

SPONSOR COLUMN

The complicated world of HR

Hinkle Law Firm LLC is proud to sponsor this year's class of Wichita Business Journal HR professionals.



Steve Smith

For more than 30 years, the employment law and employee benefits attorneys at Hinkle Law Firm have worked on a daily basis with HR professionals across Wichita. Our team has seen first-hand the difference HR professionals can make. We have been impressed by the tireless dedication HR professionals have shown in looking out for the best interests of both their employers and their employees. This includes making sure that they have up-to-date employee handbooks and current ERISA plan documents along with maintaining compliance on an ongoing basis with

laws such as COBRA, FMLA, ADA, Title VII, ADEA, USERRA, GINA, HIPAA, and the Affordable Care Act.

HR professionals work in a complicated world. They are expected to know and understand the needs and values of their companies. They are expected to understand people and solve problems. They are expected to stay on top of a wide variety of complicated federal and state laws. And they are expected to do all of this while being sensitive to the needs of both management and employees. As we advise HR professionals, we see them successfully juggling these expectations and making huge differences for their companies.

But many times, the differences that HR professionals make may not be noticed by management because, when HR professionals do their jobs well, they anticipate and avoid potential problems. We frequently advise HR professionals as they untangle personnel issues, address complicated employee benefits mat-

ters, and develop HR policies. Without a doubt, situations that could easily have turned into large and expensive problems often become non-events because HR professionals are involved. Management may never know of these successes, because it's a lot like being the holder for a field goal attempt near the end of a close game: you only get noticed if the ball gets dropped.

This year's class of HR professional honorees is composed of 24 incredible HR professionals in Wichita. Their accomplishments, skills, and business acumen have helped make their companies some of the most successful in Wichita. Hinkle Law Firm is proud to work closely with HR professionals and to honor them for their important, but many times unrecognized, contributions to the success of their companies.

*– Steve Smith is a member
with Hinkle Law Firm*