.00%	38

#	FIRST CHOICE	DATE
1	Compensation	10/30/2020 8:55 AM
2	Employee Relations	10/30/2020 8:45 AM
3	Leadership	10/29/2020 8:27 PM
4	Changes in employment law	10/29/2020 3:31 PM
5	Talent Acquisition	10/29/2020 2:50 PM
6	Employee benefit plan changes-legal issues	10/29/2020 1:01 PM
7	Employment Law	10/29/2020 12:57 PM
8	Employer Branding and reputation inside and outside the company	10/29/2020 12:52 PM
9	Leadership	10/29/2020 12:38 PM
10	Compensation	10/29/2020 12:31 PM
11	Recovering from COVID fallout	10/29/2020 12:28 PM
12	handling virtual performance evaluations	10/27/2020 3:19 PM
13	Managing Employee Performance/Attendance During COVID	10/27/2020 2:23 PM
14	Covid-19 updates	10/27/2020 12:51 PM
15	Legal Updates	10/27/2020 10:03 AM
16	2021 HR Law changes across the US for out of state plants	10/27/2020 8:24 AM
17	Coaching newer managers - turning them into leaders	10/26/2020 9:52 PM
18	Trends in best practices for Diversity, Equity and Inclusion	10/26/2020 9:41 PM
19	Preparing for HR in the post Covid workforce	10/26/2020 5:22 PM
20	This lady is great! Would love to see her as a speaker. <a href="https://www.facebook.com/askHRmom">https://www.facebook.com/askHRmom</a>	10/26/2020 4:23 PM
21	Compensation	10/26/2020 4:18 PM
22	Economic impact	10/26/2020 4:16 PM
23	Trends in Recruiting	10/26/2020 3:48 PM
24	Employers establishing more phased retirement/encore career opportunities	10/26/2020 3:47 PM
25	Legal update	10/26/2020 2:48 PM
26	Performance Management	10/26/2020 2:10 PM
27	Best practices on conducting investigations	10/26/2020 1:58 PM
28	Emotional Wellbeing & The Workplace	10/26/2020 1:47 PM
29	HR Metrics	10/26/2020 1:22 PM
30	Data analytics	10/26/2020 1:04 PM
31	Emotional intelligence: manager training	10/26/2020 12:55 PM
32	Legal update	10/26/2020 12:42 PM
33	Personal Branding	10/26/2020 12:38 PM
34	Leadership Skills	10/26/2020 12:34 PM
35	Diversity & Inclusion	10/26/2020 12:33 PM
36	Employee relations	10/26/2020 12:28 PM
37	continue to have topics on mental health	10/26/2020 12:27 PM

38	D&I - loved the session with Eric recently!	10/26/2020 12:21 PM
39	Remote Work and engaging the workforce while working separately - creative ideas	10/26/2020 12:20 PM
40	Employee Relations/Investigations	10/26/2020 12:19 PM
41	DOT Regulations (testing, programs, use of new Clearinghouse)	10/26/2020 12:15 PM
42	Diversity & Inclusion	10/26/2020 12:13 PM
43	Anti-Racism as a function of HR	10/26/2020 12:12 PM
44	regulatory compliance	10/26/2020 12:12 PM
45	Diversity and Inclusion	10/26/2020 12:11 PM
46	Benefits	10/26/2020 12:07 PM
47	Networking	10/26/2020 12:06 PM
48	Dealing with Negative Employees	10/26/2020 12:06 PM

#	SECOND CHOICE	DATE
1	Leadership Skills	10/30/2020 8:55 AM
2	Leadership Skills	10/30/2020 8:45 AM
3	Employee relations	10/29/2020 8:27 PM
4	Diversity/Inclusion/Implicit bias training	10/29/2020 3:31 PM
5	Leadership Skills	10/29/2020 2:50 PM
6	FFCRA, FMLA, ADA (leave management) compliance in the time of COVID	10/29/2020 1:01 PM
7	Leadership	10/29/2020 12:57 PM
8	Leadership's influence on culture and KPIs and the link between the two	10/29/2020 12:52 PM
9	Diversity	10/29/2020 12:38 PM
10	Leadership Skills	10/29/2020 12:31 PM
11	Having difficult conversations with employees	10/29/2020 12:28 PM
12	Mental Health support for employees	10/27/2020 3:19 PM
13	Legal Cases	10/27/2020 2:23 PM
14	Employment Law Updates	10/27/2020 12:51 PM
15	Recruiting for operational positions	10/27/2020 8:24 AM
16	EEOC requirements	10/26/2020 9:41 PM
17	HR's role in disaster planning/strategies	10/26/2020 5:22 PM
18	Strategies for applying for and winning awards like Fortune Best Companies, Working Mother 100 Best Companies, etc.	10/26/2020 4:23 PM
19	Emotional Intelligence	10/26/2020 4:18 PM
20	The new norm with Covid still lingering	10/26/2020 4:16 PM
21	Always need update on Employment Laws and HR topics.	10/26/2020 3:48 PM
22	Career assessments	10/26/2020 3:47 PM
23	Return from COVID (coming back to work, how it's changed, what's next)	10/26/2020 2:48 PM
24	Appropriate and Professional workplace communication	10/26/2020 2:10 PM
25	Leading effective change	10/26/2020 1:58 PM
26	Employee Engagement During a Pandemic	10/26/2020 1:47 PM
27	Diversity and Inclusion - With an emphasis on Inclusion	10/26/2020 1:22 PM
28	Creative recruiting ideas/strategies	10/26/2020 1:04 PM
29	Compensation & Benefits	10/26/2020 12:55 PM
30	Changing workplace demographics	10/26/2020 12:42 PM
31	Impacts of COVID moving forward	10/26/2020 12:38 PM
32	Employee Relations	10/26/2020 12:34 PM
33	Employment Law Updates	10/26/2020 12:33 PM
34	leadership skills	10/26/2020 12:28 PM
35	handling a pandemic	10/26/2020 12:27 PM
36	Legal aspects of remote work	10/26/2020 12:21 PM
37	Covid - 19 responses and how companies are determining quarantine versus back to work	10/26/2020 12:20 PM

38	Compensation Trends and how to pull data	10/26/2020 12:19 PM
39	How COVID has changed the work environment (real life testimonials)	10/26/2020 12:15 PM
40	Best Practices in Attraction and Retention	10/26/2020 12:13 PM
41	Wellness programming	10/26/2020 12:12 PM
42	best practices	10/26/2020 12:12 PM
43	BLM Movement and other hot topics in the media	10/26/2020 12:11 PM
44	Leadership and management skills	10/26/2020 12:07 PM
45	Job opportunities	10/26/2020 12:06 PM
46	FMLA	10/26/2020 12:06 PM

#	THIRD CHOICE	DATE
1	Talent Acquisition and Development	10/30/2020 8:45 AM
2	Compensation	10/29/2020 8:27 PM
3	Wellness	10/29/2020 3:31 PM
4	Employee Relations	10/29/2020 2:50 PM
5	Sourcing candidates	10/29/2020 1:01 PM
6	Emotional Intelligence	10/29/2020 12:57 PM
7	401K/Pension plans	10/29/2020 12:52 PM
8	Employee relations	10/29/2020 12:38 PM
9	Legal updates	10/29/2020 12:31 PM
10	FMLA	10/29/2020 12:28 PM
11	Emotional Intelligence	10/27/2020 3:19 PM
12	Boosting Employee Morale without Giving Monetary Compensation	10/27/2020 2:23 PM
13	Handling difficult employees	10/27/2020 12:51 PM
14	Creative employee relations ideas	10/27/2020 8:24 AM
15	Workforce Development in the Bluegrass specifically	10/26/2020 9:41 PM
16	Talent mgmt strategies for a remote workforce	10/26/2020 5:22 PM
17	Strategies for supporting the consolidation of properties as more workers transition to permanent remote work - hotelling, hot desking, staggered schedules, etc.	10/26/2020 4:23 PM
18	Employee Relations	10/26/2020 4:18 PM
19	Managing workers comp and benefits that keep rising every year.	10/26/2020 3:48 PM
20	Managing a remote workforce	10/26/2020 2:10 PM
21	Best places to work--what is it that employees really want from their employer	10/26/2020 1:58 PM
22	Upcoming Legislative Updates	10/26/2020 1:47 PM
23	Social media as a partner in the HR world.	10/26/2020 1:22 PM
24	Can't choose! - Labor law updates, Vendor reviews for HR-relevant services	10/26/2020 1:04 PM
25	Employee Relations	10/26/2020 12:55 PM
26	SHRM certification / recertification	10/26/2020 12:42 PM
27	Networking in the Bluegrass Community	10/26/2020 12:38 PM
28	Compensation	10/26/2020 12:34 PM
29	Organizational Development	10/26/2020 12:33 PM
30	Talent acquisition topics - ways to improve current tactics	10/26/2020 12:21 PM
31	Creative recruiting strategies	10/26/2020 12:20 PM
32	Keeping Morale and Employee Engagement in ever changing world (COVID, etc)	10/26/2020 12:19 PM
33	Community Involvement as HR Professionals (boards, etc.)	10/26/2020 12:15 PM
34	Operating in a Post Covid Environment	10/26/2020 12:13 PM
35	Encouraging employees civic engagement	10/26/2020 12:12 PM
36	Employee Engagement- post COVID	10/26/2020 12:11 PM
37	Compensation	10/26/2020 12:06 PM



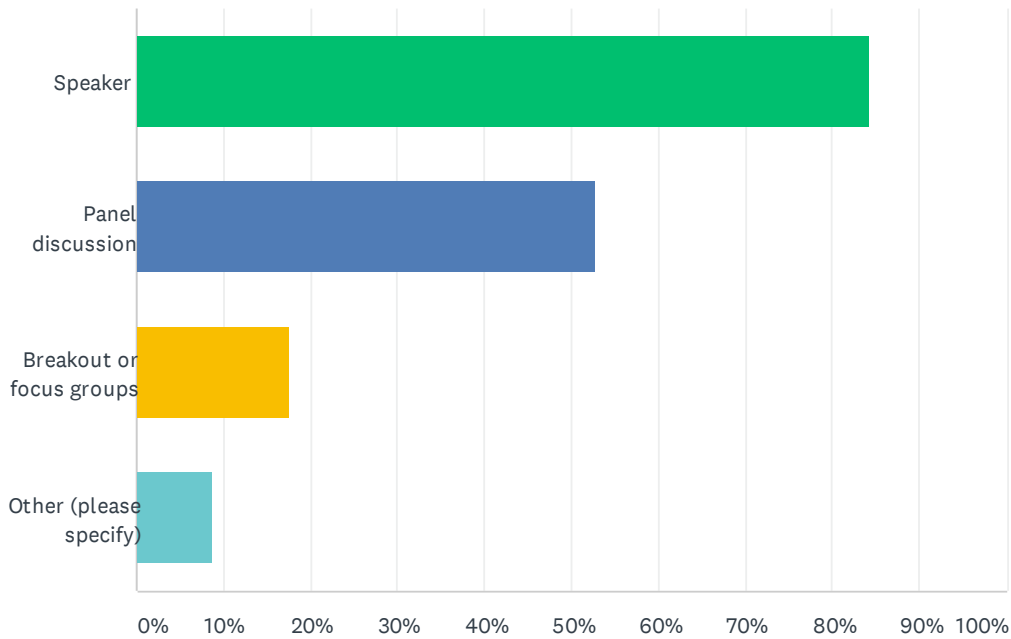
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38	Writing up discipline	10/26/2020 12:06 PM
#	<b>ENTER YOUR FEEDBACK AND COMMENTS HERE. IF YOU ANSWERED YES TO BEING INTERESTED IN BECOMING A BGSHRM MEMBER, PLEASE INCLUDE YOUR NAME, PHONE, AND EMAIL ADDRESS.</b>	<b>DATE</b>
There are no responses.		

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### Q10 What style of professional development meeting or event do you prefer? Select all that apply.

Answered: 57 Skipped: 5



ANSWER CHOICES	RESPONSES
Speaker	84.21% 48
Panel discussion	52.63% 30
Breakout or focus groups	17.54% 10
Other (please specify)	8.77% 5
Total Respondents: 57	

#	OTHER (PLEASE SPECIFY)	DATE
1	Practical Resources to take back with me to the office.	10/29/2020 12:31 PM
2	The virtual meetings have been great, too.	10/27/2020 9:50 AM
3	Blends of these formats are very helpful and create more engagement.	10/26/2020 9:41 PM
4	Do Live the variety that the chapter puts together.	10/26/2020 3:48 PM
5	A blend of approaches based primarily on topic or content.	10/26/2020 12:55 PM

## Q11 What ideas for improvement would you offer to make our Chapter Meetings and events more robust and better attended?

Answered: 33 Skipped: 29

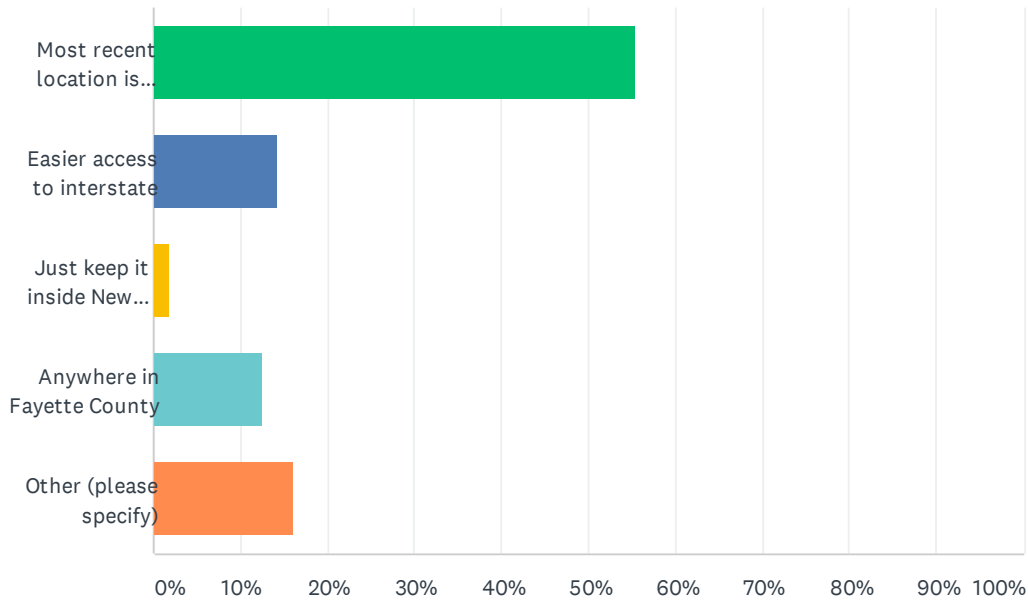
#	RESPONSES	DATE
1	I can't think of any additional improvements-- you already have vendors, door prizes, a delicious lunch, HRCI credits, ample opportunity for networking.	10/29/2020 3:31 PM
2	Focus topics as indicated previously	10/29/2020 1:01 PM
3	n/a	10/29/2020 12:57 PM
4	Each member should be able to bring one guest within a specific time frame (1 guest a month/3 months/year) that has not attended a SHRM meeting to show the upfront benefit and connections one can make. SHRM selects one local business, not involved in SHRM, each month and invites their HR department to attend a cocktail hour or chapter meeting. Hold a chapter meeting at UK or local university - receive discounted rate and allow interested students to sit in.	10/29/2020 12:52 PM
5	No ideas to increase attendance.	10/29/2020 12:31 PM
6	Breakout groups would force more interaction and networking	10/29/2020 12:28 PM
7	More opportunities to network during meetings. I like the idea of occasionally assigning table # so you get to meet new people.	10/27/2020 3:19 PM
8	Change the date/time they are hosted from time-to-time. For one meeting, encourage attendees to sit near their type of organization - i.e. nonprofit, healthcare, etc. to encourage networking within the same type of companies	10/27/2020 2:23 PM
9	The current venue is dark and I wonder if it zaps energy from people. The venue at the horse farm was bright and cheery, and there seemed to be more energy.	10/27/2020 9:50 AM
10	Have the events in different areas of the city if possible.	10/27/2020 8:24 AM
11	Before COVID-19 hit, I thought we were having really good attendance! Maybe a structured meet and greet time. It's funny how many introverts there are in HR!	10/26/2020 9:52 PM
12	Though we are in a virtual format, use "ice breakers" related to HR work before the formal part of the meeting. Board members could help spark conversations if needed.	10/26/2020 9:41 PM
13	Reduce the cost of the lunch. \$20 is expensive for a lunch.	10/26/2020 6:02 PM
14	Continue bringing speakers with relevant topics - hopefully we can meet in person again next year!	10/26/2020 5:22 PM
15	Now that we are in Covid, maybe recording the sessions for watching later so I can "attend" at my convenience. My ultimate goal is to learn applicable information.	10/26/2020 4:18 PM
16	Love virtual meetings...	10/26/2020 4:16 PM
17	People outside of Lexington find our downtown location harder to attend. Location next to interstate allows more surrounding counties to participate I believe in person when we can meet in person.	10/26/2020 3:48 PM
18	More opportunities to network. People tend to come to the meetings and dash.	10/26/2020 3:47 PM
19	We had a meeting where mixed it up and didn't sit with our normal. I thought that was a good thing every now and then because it allowed for more networking.	10/26/2020 2:48 PM
20	Catering by Jeff Ruby's LOL (I like to add a little humor to surveys when I can), Seriously, nothing to add here.	10/26/2020 2:10 PM
21	Rotate the location to accommodate a larger area and then if we ever get back to in-person offer the virtual as an option or recorded meeting at possibly a reduced fee or included with the in-person, so you can re-watch later.	10/26/2020 1:58 PM
22	None at this time, I feel the meetings are great for networking and knowledge building already.	10/26/2020 1:47 PM
23	I am happy with the meetings. obviously in person is always preferred but that will return soon.	10/26/2020 1:22 PM
24	Door prizes, delicious food options, hands-on training workshops, charitable activities	10/26/2020 1:04 PM
25	I've only been a part of local SHRM chapter this year, so I don't know what the meetings were like pre-covid. There is some degree of zoom meeting burn out which may affect attendance.	10/26/2020 12:55 PM

Low cost giveaways to draw people in. Maybe small groups at end to discuss topic and allow for networking?

26	Option to attend virtually even after the pandemic is over	10/26/2020 12:27 PM
27	I think the team is doing a great job of providing good topics for growth - keep up the good work.	10/26/2020 12:21 PM
28	I think they are good, no improvements needed.	10/26/2020 12:20 PM
29	None	10/26/2020 12:19 PM
30	while on zoom, just the topic info presented during the zoom, email the chapter meeting info.	10/26/2020 12:15 PM
31	virtual, recorded	10/26/2020 12:12 PM
32	My only suggestion is to perhaps list the menu prior to meeting day. Just to get people even more excited!	10/26/2020 12:11 PM
33	More meetings outside normal business hours	10/26/2020 12:06 PM

## Q12 Do you have a preferred meeting location?

Answered: 56 Skipped: 6

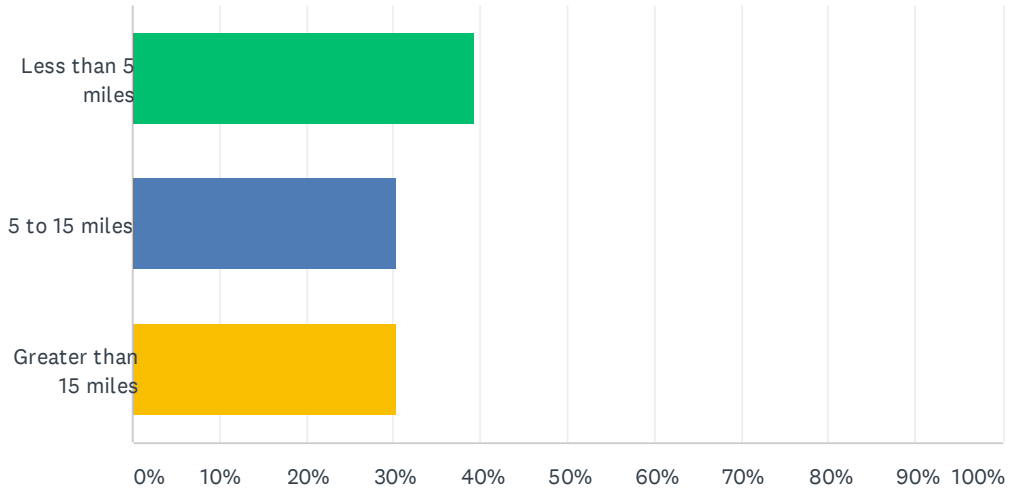


ANSWER CHOICES	RESPONSES
Most recent location is perfect (Grand Reserve on Manchester St.)	55.36% 31
Easier access to interstate	14.29% 8
Just keep it inside New Circle Rd.	1.79% 1
Anywhere in Fayette County	12.50% 7
Other (please specify)	16.07% 9
<b>TOTAL</b>	<b>56</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Virtual	10/29/2020 1:43 PM
2	Rotate the areas if possible	10/27/2020 8:24 AM
3	Virtual will be optimal for me.	10/26/2020 9:41 PM
4	No preference	10/26/2020 4:23 PM
5	I live on the South side of town, and work in Nicholasville, so anywhere closer to the south side is better for me.	10/26/2020 4:18 PM
6	Lexington-Georgetown	10/26/2020 1:58 PM
7	The closer to Georgetown, the better!	10/26/2020 1:04 PM
8	no real preference, I only know Covid Zoom. Just be mindful of traffic considerations when choosing physical local.	10/26/2020 12:55 PM
9	Virtual	10/26/2020 12:42 PM

### Q13 About how far do you travel to attend Chapter Meetings?

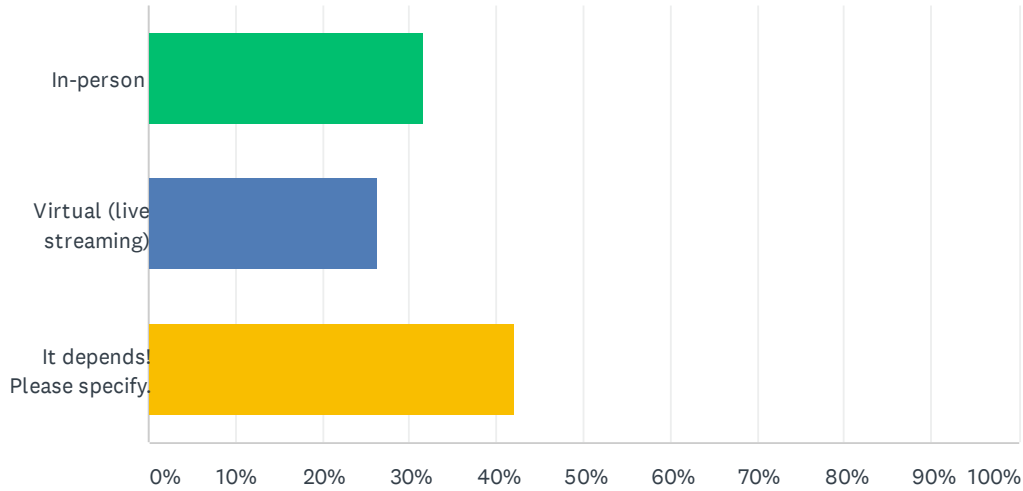
Answered: 56 Skipped: 6



ANSWER CHOICES	RESPONSES	
Less than 5 miles	39.29%	22
5 to 15 miles	30.36%	17
Greater than 15 miles	30.36%	17
<b>TOTAL</b>		<b>56</b>

### Q14 If Chapter Meetings and events were always offered both in-person and through live streaming, which are you more likely to attend the greater percentage of time?

Answered: 57 Skipped: 5



ANSWER CHOICES	RESPONSES	
In-person	31.58%	18
Virtual (live streaming)	26.32%	15
It depends! Please specify.	42.11%	24
<b>TOTAL</b>		<b>57</b>

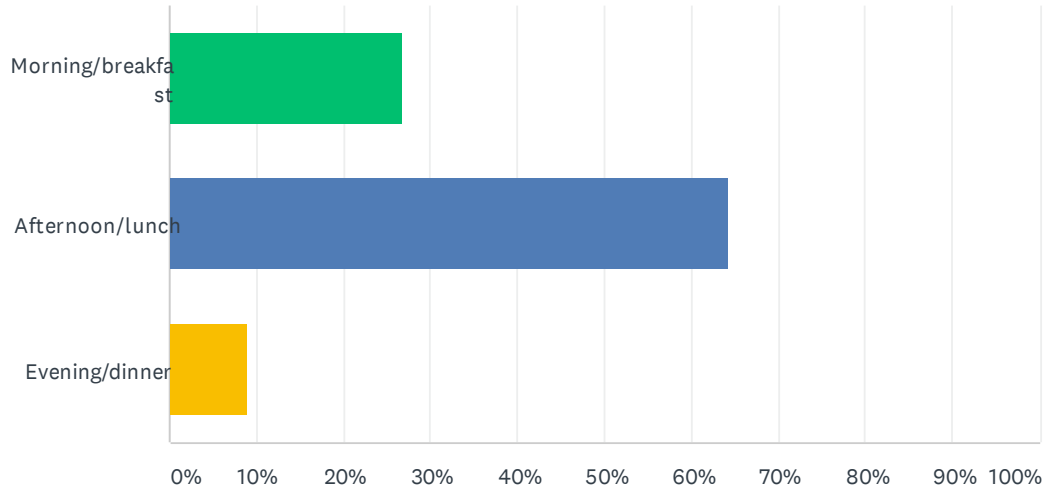


#	IT DEPENDS! PLEASE SPECIFY.	DATE
1	Would vary based on work schedule.	10/30/2020 8:55 AM
2	Depends on my schedule. Virtual allows on the days that I'm busier.	10/29/2020 2:50 PM
3	I like to be in person but sometimes work just gets in the way. The ability to jump into a livestream is a great option.	10/29/2020 1:01 PM
4	Student - depends on course schedule, but prefer in-person!	10/29/2020 12:38 PM
5	If I can make the time work with my work responsibilities then yes.	10/29/2020 12:31 PM
6	It depends on how busy I get at work.	10/27/2020 2:23 PM
7	It would depend on my job location and availability to travel to the venue.	10/27/2020 9:50 AM
8	Sometimes it is hard to get out of the office and travel to the meeting. Live streaming allows a person to attend when their day is tight and doesn't allow the travel time. In person allows networking. Live streaming should not be at the same rate as paying for a lunch.	10/26/2020 6:02 PM
9	Prior to being furloughed, I only drove a few miles to meetings. If I'm able to work remotely in my next role, I plan to attend as many meetings as possible in person, even though I will be driving farther than 15 miles.	10/26/2020 5:22 PM
10	After COVID, I would like to get back to in person meetings. Until then, recorded events (not live streaming) would be best for me personally.	10/26/2020 4:23 PM
11	If my schedule allows, I like the meal time (it's a nice slow down and treat!), but my main goal is to learn, so when my schedule is super packed, having a virtual option would be really helpful.	10/26/2020 4:18 PM
12	If my schedule did not allow me to attend in person it would be nice to be able to join still virtually.	10/26/2020 3:48 PM
13	Some of both, depends on the topic and mostly my schedule.	10/26/2020 2:10 PM
14	If the location were to stay in Lexington then I would choose the virtual option always due to the fact that traveling to Lexington requires me to be away from the office for almost 1/2 the work day versus just an hour. If the meeting were to occasionally be in an area closer to me then I would attend the meetings in person that were closer. I also would not object to rotating the times from mornings to lunch.	10/26/2020 1:58 PM
15	I believe in person is better for networking and building relationships, however virtual allows to attend even if we cannot make it in person that month.	10/26/2020 1:47 PM
16	The current climate (Covid-19) makes live-streaming the better option. Live streaming is easier to attend on a busy workday. In-person is better for networking. A 75% live stream / 25% in-person would work best for me!	10/26/2020 1:04 PM
17	Virtual is AMAZING with my schedule and workload. However, not a lot of opportunity to network when it's virtual. I did like the Whova platform as an opportunity to engage and interact. Maybe quarterly in person with a more robust agenda.	10/26/2020 12:55 PM
18	It depends on my work schedule	10/26/2020 12:38 PM
19	Depends on my schedule for the day, much easier to hop on a virtual meeting if I have a full calendar.	10/26/2020 12:33 PM
20	Depend on schedule the day of the meeting.	10/26/2020 12:24 PM
21	depends on work schedule - sometimes easier to attend virtually due to tight schedule but really like in person to see and talk to people!	10/26/2020 12:21 PM
22	It would depend on my schedule. I get more out of in person meetings, but virtual are easier to attend.	10/26/2020 12:19 PM
23	I won't be ready to attend an in-person meeting until post-COVID or unless everyone is required to wear a mask and there are no more than two individuals sitting at a table. Otherwise, virtual will be my preference.	10/26/2020 12:13 PM
24	Depends on the hours of the meeting	10/26/2020 12:06 PM



# Q15 What are your preferred times for BGSHRM Chapter meetings and events?

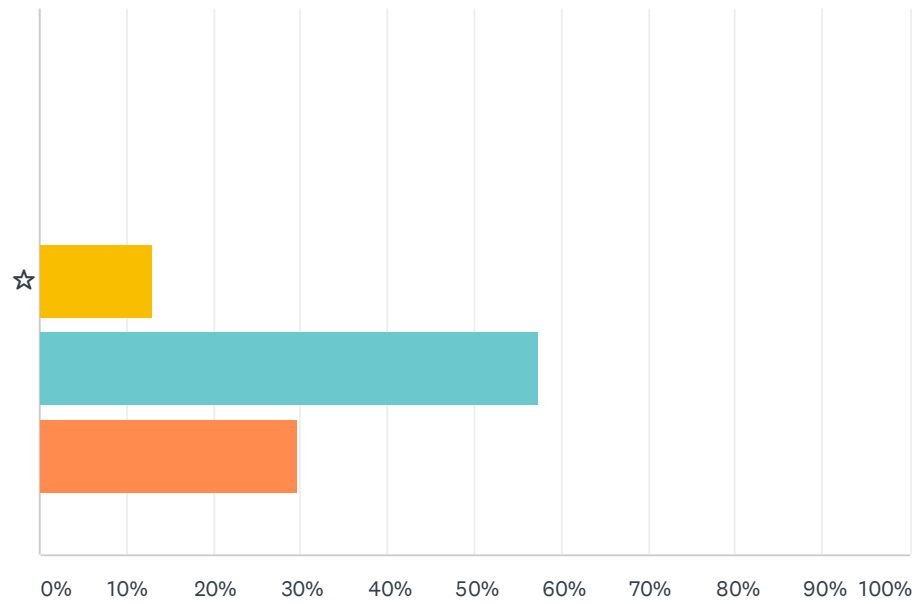
Answered: 56 Skipped: 6



ANSWER CHOICES	RESPONSES	
Morning/breakfast	26.79%	15
Afternoon/lunch	64.29%	36
Evening/dinner	8.93%	5
TOTAL		56

# Q16 How would you rate the level of presentation content over the past year?

Answered: 54 Skipped: 8



■ 1 
 ■ 2 
 ■ 3 
 ■ 4 
 ■ 5

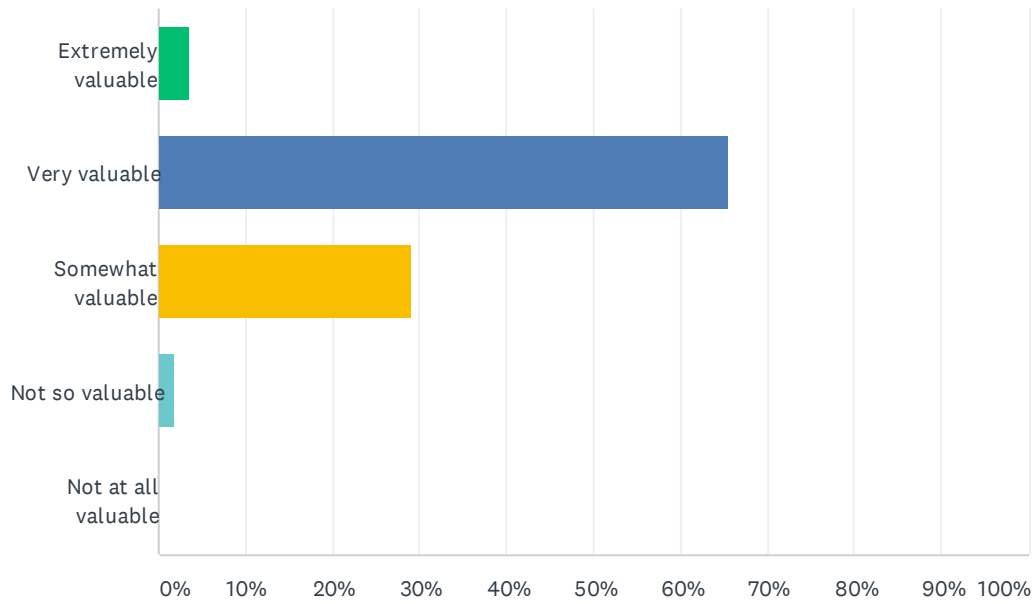
	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	12.96% 7	57.41% 31	29.63% 16	54	4.17

#	WHAT IS THE MOST COMPELLING REASON YOU GAVE THIS RATING?	DATE
1	I have not participated in any of the virtual meetings, but I enjoyed/got a lot out of the last several meetings I attended in person.	10/30/2020 8:45 AM
2	I always learn something.	10/29/2020 2:50 PM
3	I didn't attend enough to comment.	10/29/2020 1:01 PM
4	I've not attended many, as I'm fairly new, but the few I was able to see had me walking away with a different perspective on that topic. I would have given 5 stars if there had been more audience interaction from the speaker, not just asking questions to the audience.	10/29/2020 12:52 PM
5	Presentations are very applicable to current events and issues. BGSHRM truly cares and invests in its members.	10/29/2020 12:38 PM
6	I enjoy all the topics presented by Bluegrass SHRM and feel they are relevant to the HR profession.	10/29/2020 12:31 PM
7	I haven't been able to attend many meetings this year but the content has been good.	10/27/2020 3:19 PM
8	I found toward the end of the year a lot of the sessions did not apply to my specific organization.	10/27/2020 2:23 PM
9	The virtual meetings have allowed us to have some great presenters -- maybe at a lower fee???	10/27/2020 9:50 AM
10	Good content. The only reason for four stars I would like to see different topics than what I can get on national SHRM	10/27/2020 8:24 AM
11	There were some really good sessions and a few misses - Etta May/Brenda Ferrari was a disaster!	10/26/2020 9:52 PM
12	All have been well organized and practical in applicability.	10/26/2020 9:41 PM
13	The speakers are always great and the topics are relevant and applicable to the current HR environment.	10/26/2020 5:22 PM
14	I haven't had the opportunity to attend since Covid. We have been all hands on deck at work. However, in general, the content is pretty good. The only thing that would make it better is to go deeper into the subjects instead of staying high-level/general. I know that is hard with such a large group, though.	10/26/2020 4:18 PM
15	Each meeting I left with tools or resources to be better at my job.	10/26/2020 4:16 PM
16	Key points I could take away to grow in my career with employment law, coaching and counseling have been beneficial to me this year.	10/26/2020 3:48 PM
17	Good variety of speakers. I always get more out of in-person speakers though.	10/26/2020 3:47 PM
18	I think they have been really good overall, just some topics do not relate to me at all.	10/26/2020 2:48 PM
19	By far, most of them are great. Occasionally i leave feeling less than satisfied with the content or delivery of the content.	10/26/2020 2:10 PM
20	Most of the meetings that I attended were very good and I gained knowledge from them, there was only one that I felt that I was a captive in a sales pitch and didn't get a lot of content unless i was willing to call for a consultation. So therefore I didn't give the full 5 stars. I feel like I'm paying for the meeting and my membership so I shouldn't be getting a sales pitch it should be real content that I find beneficial.	10/26/2020 1:58 PM
21	I greatly appreciated the quick response to COVID-19 precautions and making the meetings virtual. All facilitators adapted quickly and the meetings remained high quality throughout the year despite the challenge of not being in person.	10/26/2020 1:47 PM
22	I think over all they were above average	10/26/2020 1:22 PM
23	Lost of job-relevant topics!	10/26/2020 1:04 PM
24	Zoom burnout lead to a lower score.	10/26/2020 12:55 PM
25	Topics and speaker engagement	10/26/2020 12:42 PM

26	Sometimes there was repetition and not a huge variety of speakers year after year.	10/26/2020 12:38 PM
27	The educational sessions I have attended have been good. Good choice of topics, good speakers.	10/26/2020 12:27 PM
28	good quality programming/speakers and timely topics	10/26/2020 12:21 PM
29	It's usually very good so I ranked it high but I haven't attended in a while.	10/26/2020 12:20 PM
30	This year was really my first year attending the meetings. Only got to attend 1 or 2 in person before COVID and then have attended one, I believe virtual.	10/26/2020 12:19 PM
31	Most topics of usually of interest.	10/26/2020 12:15 PM
32	Some have been hit or miss, but the large majority of the presentations have been great.	10/26/2020 12:13 PM
33	tough year!	10/26/2020 12:12 PM
34	Great speakers this past year! Loved the content and felt like most of the speakers showed true passion/knowledge about their topic.	10/26/2020 12:11 PM

# Q17 How valuable have the presentations over the past year been to your current role?

Answered: 55 Skipped: 7



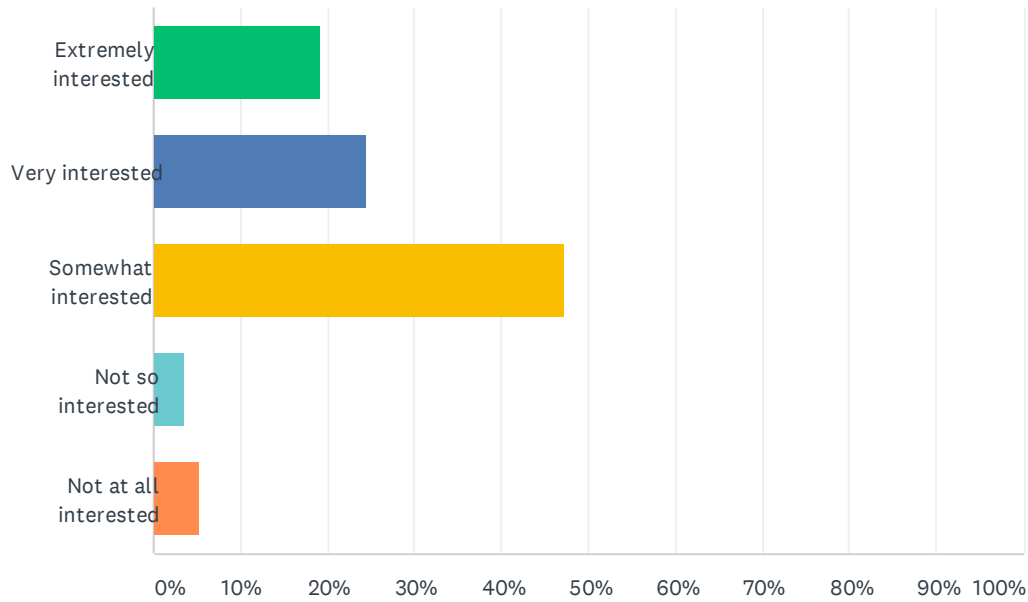
ANSWER CHOICES	RESPONSES	
Extremely valuable	3.64%	2
Very valuable	65.45%	36
Somewhat valuable	29.09%	16
Not so valuable	1.82%	1
Not at all valuable	0.00%	0
<b>TOTAL</b>		<b>55</b>

#	WHAT COULD WE DO TO MAKE CONTENT MORE VALUABLE TO YOUR ROLE?	DATE
1	Include topics for emerging HR professionals or Job/market analysis conversations.	10/29/2020 12:52 PM
2	N/A	10/29/2020 12:38 PM
3	I haven't been about to attend as many as I would have liked. 2020 has been a really tough year for most everyone.	10/29/2020 12:31 PM
4	Topics that pertain to managing employees, helping supervisors, etc. rather than just networking for my own career.	10/27/2020 2:23 PM
5	I haven't been in an HR role for a while.	10/27/2020 9:50 AM
6	Have more information related to manufacturing.	10/27/2020 8:24 AM
7	My HR work is primarily in hiring but obviously a wide range of topics have to be offered for the majority of members. I always appreciate topics I can relate to hiring but I know I benefit from having a well-rounded knowledge of our field. Professional Development options are great too.	10/26/2020 9:41 PM
8	Maybe include some speakers who have a global focus or can at least provide some global elements	10/26/2020 5:22 PM
9	I have plenty of high level, general knowledge. I think most can get the high level knowledge from some simple research or SHRM tools. I would like to see more in-depth knowledge and conversations shared...more of an SME level.	10/26/2020 4:18 PM
10	I don't think anything. Because we are such a large group it is hard to always have topics that for me are always extremely valuable. I have over 20 years of experience in HR so some content will be a review vs. other content that will be new.	10/26/2020 1:22 PM
11	More feedback from chapter/audience during events! I want to know what other people/companies are doing. I want to know their creative ideas to solve everyday problems we all face. I wish the culture of the chapter was more flexible and open. Often, training/meetings feel rigid, making contributing to the conversation less inviting.	10/26/2020 1:04 PM
12	Would love to see more non-profit content or break out groups, more HR dept of one.	10/26/2020 12:55 PM
13	More focus on business acumen.	10/26/2020 12:33 PM
14	Continue to have presentations on new laws or regs that are changing. Have presentations that address current events or happenings in the HR realms.	10/26/2020 12:27 PM
15	Not sure.	10/26/2020 12:19 PM
16	covid made things move too quickly	10/26/2020 12:12 PM



## Q18 How interested are you in participating in an advanced track of presentations such as leveled programs based upon your professional HR experience?

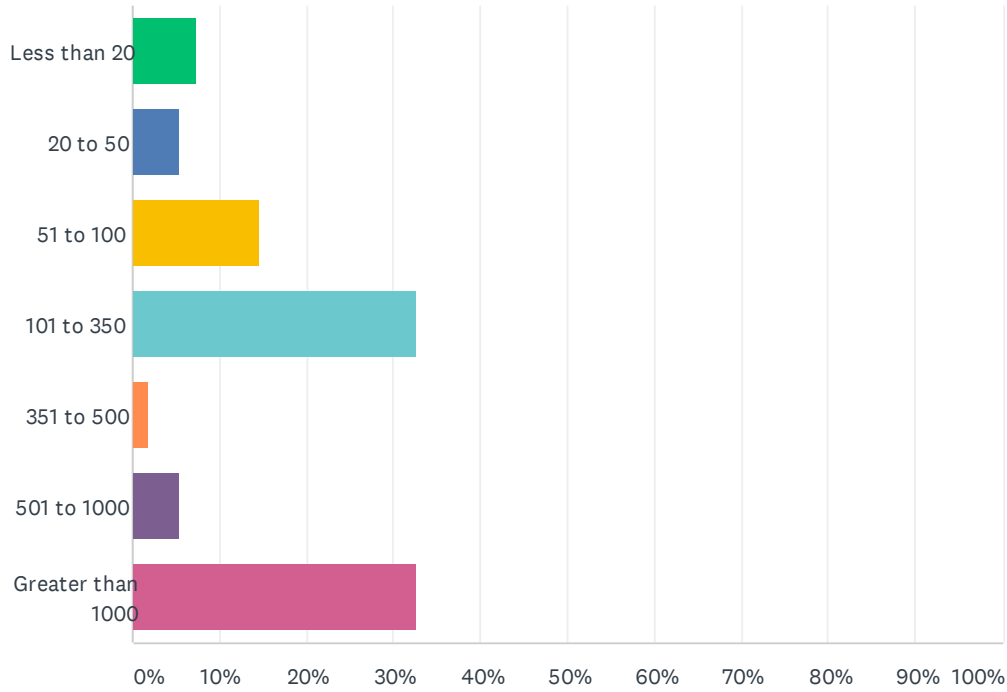
Answered: 57 Skipped: 5



ANSWER CHOICES	RESPONSES	
Extremely interested	19.30%	11
Very interested	24.56%	14
Somewhat interested	47.37%	27
Not so interested	3.51%	2
Not at all interested	5.26%	3
<b>TOTAL</b>		<b>57</b>

### Q19 How many employees does your current company employ?

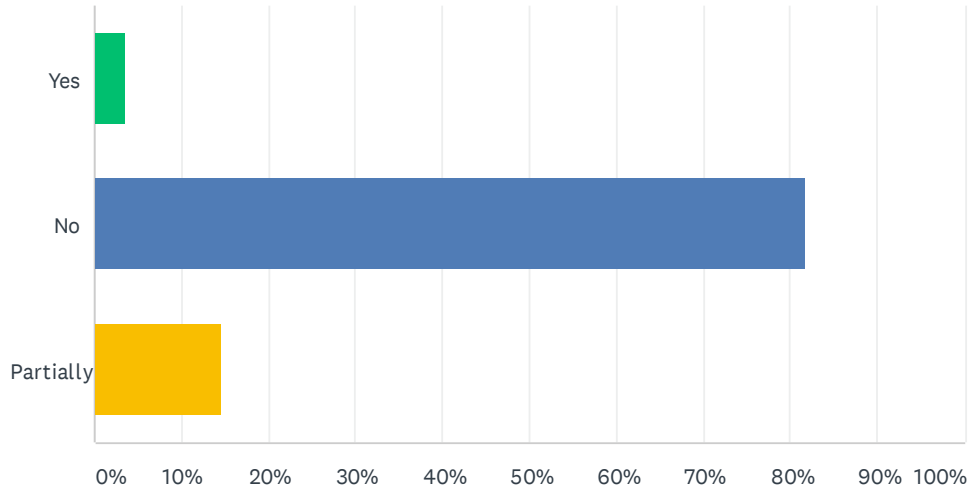
Answered: 55 Skipped: 7



ANSWER CHOICES	RESPONSES
Less than 20	7.27% 4
20 to 50	5.45% 3
51 to 100	14.55% 8
101 to 350	32.73% 18
351 to 500	1.82% 1
501 to 1000	5.45% 3
Greater than 1000	32.73% 18
<b>TOTAL</b>	<b>55</b>

## Q20 Is the workforce of your current employer unionized?

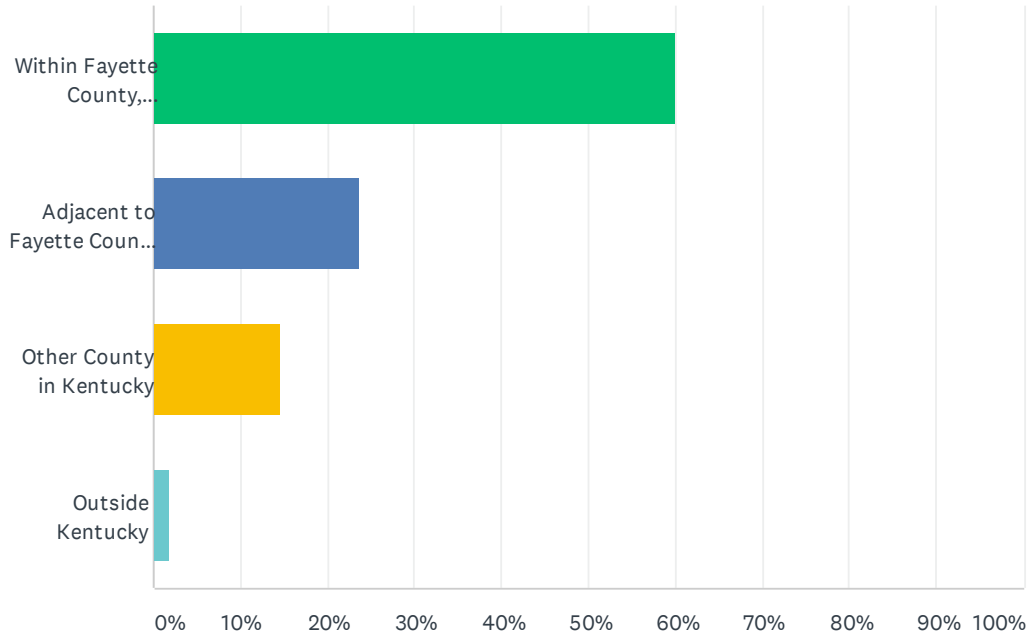
Answered: 55 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	3.64%	2
No	81.82%	45
Partially	14.55%	8
TOTAL		55

## Q21 Where is your current employer located?

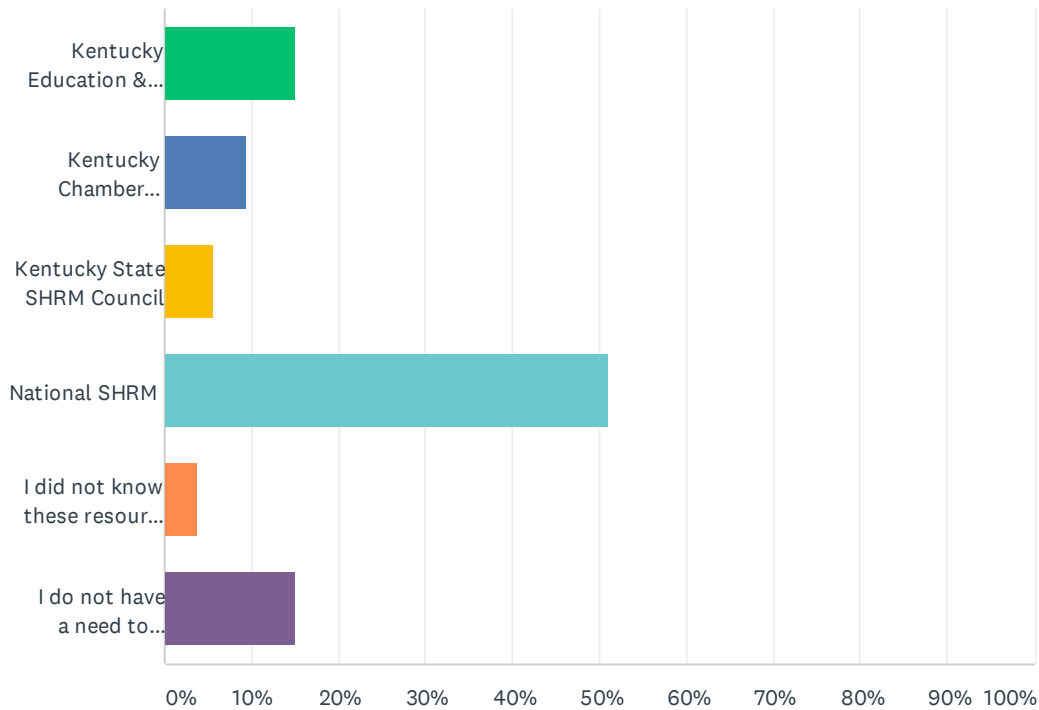
Answered: 55 Skipped: 7



ANSWER CHOICES	RESPONSES	
Within Fayette County, Kentucky	60.00%	33
Adjacent to Fayette County, Kentucky (Scott, Jessamine, Woodford, Madison, Clark, Bourbon)	23.64%	13
Other County in Kentucky	14.55%	8
Outside Kentucky	1.82%	1
<b>TOTAL</b>		<b>55</b>

## Q22 Where do you primarily obtain Workforce Development resources from?

Answered: 53 Skipped: 9

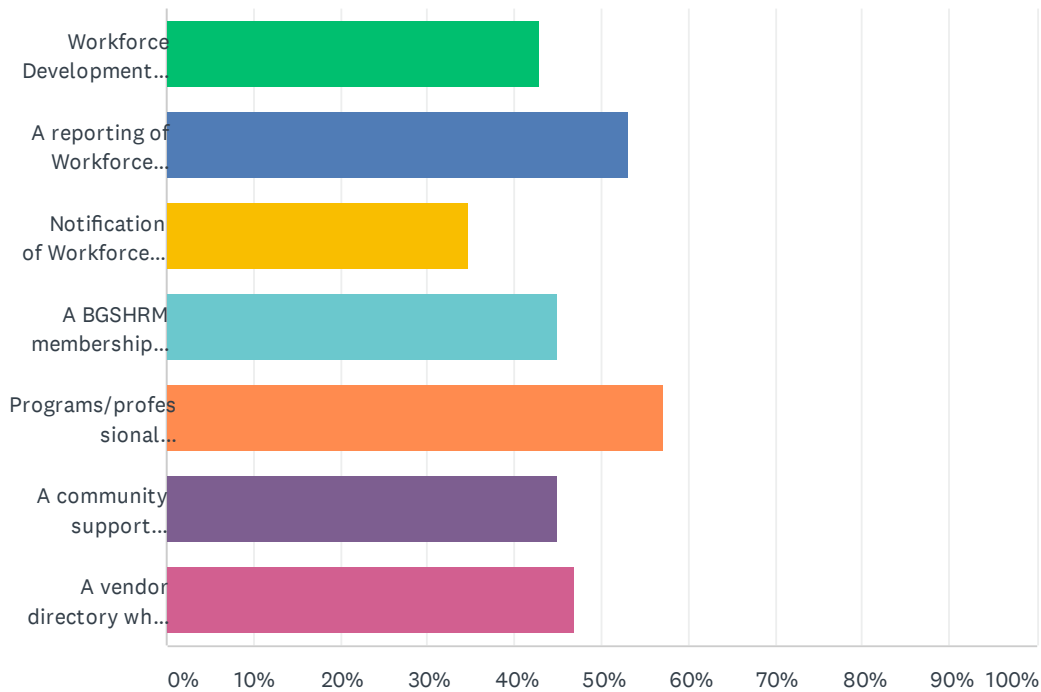


ANSWER CHOICES	RESPONSES
Kentucky Education & Workforce Development Cabinet (including Kentucky Career Center and Focus Talent)	15.09% 8
Kentucky Chamber Workforce Center	9.43% 5
Kentucky State SHRM Council	5.66% 3
National SHRM	50.94% 27
I did not know these resources existed for Workforce Development topics	3.77% 2
I do not have a need to access these resources - my company HR priorities lie elsewhere.	15.09% 8
<b>TOTAL</b>	<b>53</b>

#	OTHER RESOURCES OR ADDITIONAL COMMENTS YOU MAY HAVE?	DATE
1	CUPA-HR	10/26/2020 2:48 PM
2	Local community colleges and internal training programs	10/26/2020 2:01 PM
3	FredPryor, Franklin Covey, LinkedIn Learning, other training/resources made avail by my global org. I really liked the Whova conference platform.	10/26/2020 12:58 PM

## Q23 How can BGSHRM support your Workforce Development challenges? Select all that apply.

Answered: 49 Skipped: 13

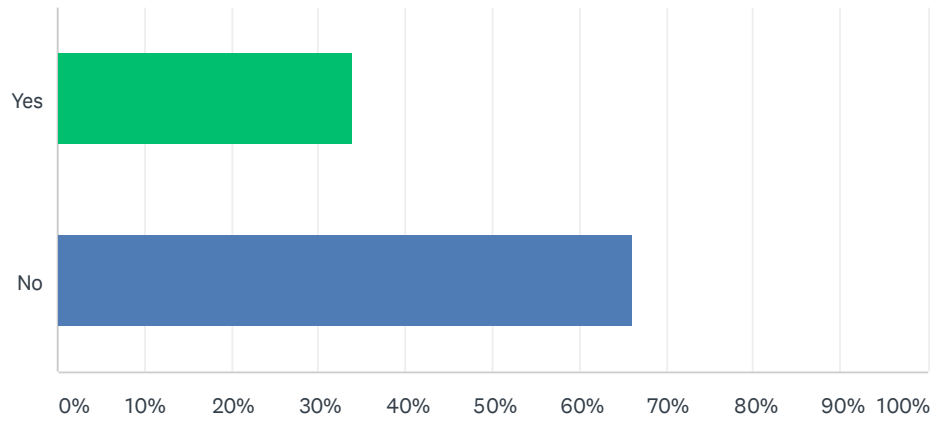


ANSWER CHOICES	RESPONSES
Workforce Development research/labor market information obtained independently or separately from the aforementioned agencies.	42.86% 21
A reporting of Workforce Development research/labor market information that has already been collected/compiled by any/all of the aforementioned agencies.	53.06% 26
Notification of Workforce Development tax credits, grants and/or incentives by state, federal, or other agencies.	34.69% 17
A BGSHRM membership forum specific to Workforce Development to generate ideas and conversations.	44.90% 22
Programs/professional development opportunities.	57.14% 28
A community support directory which may include a listing of local services to assist employers with sourcing talent for example.	44.90% 22
A vendor directory which may include companies that provide training, consultation, and outsourcing/staffing support for example.	46.94% 23
Total Respondents: 49	

#	ANYTHING ELSE?	DATE
1	Thank you for making 2020 a little more palatable. Change is hard on any organization. Change in the form of a global pandemic gave us all a front row ticket to the chaos. A big thanks to the volunteers and Board who made the monthly meetings and recent conference possible.	10/26/2020 12:58 PM

## Q24 Does your organization offer student internships?

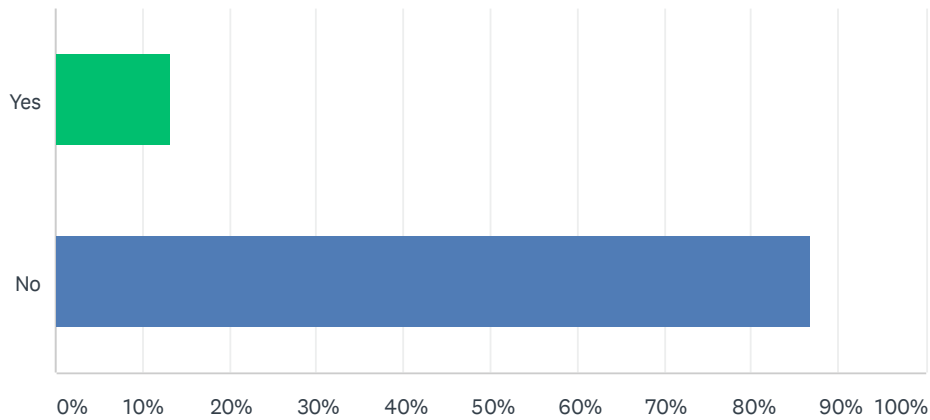
Answered: 53 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	33.96%	18
No	66.04%	35
TOTAL		53

## Q25 Would you be interested in partnering with BGSHRM to help source student interns?

Answered: 53 Skipped: 9



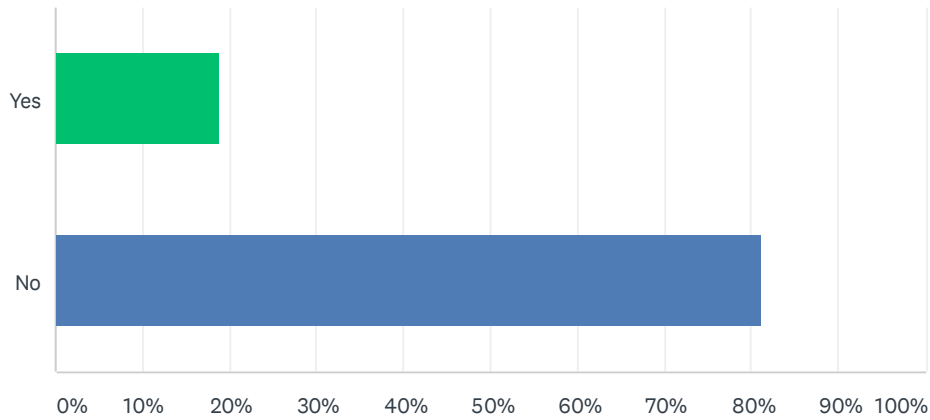
ANSWER CHOICES	RESPONSES
Yes	13.21% 7
No	86.79% 46
TOTAL	53

#	IF YES, PLEASE INCLUDE YOUR CONTACT INFORMATION.	DATE
1		10/29/2020 3:36 PM
2	<b>OMITTED FOR CONFIDENTIALITY</b>	10/29/2020 1:03 PM
3		10/26/2020 9:54 PM
4		10/26/2020 2:51 PM
5		10/26/2020 2:50 PM



## Q26 Do you have an interest in speaking to a HR college student group?

Answered: 53 Skipped: 9

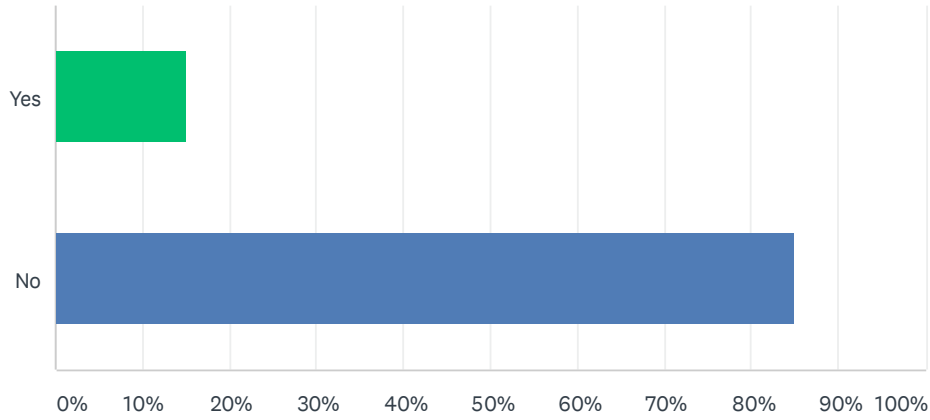


ANSWER CHOICES	RESPONSES
Yes	18.87% 10
No	81.13% 43
TOTAL	53

#	IF YES, PLEASE INCLUDE YOUR CONTACT INFORMATION.	DATE
1		10/29/2020 12:09 PM
2		10/26/2020 9:54 PM
3	<b>OMITTED FOR CONFIDENTIALITY</b>	10/26/2020 9:43 PM
4		10/26/2020 4:20 PM
5		10/26/2020 3:50 PM
6		10/26/2020 2:51 PM
7		10/26/2020 12:22 PM

## Q27 Do you have an interest in becoming an HR student mentor?

Answered: 53 Skipped: 9

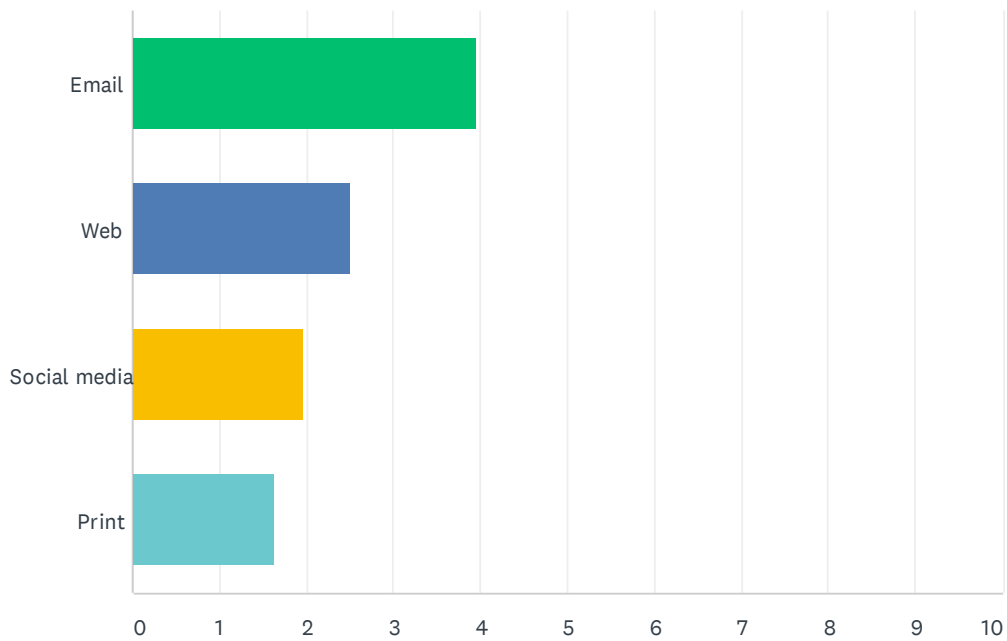


ANSWER CHOICES	RESPONSES
Yes	15.09% 8
No	84.91% 45
TOTAL	53

#	IF YES, PLEASE INCLUDE YOUR CONTACT INFORMATION.	DATE
1	<b>OMITTED FOR CONFIDENTIALITY</b>	10/29/2020 12:33 PM
2		10/29/2020 12:09 PM
3		10/26/2020 9:43 PM
4		10/26/2020 2:51 PM

### Q28 What is your preferred method to receive information from BGSHRM? 1 - most preferred; 4 - least preferred.

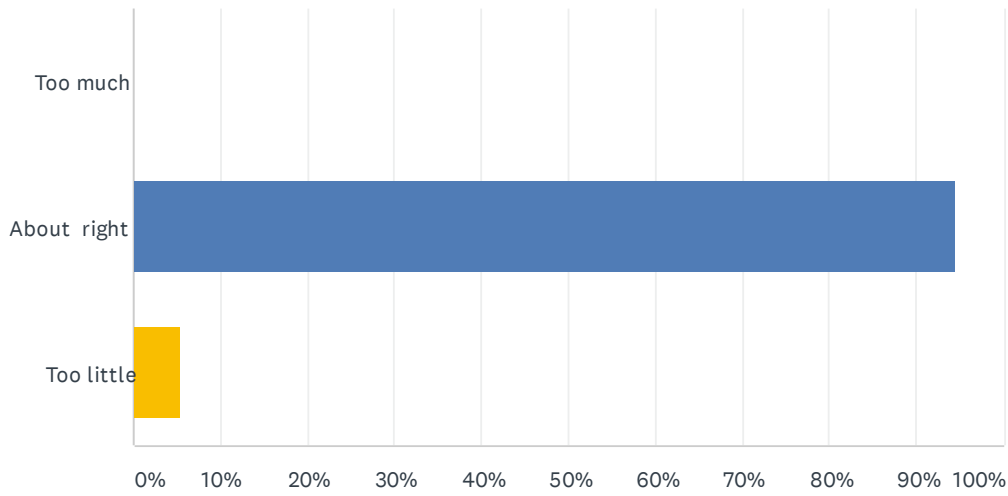
Answered: 54 Skipped: 8



	1	2	3	4	TOTAL	SCORE
Email	96.15% 50	3.85% 2	0.00% 0	0.00% 0	52	3.96
Web	6.00% 3	48.00% 24	38.00% 19	8.00% 4	50	2.52
Social media	2.00% 1	28.00% 14	34.00% 17	36.00% 18	50	1.96
Print	0.00% 0	19.61% 10	23.53% 12	56.86% 29	51	1.63

## Q29 Would you say that the amount of communication you receive from BGSHRM is...

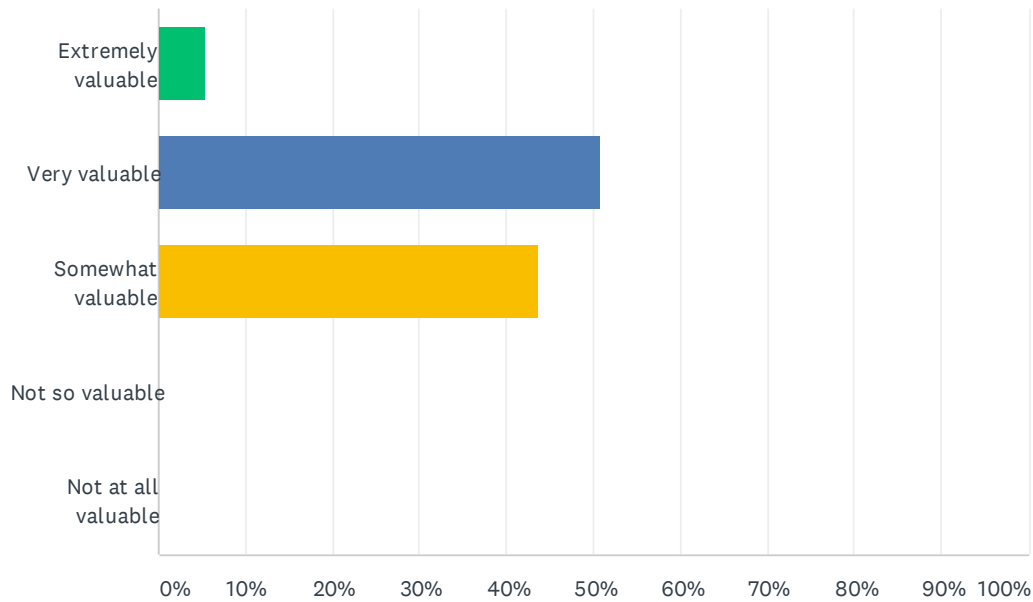
Answered: 55 Skipped: 7



ANSWER CHOICES	RESPONSES
Too much	0.00% 0
About right	94.55% 52
Too little	5.45% 3
TOTAL	55

### Q30 Would you say that the type of BGSHRM communication you receive is...

Answered: 55 Skipped: 7



ANSWER CHOICES	RESPONSES
Extremely valuable	5.45% 3
Very valuable	50.91% 28
Somewhat valuable	43.64% 24
Not so valuable	0.00% 0
Not at all valuable	0.00% 0
<b>TOTAL</b>	<b>55</b>

## Q31 What topics would you like to see more communication about?

Answered: 17 Skipped: 45

#	RESPONSES	DATE
1	New resources, updated legislation, HR news around the Bluegrass, trending HR topics online	10/29/2020 1:02 PM
2	Current events and personal stories relating to HR	10/29/2020 1:00 PM
3	I think there is a good variety of topics presented to members.	10/29/2020 12:35 PM
4	Current laws - changes with COVID legislation	10/27/2020 3:22 PM
5	Changes to laws, mandates, etc.	10/27/2020 2:29 PM
6	Manufacturing related HR	10/27/2020 8:29 AM
7	Follow-up items from presentations help tap awareness and continue the learning process.	10/26/2020 9:46 PM
8	Professional development opportunities, if that is available	10/26/2020 5:26 PM
9	Maybe local hot topics and guidance. Local events relevant to HR.	10/26/2020 4:23 PM
10	HR and workplace trends, best practices, job opportunities	10/26/2020 3:52 PM
11	As someone who is newer to the management realm of HR, I would be interested in learning more about the HR mentorships as I would greatly appreciate the opportunity to learn from someone with more experience than I.	10/26/2020 1:51 PM
12	unsure	10/26/2020 1:27 PM
13	Local community outreach activities/events	10/26/2020 1:08 PM
14	local grant opportunities, speaking engagements, prof dev	10/26/2020 1:02 PM
15	Educational topics	10/26/2020 12:37 PM
16	Listed on question regarding meeting topics.	10/26/2020 12:26 PM
17	like them	10/26/2020 12:22 PM

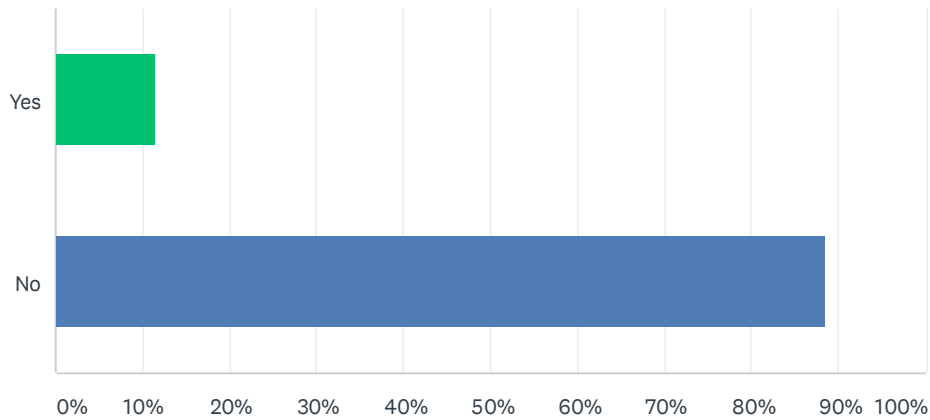
## Q32 What topics would you prefer to see less of?

Answered: 10 Skipped: 52

#	RESPONSES	DATE
1	Diversity and Inclusion	10/29/2020 1:00 PM
2	Can't think of anything	10/27/2020 3:22 PM
3	Public speaking	10/27/2020 2:29 PM
4	Training	10/27/2020 8:29 AM
5	N/A	10/26/2020 5:26 PM
6	None come to mind.	10/26/2020 1:51 PM
7	I do not have any issues with the current content	10/26/2020 1:27 PM
8	N/A	10/26/2020 1:08 PM
9	I haven't seen anything ytd that made me go "ew"	10/26/2020 1:02 PM
10	like them	10/26/2020 12:22 PM

### Q33 Would you be interested in being a BGSHRM blog or forum contributor?

Answered: 52 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	11.54%	6
No	88.46%	46
TOTAL		52

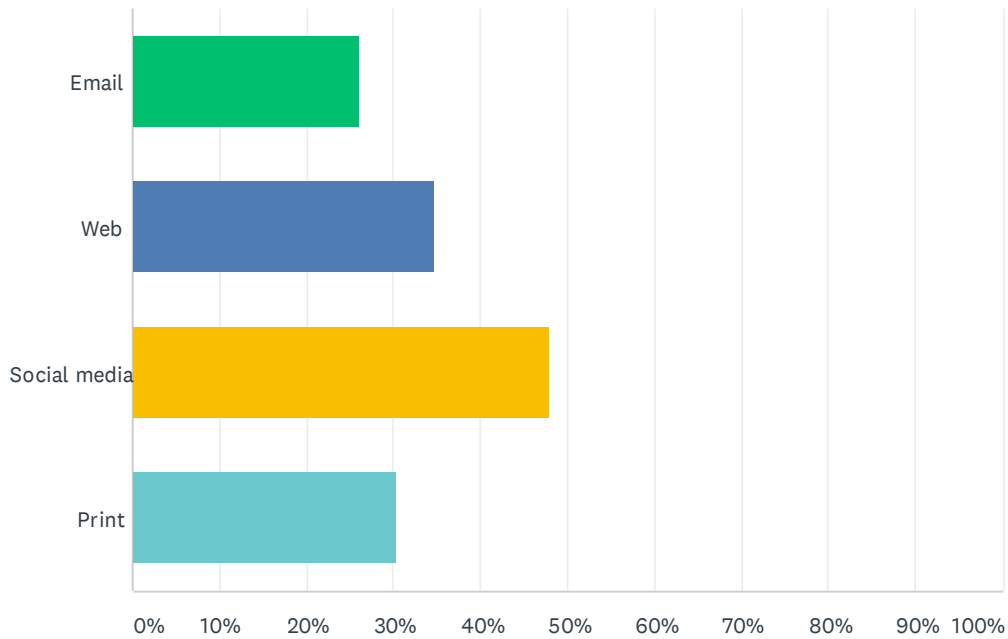
#	IF YES, PLEASE INCLUDE YOUR CONTACT INFORMATION.	DATE
1		10/29/2020 1:00 PM
2		10/29/2020 12:11 PM
3		10/26/2020 3:52 PM

OMITTED FOR  
CONFIDENTIALITY



### Q34 What membership communication platform do you feel is lacking from BGSHRM? Select all that apply.

Answered: 23 Skipped: 39

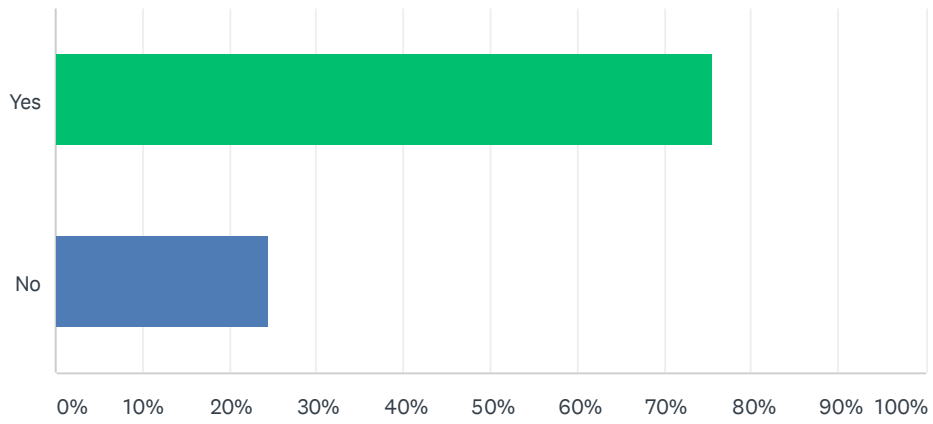


ANSWER CHOICES	RESPONSES
Email	26.09% 6
Web	34.78% 8
Social media	47.83% 11
Print	30.43% 7
Total Respondents: 23	

#	WHY?	DATE
1	I don't see many posts on social media, but I'm also not on all that much.	10/30/2020 8:49 AM
2	While the updates look great online, I still find it very confusing where to locate specific information and don't feel the 'Login' tab is prominent or useful. It seems that almost the same resources are available when logged off too.	10/29/2020 1:02 PM
3	None are lacking	10/29/2020 12:52 PM
4	I don't really think there is a lack of communication.	10/29/2020 12:35 PM
5	not enough	10/29/2020 12:11 PM
6	I don't receive any print information from BGSHRM. But, I also do not check social media for updates, either.	10/27/2020 2:29 PM
7	Specific to the BGSHRM website, seems a bit outdated	10/27/2020 8:29 AM
8	I like to share social media posts but when I do, it appears no one else has even read the posts. It would be beneficial to encourage members to visit the sites, comment and share as appropriate. Many resources can be shared in these formats to increase engagement and continue learning.	10/26/2020 9:46 PM
9	I get some emails, but I would like to see more social media and other types of communications.	10/26/2020 4:23 PM
10	Could have a stronger presence and more practical ways to use the website as a resource.	10/26/2020 3:52 PM
11	It's the easiest for me because it comes to me and I don't have to responsible for going out and seeking the updates.	10/26/2020 2:52 PM
12	I only select print because I do not believe I receive communication via this form currently, however I do not see that as a negative in any way.	10/26/2020 1:51 PM
13	I don't believe I've ever received a print BGSHRM ad	10/26/2020 1:08 PM
14	Communication seems to be fine.	10/26/2020 12:29 PM
15	Most emails are about meetings or elections. I'd like emails with a link to educational content. One example - the new change in the CDC's guideline regarding close contact (15 minutes cumulative over 24 hours). This type of alert or educational information would be helpful for us to make policy changes in a timely manner rather than waiting for a meeting.	10/26/2020 12:26 PM
16	It's nice to be able to sit down and read something away from the desk.	10/26/2020 12:14 PM

### Q35 Would you be interested in joining a private Facebook group for BGSHRM members?

Answered: 53 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	75.47%	40
No	24.53%	13
TOTAL		53