

2014

South Dakota

Society for Human Resource Management

Conference

HR MISSION: POSSIBLE

Hosted by The Sioux Empire SHRM Chapter

www.seshrm.org

April 30, May 1-2, 2014

Sioux Falls Convention Center

1101 N. West Avenue

Sioux Falls, South Dakota



HR MISSION: POSSIBLE

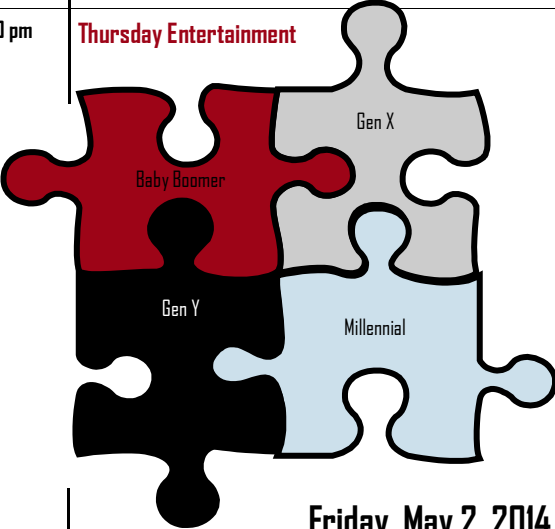
Conference Agenda Wednesday, April 30, 2014

		Room	Track
10:00 am - 12:00 pm	State Council Meeting	3	
12:00 pm - 12:30 pm	Registration	Concourse	
12:30 pm- 1:00 pm	Opening Session & Welcome	Grand Ballroom	
1:00 pm - 2:00 pm	Never Give Up! The Survivor Way! Keynote Address by Holly Hoffman—Journey with Survivor finalist Holly Hoffman as she shares her experience in life and on the show.	Grand Ballroom	
2:00 pm - 2:15 pm	Break		
2:15 pm - 3:45 pm	SHRM Advocacy Team: Shaping HR Public Policy - <i>The A-Team will take you through the process of becoming involved in public policy making. 1.5 BMS</i>	Grand Ballroom	
3:45 pm - 4:45 pm	<i>Concurrent Sessions</i>		
	Advanced Healthcare Reform Tom Pruner - <i>Examine the basics of healthcare reform and its impact on employers. 1.0 General</i>	14	Benefits
	USERRA 101 Lona Christiansen & Sarah Bierman— <i>Overview of USERRA rights and responsibilities for both the employer and the service member/veteran, 1.0 General</i>	8-9	Employment Law
	Energize and Engage: How Inclusion Supercharges Employee Satisfaction and Performance Nancy Conway - <i>Explore key research findings on the role of inclusion as a driver of job satisfaction and employee engagement. 1.0 BMS</i>	6-7	Diversity / Generational
	Proactive Data Preservation for HR Professionals Dan Meinke and Colleen Zea— <i>Learn about the tool sand tips on how to think proactively about how your organization stores data and how to retrieve it and produce it in the event of litigation. 1.0 General</i>	12-13	Social Media
	Assessing the Assessment Ray Weinberg— <i>Learn how to best utilize selection assessments by exploring a number of leading edge assessments that will transform your approach to selection. 1.0 General* Appealing for strategic designation</i>	10	Strategic

*Pre-approved HRCI credit hours are noted as General or BMS (Business Management and Strategy) credits. For sessions with an *, we are appealing the HRCI determination to get the program designated as a strategic credit.*

	Thursday, May 1, 2014	Room	Track
7:30 am–8:00 am	Breakfast	Grand Ballroom	
8:00 am–9:15 am	Making a Difference Keynote Address by Steve Gilliland– <i>Learn how to positively influence people in every way imaginable, regardless of position or status. 1.0 General</i>	Grand Ballroom	
9:15 am–9:45 am	Break–Vendors	Grand Ballroom	
9:45 am–10:45 am	<i>Concurrent Sessions</i>		
	The Value of Us Steve Gilliland– <i>Examine what is necessary to create a work culture that values collaboration and staying focused on an organization's mission. 1.0 BMS</i>	Grand Ballroom	General
	Wellness Plan Development & Legal Compliance Christopher Hoyme– <i>Discussion of legal updates and developments for wellness plans. 1.0 General</i>	14	Benefits
	Internal Investigations and Documentation Steve Bogue– <i>Learn the do's and don'ts of investigations with examples pulled from the speaker's background and experiences. 1.0 General</i>	8-9	Employment Law
	Domestic Violence in the Workplace Amy Hartman - <i>Learn what you can do to help employees dealing with domestic violence. 1.0 General</i>	6-7	Diversity / Generational
	Recruiting Panel Greg Johnson, Joelle Thies, Tammy Anderson, Elisa Cloquet – <i>Panel discussion regarding recruiting efforts and methods in South Dakota and best practices. 1.0 General</i>	12-13	Social Media
	Ensuring "Success" in Succession Management Ray Weinberg - <i>Learn how to achieve success in succession management from the ground up. 1.0 General *</i>	10	Strategic
10:45 am–11:00 am	Break		
11:00 am–12:00 pm	<i>Concurrent Sessions</i>		
	It's Time for Worksite Wellness Upgrade Rana DeBoer – <i>Broaden your scope of worksite wellness and learn new strategies in enhancing employee and organizational wellness. 1.0 General</i>	14	Benefits
	Understanding Public / Private Section Labor Negotiations Bill O'Toole & Kendall Kliewer – <i>Learn about the basic principles of labor negotiations in the public and private sector. 1.0 General</i>	8-9	Employment Law
	EEOC Strategic Enforcement Plan – Part 1 Maria Flores – <i>Detailed discussion of the first half of the EEOC's Strategic Enforcement Plan. 1.0 General*</i>	6-7	Diversity / Generational
	The Perks and Perils of Social Media in the Workplace Christopher Hoyme – <i>Discussion of employer vulnerabilities with employee's use of electronic communication as well as best practices surrounding employer communication systems and how to effectively reduce liability exposure. 1.0 General</i>	12-13	Social Media
	Ensuring "Success" in Succession Management Ray Weinberg - <i>Learn how to achieve success in succession management from the ground up. 1.0 General*</i>	10	Strategic

	Thursday, May 1, 2014	Room	Track
12:00 pm–1:00 pm	Lunch / Vendor Break	Grand Ballroom	
12:45 pm–5:00 pm Break 3:30 to 3:45 PM	Critical LeaderSHIFT Sara Christiansen– <i>Explore progressive strategies that will help you quantify & leverage the impact of your organization's performance management efforts. 4.0 General * Appealing for strategic designation</i>	10	Strategic
1:00 pm–2:00 pm	<i>Concurrent Sessions</i>		
	Compensation & Benefits Trends Autumn Long– <i>Examine how the economy and changing legal climate have affected benefits and compensation practices 1.0 General</i>	14	Benefits
	Are the Cards Stacked Against You—Managing Difficult Leave Situations Jean Bender – <i>Managing employee leave situations under the FMLA, ADAAA, GINA and worker's compensation. 1.0 General</i>	8-9	Employment Law
	EEOC Strategic Enforcement Plan – Part 2 Maria Flores – <i>Detailed discussion of the second half of the EEOC's Strategic Enforcement Plan. 1.0 General</i>	6-7	Diversity / Generational
	Internal Investigations: Procedures and Documentation Steve Bogue– <i>Discussion of legal updates and developments for wellness plans. 1.0 General</i>	14	Benefits
2:00 pm–2:30 pm	<i>Break—Vendors</i>	Grand Ballroom	
2:30 pm–3:30 pm	<i>Concurrent Sessions</i>		
	Healthcare Reform Update Tony Sorrentino - <i>Regulatory update and action plan for compliance by health plan sponsors. 1.0 General</i>	14	Benefits
	Employment Law Panel Discussion Jean Bender, Steve Bogue, Christopher Hoyme, David Kroon – <i>Field questions collected throughout the conference on the hot topics in employment law. 1.0 General</i>	8-9	Employment Law
	Reasonable Accommodations Best Practices Coleen Moran– <i>Review the basics of the reasonable accommodation process, discuss how to address issues that arise after an accommodation request is made, and receive practical and concrete guidance on the interactive process. 1.0 General</i>	6-7	Diversity / Generational
	Social Media in the Workplace: From Applicant to Work Comp Claimant Justin Smith – <i>Review federal and state laws applicable to social media and other electronically stored information and what you can and cannot do with the information gathered from these sources. 1.0 General</i>	12-13	Social Media
3:30 pm–4:00 pm	<i>Break—Vendors</i>	Grand Ballroom	
4:00 pm–5:00 pm	<i>Concurrent Sessions</i>		
	Need a Retirement Plan Do-Over? Welcome to EPCRS Rob Schlimgen– <i>Overview of the IRS correction for retirement plans 1.0 General</i>	14	Benefits
	Employee Handbooks David Kroon – <i>Discuss essential provisions to include in a handbook, including those required by law. Sample handbook will be provided. 1.0 General</i>	8-9	Employment Law

Thursday, May 1, 2014		Room	Track
4:00 pm–5:00 pm	<i>Concurrent Sessions (continued)</i>		
	Substance Abuse in the Workplace Amy Hartman – <i>Learn how to address substance abuse in the workplace; trends, signs & symptoms, and intervention techniques. 1.0 General</i>	6-7	Diversity / Generational
	Social Media: Rights of Privacy by the NLRA and Bullying Steve Bogue – <i>Explore the current status of the NLRA and employee privacy. Learn what options employers have when bullying in the social media sphere creates conflict in the workplace. 1.0 General</i>	12-13	Social Media
5:00 pm–6:00 pm	HAPPY HOUR - Visit Vendor Booths. Drawing for door prizes at 6:00 pm	Grand Ballroom	
6:00 pm–9:00 pm	Thursday Entertainment	Grand Ballroom	
 <p>When Generations Connect Half-Day Workshop</p>			
Friday, May 2, 2014		Room	Track
7:30 am–8:15 am	Breakfast / Manager's Track Registration	Grand Ballroom	
8:15 am–8:30 am	Opening Remarks	Grand Ballroom	
8:30 am–10:30 am	When Generations Connect Workshop Kim Lear—This interactive workshop will teach participants how to identify gaps between generations in the workplace and the critical gaps that can lead to turnover and dissatisfaction. This workshop will deliver practical solutions that attendees can use the very next day they return to the office to start bridging the gaps between the generations in their workplace. The workshop will be tailored to meet the needs of the audience members in attendance at the 2014 South Dakota SHRM State Conference. <i>3.0 General</i>	12-13	Diversity / Generational
10:30 AM–10:45 am	<i>Break</i>	Grand Ballroom	
10:45 am–12:00 pm	When Generations Connect Workshop Kim Lear— for a preview of Kim Lear's presentation visit http://www.generations.com/kim_lear.html	Grand Ballroom	Diversity / Generational

Holly Hoffman Never Give Up! The Survivor Way!

Holly Hoffman was born and raised in Eureka, South Dakota. After graduating from Eureka High School, she attended Northern State University. She and her husband, Charlie, manage a cattle ranch in north central South Dakota. Charlie also serves as a Representative in the State Legislature.

They raised three children who all attended South Dakota Universities. Austin, their oldest son, graduated from South Dakota State University and is now attending Law School at the University of South Dakota. Austin and his wife Megan reside in Brandon, South Dakota.



Alexandra Hoffman graduated from South Dakota State University with a Broadcast Journalism degree in May, 2011. She and her husband John live in Omaha, Nebraska, where she is employed with KETV. Alex was Miss South Dakota Teen USA in 2006 and Miss South Dakota 2008. She placed in the top 15 in the Miss America Pageant.

Elizabeth graduated from the University of South Dakota with an English degree and an emphasis in pre-medical studies. She is now attending the Sanford School of Medicine in Vermillion, South Dakota, and plans on being an Obstetrician-Gynecologist. Elizabeth was Miss South Dakota Teen USA in 2008.

After raising their children Holly decided it was time to do something for herself, so she applied to be on the reality show Survivor and made it. She was on Season 21 in Nicaragua. She was the last woman standing, and last member of the Espada Tribe in the game.



Holly is now traveling throughout the United States making appearances and speaking to various organizations and schools. By sharing her Survivor experience she has become a motivational speaker. She will also be traveling throughout the United States attending reality fundraising events and speaking. Holly is the author of "Your Winner Within".

Twitter @HollyHoffmanS21

Website HollyHoffman.org

HR MISSION: POSSIBLE

Steve Gilliland

Making a Difference



Steve Gilliland was born and raised in the Pittsburgh area. He now resides in North Carolina and travels the world. He received his bachelor's degree from Grove City College (PA) and his MBA from Globe University (MN). He is a proud grandpa, devoted father of four boys and a loving husband to his wife, Diane. Steve learned great compassion for people and a commitment to a hard work and balanced life ethic at the knee of his high principled Christian mother and stepfather.

Steve is a member of the Speaker Hall of Fame. He has been recognized by his peers as a master storyteller and brilliant comedian. Steve is an accomplished author, evidenced by his book *Enjoy the Ride* being on the publisher's best seller list for seven consecutive years.

Steve built a multimillion-dollar company from the ground up on the same philosophy he expounds to his audiences. If you continually learn more about your company, your industry, your customer and yourself, you will always be a leader. You will be purpose-driven rather than process-driven, and you will make a difference. His motto is straightforward: "If you take care of people, the business will follow."

www.stevegilliland.com

HR MISSION: **POSSIBLE**



Kim Lear When Generations Connect

Kim Lear is a speaker, writer, strategist and researcher on the topic of generations. As part of the multigenerational speaker team at BridgeWorks, LLC, she serves as the resident voice for her generation, the Millennials. Kim speaks to businesses and organizations on the a broad spectrum of topics. These include how to best leverage the strengths of a dynamic multi-generational workforce, harnessing the power of the wave of Millennials continuing to enter the workforce in record numbers, how to best connect with a multi-generational customer base and tips for marketing to a multi-generational marketplace.

Kim has keynoted for some of the biggest and most renowned companies in the world. She has received rave reviews from clients such as: Disney, Cisco Systems, Wells Fargo, Best Buy, MasterCard, Liberty Mutual and more. She's seen first hand how the generation topic impacts today's workforce and marketplace, and has shared her fresh insights with many of today's top CEOs.

Kim oversees the social media strategy for BridgeWorks and is a regular contributor to a variety of business publications. As a researcher, Kim identifies and documents the latest generational trends shaping how all of us live, work, and play. She recently helped launch BridgeWorks' global research initiative to identify ways in which generations of workers are evolving in key markets overseas.

Kim lives and works in Minneapolis where she is fighting the uphill battle to convince everyone she knows of the business value of social networking.

"I found Kim to be an incredibly engaging speaker. It's not just an array of statistics. It's the story of a generation and how that shows up in workplace dynamics. It's memorable and our people continue to utilize takeaways from the presentation."

- Buky Famosa, The Walt Disney Company

www.generations.com/kim_lear.html

HR MISSION: POSSIBLE

Speaker Credentials

- ◇ **Tom Pruner** has more than 30 years tax experience. He serves as one of Eide Bailly's Health Reform Office Champions and has presented numerous health care reform seminars.
- ◇ **MAJ Lona Christensen** has been the Executive Director for the South Dakota Employer Support of the Guard and Reserve Committee since 2004. She is a certified USERRA Ombudsman with 9 years experience mediating USERRA cases. **Sarah Bierman** is the U.S. Department of Labor's Veterans and Employment Training Service's State Director for South Dakota. She serves as a federal investigator where she coordinates compliance, provides outreach, and investigates activity on USERRA.
- ◇ **Nancy Conway** is the SHRM Field Service Director for the North Central Region. She has worked in the HR profession for over 27 years.
- ◇ **Dan Meinke** is an EnCase Certified Forensic Investigator. Dan is qualified as an expert and has testified in both federal and state courts throughout the region. **Colleen Zea** is a graduate of USD School of Law. She is a member of the State Bar of South Dakota, the Association of Certified E-Discovery Specialists and a number of other organizations.
- ◇ **Raymond B. Weinberg, SPHR, CCP** is a respected human resources practitioner, academic, researcher, author, consultant and speaker with over forty years of experience in the field.
- ◇ **Christopher Hoyme** is a Partner in the Omaha, Nebraska office Jackson Lewis LLP. He is an AV rated employment law attorney and has been recognized by multiple publications as a leading lawyer in his practice areas.
- ◇ **Steve Bogue** is an attorney with McGrath North in Omaha, Nebraska. He practiced law with the National Labor Relations Board for 5 years before entering private practice. Mr. Bogue has been recognized by multiple publications as a leading employment law attorney.
- ◇ **Amy Hartman** is a National Certified Counselor, Licensed Mental Health Professional, Qualified Mental Health Professional, and a Certified Chemical Dependency Counselor at Volunteers of America. She has over 14 years of direct client care services and leadership experience.
- ◇ **Joelle Thies** is a recruiter at Wells Fargo Customer Connection. She has been with Wells Fargo for over 17 years.
- ◇ **Tammy Anderson** is the Director of Talent Acquisition with Avera McKennan. She has served many different capacities during her 28 years with Avera.
- ◇ **Greg Johnson** is the Administrator / Manager of the South Dakota Department of Labor and Regulation in Sioux Falls. Prior to joining the State of South Dakota, he worked for Target stores for 31 years in multiple capacities.
- ◇ **Elisa Coequet** has several years experience in recruiting. Prior to moving to South Dakota, Elisa worked for 8 years as a corporate recruiter in the financial industry. For the past 7 years, she has been a recruiter at Spherion working with candidates from across the US sourcing top talent for a variety of industry sectors.

Speaker Credentials (continued)

- ◇ **Maria Flores** is a 21-year veteran of the U.S. Equal Employment Opportunity Commission. She has served as the Program Manager for the EEOC Milwaukee Area Office for the past 12 years.
- ◇ **Rana Deboer** is the full-time Wellness Coordinator for the City of Sioux Falls. She holds a Master's degree in Exercise Physiology from South Dakota State University and upholds 5 professional health, fitness and wellness certifications.
- ◇ **Bill O'Toole** is the Director of Human Resources for the City of Sioux Falls and is responsible for the overall operation, planning, development, and administration of Human Resources, citywide benefits, Civil service system, labor relations and personnel policies and administration. **Kendall Kliewer** is an executive officer with NorthWestern Corporation. Kliewer is responsible for accounting, financial reporting, accounts payable, payroll and compensation and benefits administration.
- ◇ **Autumn Long** is an employment law attorney practicing with McGrath North in Omaha, Nebraska. Her practice encompasses all areas of benefits law and ERISA.
- ◇ **Jean Bender** is an attorney with Davenport, Evans, Hurwitz & Smith, LLP in Sioux Falls, South Dakota. She has been recognized by multiple publications for her excellence in the area of Employee Benefits (ERISA) Law and Labor & Employment Law.
- ◇ **Sara Christiansen** is a social scientist and author with Ideation Consulting. She has over 20 years of experience working with organizations to implement human capital practices that foster quantifiable results. She is renowned for her expertise in the areas of leadership development, employee engagement, team building, and change management.
- ◇ **Tony Sorrentino** provides regulatory compliance guidance in all areas of employee benefits and investment consultation offered by the SilverStone Group, with particular emphasis on Group Health Plan Federal Mandates. He has over 25 years of experience with Group Health and Welfare Compliance under IRS, DOL and IRS regulations.
- ◇ **David Kroon** is a Shareholder at Woods, Fuller, Shultz & Smith P.C. in Sioux Falls, South Dakota. David has been recognized by multiple publications for his excellence in the areas of Employment and Labor Law as well as Health Care Law.
- ◇ **Colleen Moran** is one of the Assistant City Attorneys for the City of Sioux Falls. Her responsibilities include acting as the City's Human Relations Manager and ADA Coordinator. She serves as the City's liaison to the Human Relations Commission, the Disability Awareness Commission, and the ADA Accessibility Review Board.
- ◇ **Justin Smith** is a Shareholder at Woods, Fuller, Shultz & Smith P.C. in Sioux Falls, South Dakota. He practices in the areas of workers' compensation, government relations, insurance and litigation.
- ◇ **Rob Schlimgen** is an Associate with Davenport, Evans, Hurwitz & Smith, LLC of Sioux Falls, South Dakota. His practice areas include employee benefits, tax planning and banking and financial services law.

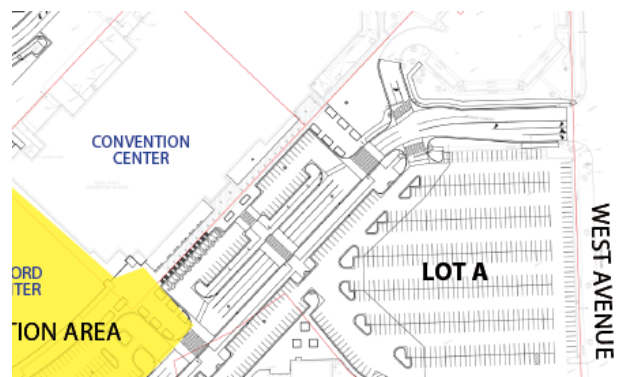
Accommodations

There are a number of hotels near the Sioux Falls Convention Center. Hotel reservations are available at a reduced rate at the Sheraton. The rates are \$114 traditional room; \$124 executive wing; \$139 club level. Mention the SHRM State Conference when booking your hotel room to receive these rates. Hotel addresses and contact information is shown below for easy reference:

Hotel	Address	Phone Number	Website	Distance from Convention Center
Sheraton Sioux Falls	1211 Northwest Ave.	605-331-0100	Starwoodhotels.com	Connected to Convention Center
Ramada Sioux Falls Airport Hotel and Suites	1301 Russell Str.	605-336-1020	Ramada.com	0.1 mi E
Best Western Plus Ramkota Hotel	3200 W Maple Str.	605-336-0650	Book.bestwestern.com	1.3 mi NW
Holiday Inn Sioux Falls—City Centre	100 W. 8th Str.	605-339-2000	Sfcchotel.com	1.4 mi SE

Parking

All parking lots at the Sioux Falls Convention Center will be open during the conference. Parking in Lot A east of the Convention Center is recommended for ease of access to the conference. Please do not park in the Sheraton Hotel parking lot unless you are a guest of the hotel.



Vendors and Trade Show

Thursday, May 1 will be Vendor Day. Vendor booths will be located in the Grand Ballroom and will be open from 7:45 am to 6:00 pm. Breaks are scheduled throughout the day for attendees to take advantage of visiting the various vendor booths. Be sure to bring your business cards for networking and to use for registration for door prizes. Vendor door prize winners will be announced Thursday evening during the social hour. Attendees must be present to win.

For more information on opportunities to be a sponsor or have a vendor booth, please visit www.seshrm.org. Vendor registration includes a table, company name and logo on the vendor list provided to the conference participants, two lunches and 2 free tickets to the Thursday evening event.



Thursday Evening Entertainment

This year's entertainment will be the interactive dinner theatre classic Murder at the Prom. Performed by a cast from Off the Cuff productions. It will be an evening of fun, surprises and adventure. Attendees will feel as if they are back in the 80's, attending their own prom, complete with registration, name tags, and dinner. Prom attire encouraged, but not required. If you wish to bring a "date" to the prom, you can purchase additional tickets for \$25.00 each.



If your organization is interested in sponsoring the Thursday evening entertainment, visit [seshrm.org](http://www.seshrm.org).

Friday Manager's Workshop

Friday's keynote speaker, Kim Lear, will present a workshop that is open for manager's to attend. The interactive workshop will focus on what happens when generations connect in the workplace and how organizations can take advantage of multi-generational workforces to become industry leaders. For information on Kim Lear, visit the website below:

http://www.generations.com/kim_lear.html

HR MISSION: POSSIBLE

HR MISSION: POSSIBLE

REGISTRATION

- Register by going to SESHRM.org and click on Registration Link.
- Registration for the 2014 SD SHRM State Conference is \$209 (\$6 registration fee if paying via PayPal) if received prior to March 31, 2014 and \$259 after March 31st.
- If your company pays for 3 or more full-registrations, the discounted rate is \$189 per person. (Please note discounted registrations cannot be processed online. Please contact Linda Heilman at Heilman@usgs.gov to complete group registrations.)
- SHRM Student fee is \$59. Students must be a current student chapter member to receive the student rate.
- Friday Manager's half-day workshop registration fee is \$59.00 and \$69.00 after March 31st.
- You are invited to bring a guest on Thursday, May 1st to Murder at the Prom Dinner Theatre for \$25.00.
- Please contact Linda Heilman at (605) 594-6573 or Heilman@usgs.gov if you are requesting any special accommodations. For interpreter requests, a 45-day advance notice is required.
- Hotel reservations are available at a discounted rate. See previous page for rate information. Mention SHRM State Conference when making your reservation to receive the discounted rate.

Make checks payable to:

SD SHRM

Mail registration forms and payment to:

SESHRM

Po Box 1302

Sioux Falls, SD 57101-1302



CANCELLATION INFORMATION

50% refund of registration fees if cancellation is received by April 15.

No refunds after April 15

Cancellations must be in writing and sent to: Linda Heilman at Heilman@usgs.gov

HR MISSION: POSSIBLE

REGISTRATION FORM

Complete the Registration Form and return it by March 31st in order to receive the discounted rate. Registration can also be completed online at www.seshrm.org

Employer Information

Employer _____
Address _____
City, State, Zip _____
Telephone: _____
Fax: _____
Website: _____

Attendees

HRCI Certification: PHR SPHR GPHR Student

Name _____
Title: _____
E-mail _____

Would you be willing to complete a brief survey for our When Generations Connect workshop? YES NO

Check the box for each day you will attend.

Wednesday Thursday Friday Friday workshop only

HRCI Certification: PHR SPHR GPHR Student

Name _____
Title: _____
E-mail _____

Would you be willing to complete a brief survey for our When Generations Connect workshop? YES NO

Check the box for each day you will attend.

Wednesday Thursday Friday Friday workshop only

Attendees (continued)

HRCI Certification: PHR SPHR GPHR Student

Name _____

Title: _____

E-mail _____

Would you be willing to complete a brief survey for our When Generations Connect workshop? YES NO

Check the box for each day you will attend.

Wednesday Thursday Friday Friday workshop only

HRCI Certification: PHR SPHR GPHR Student

Name _____

Title: _____

E-mail _____

Would you be willing to complete a brief survey for our When Generations Connect workshop? YES NO

Check the box for each day you will attend.

Wednesday Thursday Friday Friday workshop only

Registration	Quantity	Rate Per Person	Total
Student (member of a local student chapter)		\$59.00	\$
Early Registration		\$209.00	\$
Registration—LATE RATE (After 3-31-2014)		\$259.00	\$
Early Registration—DISCOUNTED RATE <small>Discounted for companies with 3 or more full conference registration</small>		\$189.00	\$
Friday Workshop Only Registration		\$59.00	\$
Additional Thursday Evening Event Tickets		\$25.00	\$
TOTAL			\$

Breakout Session Attendance

Please complete this section to assist us in ensuring adequate room accommodations by listing the number of attendees planning to attend each session listed below.

Wednesday:

- _____ **Advanced Healthcare Reform**
- _____ **USERRA 101**
- _____ **Energize and Engage: How Inclusion Supercharges Employee Satisfaction and Performance**
- _____ **Proactive Data Preservation for HR Professionals**
- _____ **Assessing the Assessment**

Thursday

9:45 am–10:45 am Sessions

- _____ **The Value of Us**
- _____ **Wellness Plan Development & Legal Compliance**
- _____ **Internal Investigations and Documentation**
- _____ **Domestic Violence in the Workplace**
- _____ **Recruiting Panel**
- _____ **Ensuring “Success” in Succession Management**

1:00 pm–2:00 pm Sessions

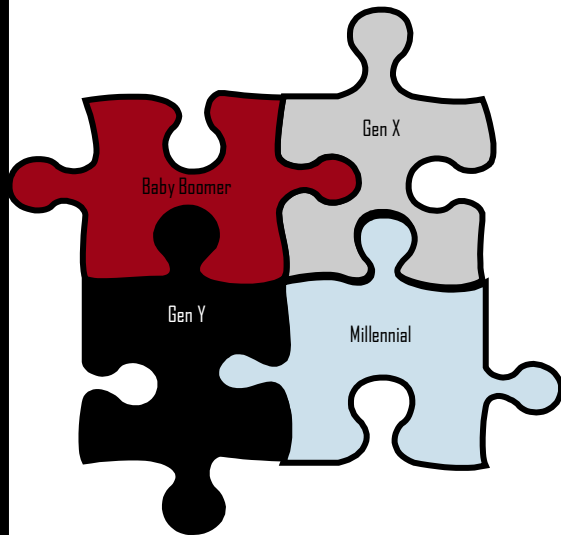
- _____ **Compensation & Benefits**
- _____ **Are the Cards Stacked Against You—
Managing Difficult Leave Situations**
- _____ **EEOC Strategic Enforcement Plan —
Part 2**
- _____ **Internal Investigations: Procedures and
Documentation**

11:00 am–12:00 pm Sessions

- _____ **It’s Time for Worksite Wellness Upgrade**
- _____ **Understanding Public / Private Section Labor Negotiations**
- _____ **EEOC Strategic Enforcement Plan — Part 1**
- _____ **The Perks and Perils of Social Media in the Workplace**
- _____ **Ensuring “Success” in Succession Management**

4:00 pm–5:00 pm Sessions

- _____ **Need a Retirement Plan Do-Over?**
- _____ **Welcome to EPCRS**
- _____ **Employee Handbooks**
- _____ **Substance Abuse in the Workplace**
- _____ **Social Media: Rights of Privacy by the
NLRA and Bullying**



Join Us for
Friday's

MANAGER'S WORKSHOP

FRIDAY, May 2, 2014

8:00 Am—12:00 PM

When Generations Connect

Presented by Kim Lear, Bridgeworks, LLC

Join us for an exciting and interactive workshop on helping generations connect in your workplace. Kim Lear is an experienced speaker who has delivered this workshop to some of the top corporations in the country such as Disney, Cisco Systems, Wells Fargo, Best Buy, MasterCard, Liberty Mutual and more. She has seen first hand how the generation topic impact today's workforce and marketplace, and has shared her fresh insights with many of today's top CEOs.

This interactive workshop is being developed specifically for our conference and its attendees. A sample group of attendees will be selected to complete surveys and interviews with Kim prior to the conference so that she can customize the workshop to the companies represented in the audience.

Kim's workshop will help managers and HR professionals learn how to harmonize the relationships between the different generations in the workplace. The improved relationships will help the different groups to work together more effectively and efficiently. Attendees will walk away from the workshop with actionable steps that they can take back to the workplace and put in place to start making the most out of the different generations in their workplace.

Registration for the workshop is only \$59 before March 31, 2014 and \$69.00 after that date.

To register, go to www.seshrm.org.