

HR: A LEAGUE OF OUR OWN

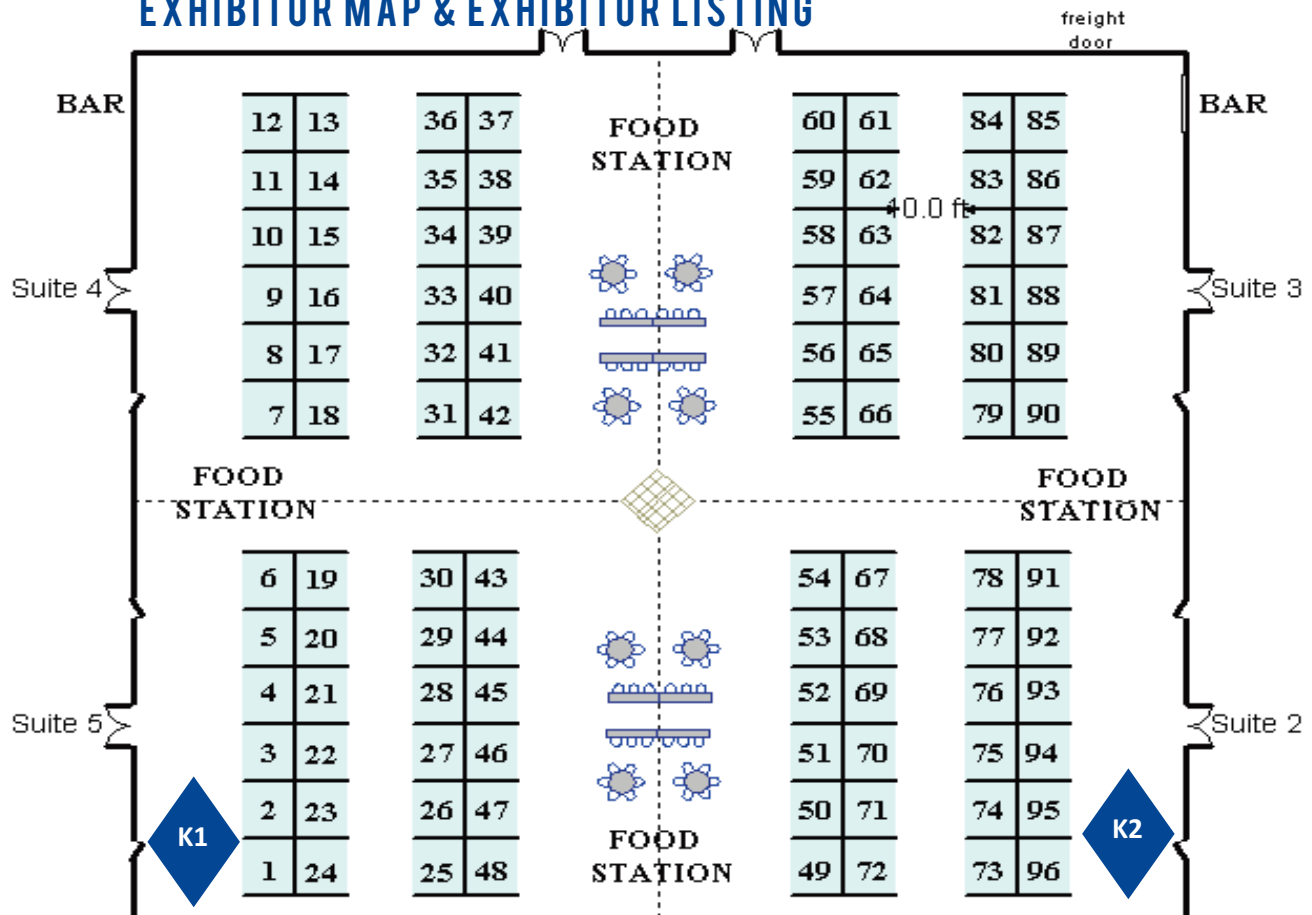


40th Annual Ohio Human Resource Conference

September 19-21, 2012
Kalahari Resort
Sandusky, Ohio



EXHIBITOR MAP & EXHIBITOR LISTING



HR: A LEAGUE OF OUR OWN

40th Annual Ohio Human Resource Conference



Alliance Staffing Solutions40, 41 & 42	Eweb Schedule47	Ohio SHRM State Council.....77
Ameritas Group Ins.36	Exact Hire.....13	Patient Care74
Artina Promotional Products48	Findley Davies.....95	Paycor85
BackTrack, Inc.....60	First Advantage.....73	Payscale37
Behavioral Health Systems, Inc.....26	Frank Gates84	PDServices.....19
Best Benefit Club.....71	Fun Services30	Polaris Recruiting5
Best Employers in Ohio /	Gallagher Benefit Services, Inc.....2	Positive Promotions81
Best Companies Group35	Glassdoor55 & 56	PRADCO.....58
BGSU Graduate & Executive Programs.....62	Globoforce23	Preferred Benefits22
Bloomberg BNA.....39	Group Associates, Inc.....14	Right Management.....32
Capital Planners27	Hays Companies67	Selection Mgmt Systems/Selection.com11
Careworks Consulting, Inc. (CCI)86	Health Advocate Inc.....79	Sequent, Inc17
Careworks USA86	HR Certification Institute.....78	Sheehan Bros. Vending.....66
CBCInnovis, Inc Employment	Hylant Group.....52	Silkroad Technology57
Screening Services.....63	Indiana Wesleyan University.....91	Skill Survey16
Center for Families (Ease@work).....70	Integrated Employee Benefit Solutions /	Society for Human Resource Management...76
CHAMPS Human Resources44	Accelerated Benefits.....87	Southam Consulting75
College Advantage.....61	Integrated Wellness Solutions.....1	Stevens Worldwide Van Lines4
Cornerstone OnDemand28	J.P. Farley12	Superior Dental Care.....10
Corporate Intelligence Consultants.....46	Justifacts94	TalentWise.....53
Corporate One Benefits.....29	Kroger Prescription Plans88	Terryberry8
Cox Media Group Ohio34	Legacy Business Cultures93	The Duff Group.....83
CPI - HR33	Meijer92	The Human Resource Dept.21
CPP, Inc65	Miami University - Marcum	TMC Employee Benefits Group.....38
Credential Check72	Conference Center & Miami Inn89	United Wellness GroupK1
CrimCheck.com69	Michigan International Speedway.....9	Ultimate Software.....59
Delta Dental3	Medical Mutual of Ohio54	UltraSound25
DRM Productions Inc.20	My1HR Inc.....51	V & A Risk Services90
ECI68	NAS Recruitment Communications.....64	Vision Benefits of America.....82
Employers Health.....24	NEO Administration Company18	VSP Vision Care15
The Employers Association49	OCI LeaveXpert80	Western International University.....45
Employers Resource Association50	OC Tanner96	ZeroChaos Co. (Secure Check).....7
Everstaff43	Ohio ESGR.....6	

STATE DIRECTOR'S WELCOME LETTER



Welcome to the 40th Annual Ohio Human Resource Conference, sponsored by the Ohio SHRM State Council. We are pleased to host this event and hope that you will enjoy "HR: A League of Our Own" in a great venue to network with peers and an opportunity to learn leading-edge HR practices. Baseball is such a cool theme and we hope that you enjoy your time at the "ballpark!"

On behalf of the Ohio SHRM State Council, I wish to thank our Chair Fred Eck, our Program Chair Heather Speer-Edwards, and all of the members of the outstanding conference committee! The entire group has prepared for nearly a year to make this conference happen. Our thanks for their contribution, dedication, and time to make this conference the best ever! You are all All-

Stars!

I further offer a big *THANK YOU* to all the Ohio HR Conference resource partners and sponsors for making this conference possible and helping to keep our registration costs down.

The Ohio SHRM State Council, along with our 26 local affiliated SHRM chapters, is dedicated to leading, educating, and inspiring the over 12,000 HR professionals in Ohio and educating, serving as HR experts to, and positively impacting other business professionals in Ohio. The Ohio SHRM State Council is a non-profit organization and exists as an affiliate of The Society for Human Resource Management, the world's largest association devoted to Human Resource Management. Membership is made up of approximately 50 volunteers who are elected or appointed to The Council and includes the Chapter Presidents of the 26 local SHRM affiliated chapters in Ohio.

Consider joining a local chapter in Ohio and attending local meetings with great speakers and wonderful networking opportunities, plus much more. Visit our council website (www.ohioshrm.org) for a listing of our chapters across the state.

Consider also joining SHRM, which represents more than 250,000 members in over 140 countries. You will receive the HR Magazine, access to HR experts, opportunities to attend national conferences at a discount, webcasts, research papers, etc.

Ohio has one of the most active groups of HR professionals in the SHRM organization and we can be proud of who we are, all that we accomplish, and the valuable roles we play within our business communities. The Ohio SHRM State Council is pleased to be able to help advance the profession and serve HR professionals.

A handwritten signature in blue ink that reads "Steve Browne". The signature is fluid and cursive, with a long horizontal stroke underneath the name.

Steve Browne, SPHR
Ohio SHRM State Council Director



TABLE OF CONTENTS



Exhibitor Map	Inside Front Cover
Exhibitor Listing	Inside Front Cover
State Director's Welcome Letter	1
Chair's Welcome	3
Program Chair Message	3
Bookstore	4
Map of Kalahari Grounds	5
Ohio HR Conference Special Sponsors	5
Starting Line-Up Schedule	6-7
How to Recertify	7
Workshop Descriptions	8
Exhibitor Directory	
Hall of Fame Sponsor	21
MVP Sponsors	21
Gold Glove Sponsors	21
Triple Crown Sponsors	22
Grand Slam Sponsors	23
Exhibitors/Kiosk	24
Ohio HR Conference Hall of Fame	30
Ohio HR Conference Varsity Team	31



HR: A LEAGUE OF OUR OWN – CONFERENCE CHAIR'S WELCOME!

PLAY BALL!

The umires have given us the go-ahead to start the conference and we are ready to play at the “Ballpark at Kalahari!”

Baseball is our theme this year and there are so many connections between the sport and our profession. We are glad that you are here for our exciting, baseball-oriented event otherwise known as the 40th Annual Ohio Human Resource Conference !

We have set a new attendance record and are thrilled to have such a terrific line up of

talent presenting this year at the beautiful Kalahari Resort. Please take a moment to review the schedule to get the latest information on the conference with exciting updates on activities. And, we'll have a few surprises for you as well – including brand new exhibit and session space at the resort!

Don't miss Opening Night where we will be having fun with our Resource Partners” in the “Ballpark” (exhibit hall).

Our Program Committee has booked an impressive lineup of speakers that you won't want to miss. We will have phenomenal resource partners in our Ballpark/exhibit hall to discuss your HR product and service needs through Thursday.

Our Thursday night social promises to be a great time full of entertainment, laughter, and prizes! And, back by popular demand is a baseball-themed carnival night sponsored by GlassDoor.

So – let's play ball!

Fred Eck, SPHR
Chair - 2012 Ohio Human Resource Conference

HR: A LEAGUE OF OUR OWN – PROGRAM CHAIR'S MESSAGE

We are very proud of our “draft” of conference speakers for 2012 and sincerely believe that you won't find a better value for your registration dollars. In fact, we're ready to start the “wave” we're so excited!

I would like to extend kudos to my committee member Ashley Patterson for her assistance in producing an exciting, educational, and talented line-up for the 40th Annual Ohio Human Resource Conference!

Please see the schedule in this program for the 2012 Ohio Human Resource Conference varsity roster.

Our program covers an impressive range of HR topics, which are certain to expand your technical knowledge and enable you to develop as an HR professional – while simultaneously having loads of fun!

We have been approved by HRCI for 17.50 recertification credit hours. This pre-approval includes 5.0 hours of strategic management credit for those HR professionals holding the certification of SPHR.

Participants in the conference have the potential to earn HRCI recertification hours for attending all sessions—including the pre-conference, Early Bird and regular sessions.

Please take a moment to review the program schedule. We're sure that you will jump to your feet and join the Standing Ovation!

Heather Speer-Edwards, SPHR
Program Chair



A STADIUM-FULL OF ACTIVITIES GOING ON AT THIS YEAR'S CONFERENCE

- Watch for our “RETRIEVER” System located in various sections of the Ballpark at Kalahari. We think you'll like this very cool use of technology for conference updates.
- Tweet #OHSHRM – Tweets and pictures will be captured by the “RETRIEVER” and shown throughout the conference.
- Wednesday night – after the networking event – we'll have THE SPAZMATICS playing at The Reserve. Thank you to **EVERSTAFF** for sponsoring!
- Visit the networking lounge!
- Thursday's night social is sponsored by **THE GLASSDOOR** – a new sponsor for the Ohio HR Conference and an organization that you'll want to know more about!
- New this year – the SHRM Bookstore!



SUPPORT THE Ohio SHRM State Council SILENT AUCTION
Wednesday September 19th at the Kalahari Conference Center

Are you a busy HR professional who wants to be more involved with your profession but just can't find the time? Are you looking for a way to sell the value of the HR profession to your employer? Are you or your company looking for a great cause to support? Do you need a tax deductible donation opportunity?

The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The SHRM Foundation's work includes innovative academic research grants, scholarships and educational resources. The work of the SHRM Foundation is made possible by your generous tax-deductible donations. **WE NEED YOUR HELP!**

Here are four easy ways to get involved:

- Encourage your employer to make a tax deductible donation to the Silent Auction (cash or auction items) - deadline is September 10th
- Make a personal tax deductible donation to the Silent Auction (cash or auction items) - deadline is September 17th
- Volunteer to assist with the Silent Auction
- Participate in the Silent Auction by bidding on the great selection of items at the upcoming Ohio HR Conference

Thank you for your support! Please contact Stephanie Schuesler-Meyers at sschuesler@burdine-anderson.com or at 513-508-2483 to make your donation or discuss volunteer opportunities.



We're Celebrating our 40th Anniversary and have a special gift for all registrants. Visit the SHRM BookStore with the ticket found in your conference bag for your gift. Thanks to all of you for making our conference one of the longest running state conferences in the nation!



New this year -
THE SHRM BOOKSTORE!

We've asked the SHRM Bookstore to join us for the 2012 conference and we're excited to have them here for the first time. In addition to being "The World's Largest HR Bookstore" they will also be bringing other great HR-related items to purchase.

During the conference, the bookstore hours will be:
 Wednesday 9am - 5pm
 Thursday 8am - 5pm
 Friday 8am - 10:30am
 Don't miss out and make sure you visit!



BOOK SIGNINGS

Wednesday, September 19th

2:30-3:00 Steve Gilliland

Thursday September 20th

12:30-1:00 Joe Gerstandt

3:20-3:35 Jeff Havens

6:15-6:30 Karen Hough

Friday September 21st

10:00-10:15 Max Muller and Jason Lauritsen

2:00-2:30 Jeff Havens





Convention Center
Sandusky, Ohio

Thank you to our Resource Partners for their support of **HR: A League of Our Own**

CONFERENCE BAG SPONSOR



SOCIAL EVENT



WATER BOTTLE SPONSOR



MEDICAL MUTUAL

LANYARDS



AFTERNOON BREAK



COMMITTEE SHIRTS



MORNING BREAK



www.printmything.com
www.centurylabel.com
www.daymarksafety.com
www.printmyribbon.com

12836 S. Dixie Highway Bowling Green, OH 43402
 Phone Toll Free: 1-800-933-0643



STARTING LINE-UP

LINE-UP

HR: A LEAGUE OF OUR OWN

40th Annual Ohio Human Resource Conference

WEDNESDAY - 9/19/12

THURSDAY - 9/20/2012

9:00 ^{AM} -12:30 ^{PM}	REGISTRATION KILIMANJARO ENTRANCE	Registration Booth at Kalahari
10:00 ^{AM} -11:30 ^{AM}	STARTING LINE UP	
	Daniel Crosby	Becoming a Strategic Five Tool Leader Zambezi Room
	Rebecca A. Stewart	The Supreme Court Upholds Health Care Reform "What's Next?" Rose, Sage & Zebra Rooms
11:30 ^{AM} -12:30 ^{PM}	CONCESSION STAND	
12:30 ^{PM} -2:30 ^{PM}	OPENING KEYNOTE	
	Steve Gilliland	Enjoy the Ride! Kilimanjaro - Suites 1 & 6
2:30 ^{PM} -2:45 ^{PM}	BREAK	
2:45 ^{PM} -4:00 ^{PM}	TOP OF THE FIRST - BATTERS UP	
	Doug Shaw	Re-Humanising the Workplace Orange Room
	Hunter Lott	Please Sue Me 2012 - Effective Employee Relations Nile Room
	James Officer	Leadership that Transforms-Management That Matters Rose, Sage & Zebra Rooms
	Eric Ellis	Driving Business Success Through Diversity & Inclusion Zambezi Room
4:00 ^{PM} -4:15 ^{PM}	BREAK	
4:15 ^{PM} -5:30 ^{PM}	BOTTOM OF THE FIRST - Repeat Concurrent Sessions	Same Room as Noted Above
5:45 ^{PM} -8:15 ^{PM}	RESOURCE PARTNER RECEPTION	Kilimanjaro - Suites 2-5
<hr/>		
7:00 ^{AM} -9:00 ^{AM}	BREAKFAST	
7:15 ^{AM} -8:30 ^{AM}	EARLY MORNING BATTING PRACTICE	
	Meredith Soleau	Recruiting Your Designated Hitter Using Facebook and Twitter Nile Room
	Barbara Danforth	Cultural Competencies: Can't We All Just Get Along? Rose, Sage & Zebra Rooms
	James Lundquist	Best Practices in Talent Management Systems: An Overview Zambezi Room
8:30 ^{AM} -9:15 ^{AM}	BREAK / OPEN EXHIBIT HALL	
9:15 ^{AM} - 11:00 ^{AM}	SECOND INNING	
	Joe Gerstandt and Jason Lauritsen	Social Gravity: Harnessing the Natural Power of Relationships Kilimanjaro-Suite 1 & 6
11:00 ^{AM} -11:15 ^{AM}	BREAK - OPEN EXHIBIT HALL	
11:15 ^{AM} -12:30 ^{AM}	TOP OF THE THIRD - CONCURRENT SESSIONS	
	Rich Siegenthaler & Dr. Paul Kolodzik	Corporate Wellness in the Era of Health Care Reform Orange Room
	Susan Austin & Scott Ashley	The Five Things a Workplace Must Do to Thrive in the Modern Economy Nile Room
	Jeff Havens	Becoming a More Annoying You Rose, Sage & Zebra Rooms
	Joe Gerstandt	Freak Flag Flier Zambezi Room
12:30 ^{PM} -2:00 ^{PM}	CONCESSION STAND - OPEN EXHIBIT HALL	
2:00 ^{PM} -3:15 ^{PM}	BOTTOM OF THE THIRD-REPEAT CONCURRENT SESSIONS	Same Rooms as Noted Above
3:15 ^{PM} - 4:45 ^{PM}	BREAK - OPEN EXHIBIT HALL	
4:45 ^{PM} -6:15 ^{PM}	SOLO ACTS	
	Karen Hough	The Improvisation Edge: How to Communicate, Expand Your Executive Presence & Have Fun at Work! Zambezi Room
	Jeff Birk	The Carrot Principle - Employee Recognition Rose, Sage & Zebra Rooms
6:45 ^{PM} -9:00 ^{PM}	CARNIVAL FUN & NETWORKING EVENT	Kilimanjaro Suites 2-5

Strategic Credit



FRIDAY - 9/21/2012

7:00 ^{AM} -9:00 ^{AM}	BREAKFAST		
7:15 ^{AM} -8:30 ^{AM}	EARLY MORNING BATTING PRACTICE		
	Tim Tanis	10 Things You Should Be Doing In Compensation	Nile Room
	Stacy Hinners	What Every Employer (Even Non-Union) Needs to Know about the NLRB	Rose, Sage & Zebra Rooms
Strategic Credit	★ Michael Couch	Competing through People: Building a Strategy-Capable Organization	Zambezi Room
8:45 ^{AM} -10:00 ^{AM}	TOP OF THE FOURTH - BATTERS UP - CONCURRENT SESSIONS		
	Scott Randall	Employee Learning, Development & Engagement Through Gamification	Orange Room
Strategic Credit	★ Tim Sackett	What Your CEO Wishes HR Would Do	Nile Room
	Max Muller	FLSA Got Ya's-Real Threats, Real Solutions	Rose, Sage & Zebra Rooms
Strategic Credit	★ Jason Lauritsen	Employee Engagement is Broken: Unlocking The True Driver of Employee Performance	Zambezi Room
10:00 ^{AM} -10:15 ^{AM}	BREAK		
10:15 ^{AM} -11:30 ^{AM}	BOTTOM OF THE FOURTH - BATTERS UP - REPEAT CONCURRENT SESSIONS		Same Rooms As Noted Above
11:45 ^{AM} -2:00 ^{PM}	POST GAME FIREWORKS		
	Jeff Havens	Unleash Your Inner Tyrant	Kilimanjaro - Suites 1 & 6



HOW TO RECERTIFY WITH THE OHIO SHRM CONFERENCE



The 2012 Ohio HR Conference will have 3 program numbers for re-certification.

A General Program number and specific program numbers for both pre-conference sessions from Daniel Crosby and Becky Stewart.

Daniel Crosby's pre-conference session "Becoming a Strategic Five Tool Leader" has a program number of 17819 and is worth 1.5 credit hours.

Becky Stewart's pre-conference session "The Supreme Court Upholds Health Care Reform - What's Next?" has a program number of 125042 and is worth 1.5 credit hours.

The rest of the conference, including early birds, general sessions and concurrent sessions are one program number - 116576 - and worth 16 credits. Therefore, attending all sessions, Pre-conference, early birds, general sessions and concurrent session earns 17.50 credit hours.

Additional information on recertification may be found on the password-protected section of the Ohio SHRM State Council Website.

Visit www.OhioSHRM.org/hr_conf/handouts-2012.cfm and insert the password - 2012OHIO (all caps)

Reminder: Keep your conference registration in case you are audited by the HR Certification Institute. This confirmation provides documentation required for verifying your registration for the conference.

Please visit www.hrci.org for more answers and to enter your information for recertification.Certification

HR: A LEAGUE OF OUR OWN

40th Annual Ohio Human Resource Conference



FRIDAY 9/19/21
STARTING LINE-UP



DANIEL CROSBY
**Becoming a Strategic
Five Tool Leader**

1. Assist participants to determine the business impact of intelligence, emotional intelligence, technical skill, leadership savvy and organizational fit.
2. Teach participants how to identify these traits in others enroute to improved selection processes.
3. Leave participants with a toolbox for developing these traits in themselves.

Five Tool Player (n.) - a baseball player who excels at hitting for power, hitting for average, base-running skills, throwing ability, and fielding abilities. Five Tool Leader (n.) - a leader possessed of exceptional intelligence, emotional intelligence, technical skills, leadership abilities, and organizational fit. Let's face it; the days of the one-dimensional leader are over. Well-led organizations understand that a true leader is much more than a brain in a jar or a charismatic individual. Deep leadership results from a confluence of talents including intellectual horsepower, well-developed people skills, technical expertise, and the ability to lead others. In this interactive seminar, Dr. Crosby will guide participants through each of the Five Tools, helping them to understand why they matter and how they can be cultivated. Participants will leave with a toolbox for increasing each of these five competencies in themselves and others. The theme of this presentation seems especially salient in light of the theme for the 2012 conference - thank you for your consideration.

Educated at Brigham Young and Emory Universities, Dr. Daniel Crosby is President of IncBlot Organizational Psychology, a consultancy whose vision is to "flood the Earth skills for living and leading." IncBlot's clients include NASA, Morgan Stanley Smith Barney, RS Funds, Guardian Life Insurance, Grant Thornton, and Grant Thornton. Dr. Crosby has been featured in the Huffington Post, Registered Rep, Risk Management Magazine and regularly contributes thought leadership for Monster, CareerBuilder and Glassdoor. Daniel was recently named to Monster's "12 for 2012" as a result of his consistent challenging of the status quo around leadership concepts. He is currently writing a book entitled, "You're Not That Great: A Motivational Speech" based on his popular TEDx talk of the same title. Dr. Crosby's hobbies include watching independent films, fanatically following the St. Louis Cardinals and spending time with his wife and daughter.



REBECCA A. STEWART
**The Supreme Court Upholds
Health Care Reform
"What's Next?"**

- The presentation will cover the following topics:
1. The Supreme Court's Ruling
 2. Provisions Currently in Effect
 3. Key Provisions for 2012 and 2013
 4. Looking Forward to 2014 (Pay or Play)

Further, the focus of the presentation will be on what employers should do to comply with legislation today and prepare for tomorrow.

As a valued member of Hylant Group for over 23 years, Becky has achieved a level of expertise assisting employers who navigate through the ever-changing environment of employee benefits. She extends a strategic and consultative approach emphasizing plan design analysis, alternative funding, contribution evaluation, wellness & disease management, legislative compliance and employee communication. She helps mid to large size employers effectively manage their employee benefit plan costs by driving solutions that often result in cost savings and employee satisfaction and retention.

As an active and long-standing member of the National Association of Insurance Women and Insurance Women of Toledo, Becky has enjoyed serving as a board member over her 20-year membership, including past president. In 2001, she was honored with the Insurance Professional of the Year award. Additionally, Becky is an active member of Society of Human Resource Managers (SHRM) and Toledo Area Human Resource Association (TAHRA).

Becky received her bachelor's degree from the University of Toledo. She earned a Managed Healthcare Professional (MHP) designation and Health Insurance Associate (HIA) designation through the Health Insurance Association of America as well as the Certified Professional Insurance Woman (CPIW) designation from the National Association of Insurance Women.

OPENING KEYNOTE



STEVE GILLILAND
Enjoy The Ride!

1. This session identifies the means to developing a cultural climate necessary to promote performance, commitment and loyalty.
2. This session is an inspiring look at how to leverage the challenges of change and unite the various generations in the workplace.
3. This session reveals the motivation concepts and applications necessary to inspire people and hold them accountable.
4. This session introduces the methodology to gain cooperation among employees to avert recurring problems.

Fasten your seatbelt and hold on tight as one of SHRM's highest rated speakers, Steve Gilliland, reveals the way to face conflicting demands in an unforgiving business environment that keeps getting tougher. Through sidesplitting humor and reality - tested techniques, he shows people how to reignite your passion, cure your destination disease, and never lose your focus. Steve releases an "explosion of enthusiasm" that is absolutely contagious. His message is clear and easy to grasp - yet profound! As the lead agent in your organization who is responsible to develop, implement, recruit, hire, orient, retain and drive the talent, this is a must session. This megasession will show you how to Enjoy The Ride™ and teach you a perspective that is incalculable. You are guaranteed to emerge from this session saying, "WOW!"

Workplace Application: This presentation unveils a human capital strategy for human resource professionals to ensure the workforce's ability to achieve the organization's goals and objectives.

Steve Gilliland is one of the most in-demand and top rated speakers in North America. He has been working with meeting planners and speakers bureaus since 1999 to entertain, educate and inspire audiences all over the world. Recognized by his peers as a master storyteller and brilliant comedian, his appeal transcends barriers of age, culture and occupation. Steve's interactive and entertaining style helps audiences connect and relate as he shows them how to open doors to success in their careers, their relationships and their lives. He speaks to more than 250,000 people a year and has shared the platform with numerous dignitaries. Over two million people have heard him speak, with his audiences crossing over 29 different industries. Steve has the distinction of speaking in all 50 states and in 15 countries. As one newspaper stated, "Steve is what happens when the humor of Ron White collides with the inspiration of Zig Ziglar."



TOP OF THE FIRST- CONCURRENT SESSION



DOUG SHAW

Re-Humanizing the Workplace. Simple ways to lead change through effective values based communication.

1. See how real dialogue and subsequent actions encourage you and your people to lead better, work better and serve better;
2. Learn how social tools can help you and your people really live your values;
3. Take away some simple and powerful methods to help make work more engaging, collaborative and inspiring.

For too long we have tried to fit people into rigid workplace structures resulting in a dehumanising effect on us. Siloing activities, breaking tasks down to component parts, this all leads to monotony and a reduction in skills.

With the growing use of social tools we have a chance to rehumanise work and put people back at the heart of work, not the other way around. A lot of this can be achieved through dialogue and conversation, face to face and across the social media space.

Through this talk you will learn how people can make better connections with each other and improve: Service

Learning

The employee and customer experience

Everything that we'll talk about is simple and actionable. And paradoxically, simple is not always easy, so we'll discuss the power of persistence and practice too.

As businesses, in order to compete effectively we first have to know how to collaborate and inspire one another. Through my experience advising companies large and small on how to make work better, I believe HR is uniquely placed to take a lead on this and build a compelling cause for change.

I am an experimenter and facilitator. I run the UK based consultancy firm What Goes Around, which uses conversational and collaborative techniques to help companies in the public, private and not-for-profit sectors make work more useful and enjoyable. In turn this helps people to communicate better, and deliver better service, for their colleagues and their customers alike. I speak with audiences across the UK on employee and customer engagement, and the smart use of social media. I write the Stop Doing Dumb Things to Customers blog, and I also write for the Chartered Institute of Personnel and Development, HRZone and other publications. I often use art and music as ways of helping people to think and communicate differently.

Prior to setting up What Goes Around, I spent 12 years at the global telco BT, excelling in sales before setting up the Corporate Social Responsibility and sustainability team for the Wholesale division and helping BT top the Dow Jones Sustainability Index. I then moved to BT Global Services to lead on HR change

management and employee engagement.

Put simply I enjoy making work better, doing what I say I will and helping to make things happen. These things have led to a stream of useful and enjoyable projects for my clients, their customers and for me too.

You can contact me on Twitter @douglshaw1 and via the website:<http://stopdoingdumbthingstocustomers.com>



HUNTER LOTT

Please Sue Me 2012 - Effective Employee Relations

1. Will review the top 5 legal exposures in 2012 and how your company can avoid them;
2. Discover how you can improve morale and avoid legal complications by looking at the following policies - probationary periods, no-dating policies, exit interviews and are keeping salaries a secret;
3. Provide examples of preventative policies that you can implement to limit your legal liability.

Laugh, shake your head and be amazed as you analyze the headlines from this year's best EEOC cases and learn techniques for harmony, productivity and staying out of court.

This session blends employment practices, humor and the law to simplify and make practical the answers to some of today's toughest management issues. Takeaways include: A summary of the top 5 legal exposures for 2012; How to convince management at all levels, to initiate safe HR procedures and get out of the "babysitting" business; and Dozens of sample preventive policies that limit your legal liability.

Hunter Lott is the rare combination of subject expert plus top-level speaker plus entertainer. He knows his subject well - down to case law - and makes it easy, palatable, and fun. Hunter's book, Please Sue Me: The Guide to Safe Hiring and Firing Practices for the Frontline Manager with a Short Attention Span has been published annually since 2007. He has delivered over 4000 presentations to over 100,000 business owners and managers. He grew up in Kansas City, attended Tulane University, graduated from Iowa State University and currently lives in Rochester, Minnesota.

Badges Provided By:

TSAM

Specializing in Identification and Plastic Card Solutions Since 1953

Printers/Encoders, ID Software,
Contactless Smartcards,
Proximity and Magnetic Encoding

E-Mail: larry.tsam@gmail.com

Phone: 812-425-8426 or 800-553-7690

PO Box 4134, Evansville, IN 47724



JAMES OFFICER

Leadership that Transforms - Management that Matters

1. Assess your leadership priorities;
2. Define desired outcomes (If we are successful...);
3. Develop strategies to connect with the person inside the employee;
4. Establish peer accountability parameters;
5. Explore principles to capture the hearts of your people;
6. Learn how to increase effectiveness, efficiency, and productivity without increasing effort.

"The mark of a good leader is to cause other to esteem him or her. The mark of truly exceptional leaders is that your people esteem themselves." - Unknown

Effective leaders don't just manage their teams, they manage the environment in which their teams operate. Skills such as critical thinking, communication, collaboration, and professional competence heretofore have been seen as "soft skills." Today, these are the skills that determine effectiveness, efficiency and ultimately, productivity and profitability. Managers who learn to understand and leverage the personal motivations of each team member will enjoy the benefit the leading a team who has meaning in what they do and know that their contribution is worthwhile.

James has been a guest speaker at Allstate's Express University, NAACP's national convention, Kraft Foods, the BIG Conference, and the host of a local education radio show. James is a member of Class 30 of the Stanley K. Lacy Leadership Series, a prestigious, yearlong development opportunity extended to 25 young professionals per year to enhance civic engagement and leadership. He was voted the "Highest Award Winner" by the Dale Carnegie Personal Development Institute and was named among the "Who's Who 2009" in Indianapolis. James is an active member of Omega Psi Phi Fraternity, Inc. and serves on several other boards. James is the National Account Manager, Workforce Solutions for the University of Phoenix. Previously, he was professor, African American Studies Department, Indiana State University. James holds a Bachelor of Science, Aerospace Ad Jamesministration, and a Masters of Public Administration, both from Indiana State University.





ERIC ELLIS
**Driving Business Success
 Through Diversity & Inclusion**
*This Session has been
 pre-approved for 1.25 hours of
 strategic credit*

1. Identify a list of critical 21st century business and customer needs & increase participant knowledge of how to meet those diverse needs;
2. Provide action steps that will help transform perceived soft skills into hard business results and sustain progress towards diversity initiatives;
3. Present the Four Phased Diversity & Inclusion model which drives business success.

This presentation aims to provide HR professionals and other executive leaders with information that will enable them to more clearly understand how diversity can be leveraged to drive business success. There are three key objectives of this session: to provide information that will aid participants/ organizations in making important decisions to sustain meaningful progress relative to diversity; to increase the participant's knowledge of effective diversity strategic framework, and to present six key steps to manage the lifecycle of diverse talent.

A leading consultant in the field of organizational development and cultural diversity/inclusion management, Eric Ellis, president and CEO of Integrity Development Corporation, has partnered with corporate clients including Toyota, Scripps-Howard, Procter & Gamble, Mercy Health Partners, Honda, Comair, educational institutions and government agencies. He was invited by SHRM as one of the top 100 experts on Diversity/Inclusion to participate in the first International symposium/ think tank on the subject. Eric earned a master's degree in planning from the University of Cincinnati and a bachelor's degree in business from Wright State University. He currently serves on the steering committee for Leadership Cincinnati and on the board for the National Underground Railroad Freedom Center.

**BOTTOM OF FIRST - REPEAT
 CONCURRENT SESSIONS**

**THURSDAY 9/20/21
 EARLY MORNING BATTING
 PRACTICE**



MEREDITH SOLEAU
**Recruit Your Designated Hitter
 Using Facebook & Twitter**

1. Learn how to fill positions without running costly Help Wanted ads;
2. Learn how to locate passive candidates that are not in the job market on Facebook and Twitter;
3. Learn effective ways to reach out to candidates through social media that grabs their attention and solidifies that first interview.

Social media recruiting is affordable and practical. Meredith will teach you how to aggressively find your passive talent where they hang out - on Facebook and Twitter. This interactive and fun session will add some new techniques to your recruiting toolbox.

Meredith Soleau is the Human Resources Director of the Ed Schmidt Auto Group (Perrysburg, OH), and she is an expert on all things social media. She holds a Bachelor of Science from the University of Toledo with a Major in Human Resources Management and a Minor in Psychology. With absolutely zero HR budget after the fallout of the automotive industry in 2009, Meredith had to learn to be resourceful. Meredith turned to Facebook and Twitter to recruit top talent for one of the least attractive industries in the nation.

Besides managing a car dealership, Meredith is a Staff Writer for Workforce Magazine's Fistful of Talent, Relationship Editor for Curvy Girl Guide, and runs a popular humor blog and internet radio show. She has been featured on ABC's 20/20, Rebecca Regnier's Full Plate, The Toledo Blade, 13 ABC's People, Places, and Things, and will be speaking at The Recruiting Conference on social recruiting in October. She has managed large social media campaigns for brands such as Lands' End, Schick, K-Y Brand, Spectrum, Care.com, Callaway Golf, Tide, Hewlett Packard, Shoedazzle, Nintendo, and Rumor Hotel Las Vegas. Her Klout score is a 65 (and that's a really BIG deal).



BARBARA DANFORTH
**Cultural Competencies: Can't
 We All Just Get Along?**

1. Review the business case for an inclusive workplace culture;
2. Explore gender and generational differences as a platform for creating and maintaining an inclusive workplace culture;
3. Identify strategies for cultural competence.

This session focuses on diversity and inclusion using gender and age/generations as a platform to think about inclusion in different and practical ways. Diversity is often considered achieved when more women or minorities have been added to the corporate workforce. Inclusion requires a mindset shift that recognizes unconscious biases and formulates intentional action to maximize the unique contributions each person.

She brings more than 15 years of executive leadership experience with a focus on talent development. Barbara is responsible for the firm's business development in which she connects client human resource needs to Ratliff & Taylor practice areas and services. She presents professional development and leadership development workshops designed to enhance career goal achievement, as well as coaching for executives, emerging leaders and retirement life planning. Barbara holds a Juris Doctorate degree from the University of Pittsburgh and a Bachelor of Arts degree from Eastern Michigan University. She has received numerous awards including 2001 Crain's Cleveland Business - Woman of Note; 2004 Northern Ohio Magazine - Rainmaker; 2007 Inside Business - The Power 100: The Who's Who of Northeast Ohio's Movers and Shakers; and 2008 Cleveland Magazine - The Influential's: 50 People Changing Northeast Ohio.

SilkRoad
 Social Talent Management

silkroad.com

recruiting | onboarding & life events | performance | learning
 hrms | collaboration & content





JAMES LUNDQUIST
Best Practices in Talent Management Systems: An Overview

1. Learn how to identify those individuals who will best fit your culture as well as possess those competencies most important for success in a given position;
2. Learn the most current thinking of how to best get people oriented to your culture and expectations so they may be productive as soon as possible;
3. Learn the ways in which companies are developing their people not only to add to the bottom line but to increase engagement and job satisfaction and lower turnover.

The top organizations are always looking at their employee population, determining the overall strengths and skill gaps that are present. Consequently, progressive organizations look to talent management professionals to provide solutions in Employee Selection (What types of tools can be helpful?), Onboarding (What strategies help ensure a smooth and positive transition?), Coaching/Development (What are the best ways to coach people for development and retention?), and succession planning (How can you best prepare for the future?) that drive success throughout the organization. Each of these components is crucial if you want your organization to recruit and retain those people who will most dramatically impact your bottom line. In this session, you will learn specific strategies and techniques to maximize your investment in talent management. In this interactive session designed for Human Resource and Organizational Development professionals, attendees will learn strategies to strengthen their organization and its employees in ways that will produce both immediate and long-term positive results.

After completing his graduate work in Psychology at Sam Houston State University, Mr. Lundquist worked in the financial services industry, where he trained and developed retail sales associates and field managers. After moving to Ohio, he worked as a Sales Director for a computer software company, where he led a team in B2B sales with Fortune 500 companies. In 2011, Mr. Lundquist joined PRADCO as a Management Consultant, a position that allowed him to leverage his knowledge and experience in Technology and Finance, as well as drawing on his background in Psychology. In this role, he quickly developed a facility for evaluating candidates' skills, strengths, and limitations to determine their fit within an organization. He has become a key contributor to the company's coaching, product development and sales functions, as well. Just a sample of recent projects includes research on evaluating executive leadership teams to determine organizational structuring strategies, developing coaching modules for the development of leadership presence, integrity and confidence, and examining the influence of culture on organizational fit.



JOE GERSTANDT AND JASON LAURITSEN
Social Gravity: Harnessing the Natural Laws of Relationships

1. Participants will leave with a broader understanding of social capital - the resources and value that exist within networks of relationships.
2. Participants will understand the importance of marshaling the resources within networks on both the individual and organizational level.
3. Participants will have The Six Laws of Social Gravity as a framework for intentional individual and organizational efforts to grow their network of relationships towards achieving higher levels of success and achievement.

Relationships matter, in both our personal and professional lives. Conventional wisdom tells us that "it's not what you know, but who you know that matters." But how do you get to know the right people?

In this high impact keynote, Talent Anarchy reveals to the audience the awesome power of Social Gravity. Audiences discover the science behind how and why relationships form between people and gain an understanding of the value that exists within these relationships called social capital. The Six Laws of Social Gravity will then empower each individual with the knowledge and tools they need to grow a powerful network of relationships to fuel their personal and professional success.

Joe Gerstandt is the sage consultant. He's a middle-aged white guy who is a national thought-leader on issues of diversity and inclusion - need we say more? He brings a unique and powerful perspective to everything he does. The core of Joe's work is to help organizations solve issues of diversity, culture and innovation through consulting, training and speaking. Listening to Joe speak, you will hear tales of his days as a U.S. Marine and Gulf War veteran blended with his experience in sales, education, and community-building. To say that Joe is intense and passionate about his work would be an understatement. He is one part professor, one part philosopher, and one part "not quite right." Be prepared.

Jason Lauritsen is the reformed corporate guy. For nearly a decade, he spent his days in the belly of the beast as a corporate Human Resources leader where he had to actually "walk the talk" each day. Today, he consults with organizations to help them transform how they approach talent and leadership development. Since his first management job as a corn detasseling team leader at age 13, Jason has been studying people and why they do what they do. Classically impatient, curious and well groomed, Jason's early career was a rapid progression of sales and management roles including launching, leading and ultimately selling a small business in his mid-twenties. He's a leader, sales guy, entrepreneur and corporate executive - all rolled up in one.

CHAMPS
 Human Resources
 Human Resources Consulting Specialists

Providing the personalized, strategic HR services organizations need most.

CHAMPS HR services include:

- Human Resources Administration
- Labor Relations
- Management Training
- Comprehensive Survey Program
- Organizational Development
- Unemployment Compensation
- Off-Boarding & Exit Surveys

www.CHAMPSHR.com
www.CHAMPSHRblog.com



**TOP OF SECOND-
CONCURRENT SESSION**



**RICH
SIEGENTHALER
AND DR. PAUL
KOLODZIK**
Corporate

**Wellness in the Era of
Health Care Reform**

1. Employers will learn the state of Health Care Today;
2. Employers will learn HIPAA and IRS as it relates to bonafide wellness integration;
3. Employers will learn proper incentive programming for ultimate participation and quantitative return on investment.

Corporate Wellness is defined many different ways by employers. Some employers view wellness as biometric screenings and a health risk assessment, while others view wellness as a Walking Program or the Biggest Loser. Wellness has migrated into a true corporate strategy to maintain long term health insurance needs. Health insurance is generally the second leading expense for companies nationwide, however, we do not manage this expense the way we manage our business tactics and practices. Every organization feels the pressure of healthcare expenses yet truly do not understand the impact of personal behavior and accountability. With Health Care Reform, employers have options. Employers need to understand how to maximize personal wellness of their employees while placing strategic accountability on them to improve the bottom line. At the end of the day, healthcare will not be mended until people take accountability for their personal wellness behavior. It is time for employees the help and to partner with their organization to save their promise of protection which is their health insurance. Wellness is a key for survival for all companies who want to have an advantage of attraction and retention because those employers who offer solid benefits are in many times, those employers who win the blue chip employee prospects and who also keep their high performers.

Rich Siegenthaler has been in the HR Benefits and Wellness Industry 20 years. Now serving as President of Integrated Wellness Solutions, strategic leadership is his passion. Siegenthaler's company has saved his clients hundreds of thousands of dollars since 2009. Siegenthaler and IWS are aggressive in assisting organization mitigate risk then leveraging healthcare carriers to reduce costs based upon performance. Siegenthaler sat as the Chair for Governor Taft's Advisory Board on Fitness, Wellness and Recreation responsible for spearheading Smoke Free Ohio. Licensed in Health, Life and Annuities, Siegenthaler has a strong skill set to work with organizations in developing long term group health and wellness strategies.

For the first time in modern history, there are now four generations in the workplace, with 20-somethings working alongside 60-somethings. At the same time, the 76 million-strong baby boomer generation is now starting to retire and there are far fewer knowledge workers in Generations X and Y coming up to replace them, making the need for knowledge transfer more critical than ever.



**SUSAN
AUSTIN AND
SCOTT ASHLEY**
The Five Things a
Workplace Must

Do to Thrive in the Modern Economy

1. Attract Top Talent;
2. Engage Employees Beyond Their Job Descriptions;
3. Support a Mobile Workforce.

This session, co-led by a senior HR executive and a workplace strategy consultant with a combined 35 years of experience, will show how HR professionals can use well-designed workspaces as a strategic tool to engage employees beyond their job descriptions, accommodate the disparate work styles of different generations, help attract and retain top talent, and encourage innovation. And regardless of whether a redesign is in their plans or budget, attendees will leave this session with practical ideas they can implement immediately to improve the functioning of their workplaces.

Specifically, Susan and Scott will share the five things that today's workplaces must do to optimize their organizational performance:

- Enable employees to develop social networks
- Contribute to learning and development
- Promote collaboration
- Support a mobile workforce
- Attract and retain top talent

Susan Austin is the Chief Human Resources Officer for Vocon, an architectural and interior design firm with offices in Cleveland and New York. Susan collaborates with Vocon's architects and designers to help bring their clients' organizational goals and culture to life through architectural and interior designs.

Before joining Vocon, Susan spent more than 20 years at IMG, the global sports, fashion and media company. During her tenure, Susan was the Senior Vice President and Co-Head of Global HR responsible for the Americas and Asia Pacific, as well as the strategic business partner to the President of IMG Sports, IMG Licensing, IMG Consulting, IMG College, IMG Academies and Sales & Marketing. She also oversaw benefits, payroll, recruiting, performance management, and HR/IT System Implementation.

A graduate of University of Arizona, Susan is also a member of SHRM, NOHRPS, and obtained her PHR certification in 2000.

Scott Ashley is the leader of Workplace Strategy for Vocon, an architectural and design firm with offices in Cleveland and New York. An innovative workplace strategist who has worked with leading corporations, retailers and office furniture manufacturers, Scott uses his 15 years of experience to help Vocon's clients create workplace environments that embody their organizations'

cultures, promote collaboration and teamwork, and meet the varying needs of their multi-generational employees.

Through skillful brand management, consideration of employee experience, and implementation of varying workplace initiatives, Scott helps clients create workspaces that communicate organizational culture and brand and make the best use of the available workspace.

Before joining Vocon, Scott worked for office furniture manufacturers Steelcase and Herman Miller in the New York City marketplace. Scott has also worked with Apple, Goodyear and New York's Museum of Art + Design.



JEFF HAVENS
Becoming A More
Annoying You

1. How to dress appropriately for various business situations;
2. How and when to send and receive emails and texts;
3. How to effectively run and participate in meetings, conference workshops, and other group events;
4. How to communicate with and relate to members of different generations;
5. How to resolve conflicts calmly and productively.

I'm sure people have told you how to behave at work. You probably had a few days of training when you started your job and maybe a refresher once a year. But you've "never" had training quite like this. Because while everyone else gives you advice, Jeff Havens will give you the permission to act exactly the way that you want. He knows you don't value the people you work with. You know you don't value the people you work with. But now it's time to make sure that they know how little you value them. In this action-packed, comprehensive hour of awesomeness, you will learn how to irritate everyone you work with in every way imaginable.

Full of reverse psychology and Jeff's trademark wit, *Becoming a More Annoying You!* will help improve your professional behavior by 'encouraging' you to engage in all kinds of bad workplace behaviors. This is flat-out the most hilarious professional etiquette seminar you're ever going to attend, filled with all the takeaways and useful information of a more straightforward presentation and all the entertainment value of a comedy show. Because improving your corporate culture doesn't have to be boring.

Jeff Havens is super awesome and has presented in over 63 states. A former high school teacher and stand-up comedian, he talks about how to do things really, really well by telling you how to do them really, really badly. His hilarious takes on leadership, change management, communications, and professional development have been featured on Fox Business News, the Wall Street Journal, Business Week, AOL Jobs, CNBC, and probably some other media outlets that Jeff forgot to tell us about. He has a website, www.jeffhavens.com, and you should definitely visit it, because Jeff told his website that you would be stopping by to visit, and his website is really excited to meet you.





JOE GERSTANDT
Freak Flag Flier

1. Participants will leave with an enhanced understanding of authenticity and its significance to creating value at work and in their lives.
2. Participants will understand the common organizational dynamics that get in the way of authenticity and how to navigate or avoid those traps.
3. Participants will learn how to unleash their own authenticity and that of those around them through the mindset of Flying their Freak Flag.

Authenticity. Another righteous thing turned into a buzzword. We now throw the word around like it is a common thing...a simple thing...an easy thing. It is not. Authenticity is increasingly rare, especially in our workplaces. Not only is there a lot of work involved in truly knowing who you are and what you are really about, it is hard, noisy, messy work to live accordingly. It means sometimes you are going to be the oddball, the outlier, the freak. It means sometimes you are going to rock the boat. Authenticity is never the path of least resistance. It is hard. Talent Anarchy to the rescue...and not a moment too soon. How we do work has changed. How we organize work has changed. And the price of conformity has never been higher. Our organizations, our communities and our professions desperately need of our authenticity. They need for us to bring our whole selves to our work. It is time to Fly our Freak Flag. In this high energy, entertaining and actionable session, Talent Anarchy will unpack the nitty gritty what, why and how of Freak Flag Flying. It is time to show off more of what makes you unique—Out loud and in public.

BOTTOM OF SECOND - REPEAT CONCURRENT SESSION

TOP OF THE THIRD - BATTERS UP



KAREN HOUGH
The Improvisation Edge: How to Communicate, Expand Your Executive Presence & Have Fun at Work!

1. Three techniques to manage difficult conversations in a positive way;
2. Tips to connect with people both up and down your reporting chain;
3. New ways to listen and communicate with impact;
4. Understand the critical importance of body language.

Improvisers think on their feet and manage extremely well in risky situations. The surprise is that the little-known techniques of improvisers can create incredible performance and build trust for people, teams and organizations. Executive Presence has become the differentiating point for high-performance cultures. Clients and colleagues need to feel a high degree of comfort, familiarity, and trust in their leadership in order to engage in business that is meaningful and efficient. Participants will walk away understanding how to model trust-building behaviors, which in turn, build confidence and loyalty in their people. Those behaviors become critical components of a high-performance culture, from the top, down. Using humor, exercises, and case studies, such as our work with Coca-Cola Enterprises, we will teach immediately useable skills to build leadership, collaboration and better relationships.

Karen Hough is the Founder & CEO of ImprovEdge, www.ImprovEdge.com and has been using improvisation as an engaging learning tool for business for over 12 years. Ms. Hough is the recipient of the Athena Powerlink Award, the author of the Yes! Deck, and the Amazon.com #1 Bestseller in its category, The Improvisation Edge: Secrets to Building Trust and Radical Collaboration at Work, www.ImprovEdge.com/book, in addition to articles and blogs. She trained with Chicago's Second City and enjoyed a career in stage and film, performing in over 100 live and filmed productions. Her next life involved working as a successful executive in network engineering for many years, and finally she became an entrepreneur. ImprovEdge has a presence in six cities nationwide and a client list including JPMorgan, Turner Broadcasting, Coach and Nationwide Insurance to name a few. She speaks nationally on diversity, negotiation, leadership, sales, presentation and women's issues. She is a graduate of Yale University and La Sorbonne, Paris IV. Ms. Hough is on the advisory board of KeyBank's Key4Women initiative and the board of WELD (Women for Economic Leadership and Development) and is a former board member of Yale's Whim 'n Rhythm Alumnae Association. She volunteers extensively with confidence-building workshops for children and a portion of ImprovEdge funds go every year to Computers for Youth, The Women's Fund and Kiva. Ms. Hough lives with her husband and three children in Ohio.



JEFF BIRK
The Carrot Principle - Employee Recognition

1. Building High Performance Teams by using the Carrot Principle;
2. Learn How to Get Started on A Recognition Strategy;
3. Enhance Your Current Recognition Program.

This keynote builds its foundation on the research found in The Carrot Principle. The Carrot Principle demonstrates how constructive praise and meaningful rewards powerfully motivates people from every walk of life and inspires employees to excel, engage, and bring their best to work every day. Jeff speaks from the groundbreaking findings of a 10-year, 200,000-person study on leadership effectiveness in addition to global data from Towers Watson. He also highlights compelling examples of leaders from ordinary organizations that have positively transformed business results through the use of employee recognition. Jeff will then lead a lively discussion of how your organization can build high performance teams that outperform their peers by adopting the Carrot Principle. The presentation concludes with specific examples and ideas for leaders who are ready to get started on a recognition strategy or enhance their current recognition abilities.

Motivate. Train. Educate. Empower. Jeff Birk, Manager of Speaking and Training, has a knack for it. He's made a career of it for the last 25 years, working as a trainer, speaker and trade show presenter and corporate emcee for the likes of Iomega, Novell and 3COM. He's a lean, mean training machine, blending his sales experience with business acumen to engage and inspire our clients to deliver great work. The music of John Williams, Led Zeppelin and Rachmaninoff inspires him and he shares this personal credo: "Talk only of happiness, progress and prosperity." Jeff lives in the Salt Lake area with his wife and daughter.



FRIDAY 9/21/12

EARLY MORNING BATTING PRACTICE



TIM TANIS

10 Things You Should Be Doing In Compensation

1. Participants will learn how to identify key compensation processes and programs to develop and implement within their organization.
2. Participants will leave with an expanded HR toolkit to address strategic and tactical compensation questions that arise within their organization.
3. Participants will learn how to identify key data trends in compensation programs based on regression analysis and the associate behaviors those programs influence.

This presentation is designed to aid small HR departments in the field of compensation by giving them example tools and resources to tweak and execute within their company. Are you the only or one of only a few HR people in your company? Then this session is for you! In this session we will cover the top 10 process or actions that you should be doing to help your organization grow and to keep up with the changing legal environments within compensation. This workshop will send you away with an annual compensation calendar and some step-by-step example practices.

Tim Tanis is the Manager, Corporate Compensation for Ascena Retail Group out of New Albany, OH. Tim has had the opportunity to work for fantastic retail companies such as Cabela's, Build-A-Bear Workshop and Harry & David. In his current role he is responsible for the retail field compensation of all the brands within Ascena (Dressbarn, Justice, Maurices). He's presented on Compensation topics at several SHRM Annual Conferences including this year's conference in Atlanta. Tim has his MBA from Willamette University and is SPHR & GPHR certified.



STACY HINNERS

What Every Employer (Even Non-Union) Needs to Know about the NLRB

1. Educate HR professionals about scope and recent events at the NLRB and the potential impact on organizational operations;
2. Enable HR professionals to implement sound policy and practices to reduce risk of labor violations;
3. Increase HR professional's ability to identify risks and take remedial action to avoid or mitigate harm.

As one legal commentator noted, "the application of the NLRA in non-union settings is...one of the best-kept secrets of employment law." Whether or not your employees are currently unionized, nearly all employers are subject to the obligations and restrictions of the National Labor Relations Act. Recently-enacted NLRB rules and the ever-changing world of social media have raised the stakes for employer compliance to higher than ever before. Understand the broad scope of the NLRA; how to avoid pitfalls that even non-union employers face in addressing possible protected concerted activity and employee use of social media; and stay current on new NLRB rules involving mandatory posting of employee rights and "quickie election" rules. Presentation to be supplemented with a Powerpoint presentation and handouts for attendees.

Stacy Chubak Hinners is an attorney with the Cleveland office of Buckley King LPA and one of the youngest attorneys in Ohio to be recognized by the Ohio State Bar Association as a Certified Specialist in Labor and Employment law, a designation she's had since 2008. With seven years of experience as an employee-side litigator in Cleveland and Cincinnati, Stacy has a uniquely effective perspective in helping employers identify, avoid and resolve labor and employment issues. She focuses her practice on training, counseling and defending employers in discrimination, retaliation, wage and hour, non-compete and traditional labor matters. Her approach is simple: listen to the client, understand their business objectives and provide

them with timely, value-driven solutions to maintain an outstanding workforce while minimizing legal risk. She has tried more than a dozen cases to verdict before federal and state courts and has argued appeals before the Sixth Circuit and the Supreme Court of Ohio. Her accomplishments include obtaining a \$1.9 million verdict in a federal case involving discrimination and FMLA violations, serving as lead counsel in a successful petition to the Sixth Circuit for reversal of an NLRB decision involving employee speech and serving as lead class counsel in several high-profile class action suits involving information privacy. She is recognized as a Rising Star by Law & Politics Magazine, a peer honor reserved for the top 2.5% of attorneys under 40 years old. She was also selected for membership in the OSBA Leadership Academy and the Cleveland Employment Inns of Court. Stacy graduated from the University of Dayton School of Law and Ohio Wesleyan University. She is admitted to practice in Ohio, United States District Courts for the Northern and Southern Districts of Ohio, United States Court of Appeals for the Sixth and Seventh Circuits and the United States Supreme Court. She and her family live in Huron. She serves on the board of directors for Teen Leadership Corps and volunteers as a youth basketball coach.



MICHAEL COUCH

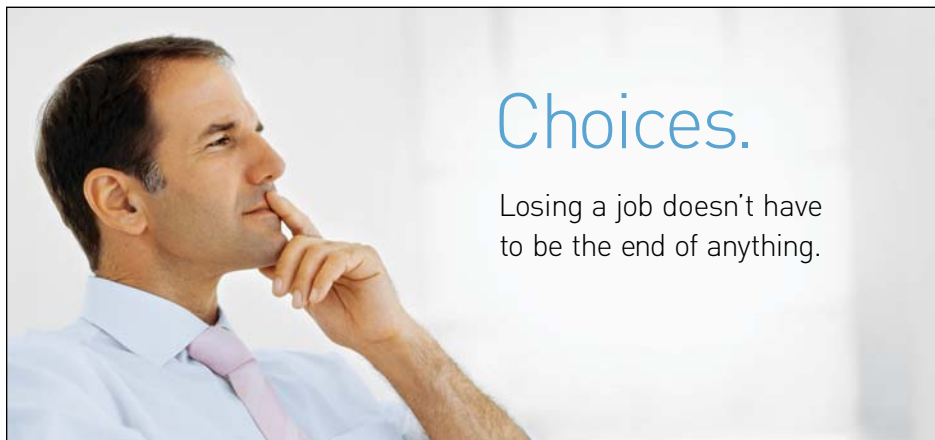
This Session has been pre-approved for 1.25 hours of strategic credit

Competing through People: Building a Strategy-Capable Organization

1. Understand the challenge that faces HR in viewing talent and organization capability from a strategic perspective
2. Understand how to translate business strategy into talent demands
3. Learn how to assess their organization's present capability and to compare it against strategic requirements
4. Understand how to address capability gaps in a fashion that provides the greatest impact on business results
5. Preview case studies related to the approach

For HR to be seen as a collaborative business partner, understanding the implications of business strategy and the demand it places on the organization's talent is critical. This presentation will outline an approach to Strategic Talent Management that describes how business strategy can be translated into talent demands, how the existing organization capacity can be assessed and compared against the strategic requirements, and how any gaps can be addressed through Strategy Driven Organization Development.

Michael Couch likes to help businesses grow. He has made a career out of improving the performance of organizations, both as a business executive and as the owner of Michael Couch & Associates, an organization effectiveness consultancy. His unique background in manufacturing operations, business unit management, and leading organization effectiveness allows him to partner with senior leadership, wear many hats, and collaborate with people throughout a company to build strategy-capable organizations.



RightChoice®, the leading outplacement solution, provides a proven road-map with professional support and resources needed to transition to a new career confidently and quickly. The world of work is changing. Is your company ready? Find out more by visiting Right.com/choices

445 Hutchinson Avenue, Suite 600 • Columbus, OH 43235
• ph: 614.431.1117



TOP OF THE FOURTH- CONCURRENT SESSION



SCOTT RANDALL
**Employee Learning,
Development & Engagement
Through Gamification**

1. Gain an understanding of why companies with a highly "engaged" workforce generate more revenue than their peers;
2. Have a better understanding of games and simulations as Messaging and Learning platforms with proven results;
3. Understand the metrics behind workforce learning and generate the best possible ROI from internal communications efforts.

A new generation of employees is here and they're changing the way business is done and learning is accomplished. Socially networked and immersed in playing videogames since childhood, they learn differently, with a verifiably different set of skills from their predecessors and vastly increased expectations when it comes to communications from their employer. Discover new and effective ways to enhance organizational performance and individual development through the process of translating your internal messaging into the language of videogames and simulations. Learn the steps that top clients are taking to contextualize their internal brand missions and translate their message into a program that engages and motivates today's employees. Gain a new understanding of workforce demographics, message translation, how employee engagement can be tied directly to Return on Investment.

BrandGames President, Scott Randall, pioneered the use of advergames as a training and advertising platform in 1995. As a thought leader in the application of simulation technology for internal communications, he is often invited to speak on the topic of engagement and the next-generation workforce. Most recently, he has appeared as a speaker at the HR Tomorrow Conference at the Carlson School of Business at the University of Minnesota and the SHRM Talent & Staffing Management Conference & Exposition. BrandGames recently received a Davey Award for their work on a supply chain simulation for Arrow Electronics named Arrow Max!



TIM SACKETT
*This Session has been
pre-approved for 1.25 hours of
strategic credit*
**What Your CEO Wishes HR
Would Do**

1. Building your HR influence within your organization;
2. Developing a business acumen which allows you to be more effective and productive within your organization;
3. Leveraging senior leadership relationships to move your HR agenda forward.

In a knowledge economy, companies with the best talent win. And finding, nurturing, and developing talent should be the most important tasks in a corporation. So why is it that HR doesn't always feel like they carry that much influence in the organization? This session will dig deep into the "Why" and discover the "How" in uncovering strategies you can use to move your HR operation into a position of power within your organization. Your CEO wants a number of things out of HR, and none of them have to do with processes, policies, or more strategy meetings. So wear a helmet - this one might sting a little!

Tim Sackett, SPHR, is the ultimate Mama's Boy! After 15 successful years leading HR and Talent Acquisition departments for Fortune 500s and smaller technical firms, Tim took over running the contingent staffing firm HRU Technical Resources in Lansing, MI. Serving as the Executive Vice President, Tim runs the company as mother started over 30 years ago, and don't tell Mom, but he probably doesn't do it as well as she did! So, what does he do well?! He finds talent! And not that talent that responds to your post and pray recruiting strategy - he finds "purple squirrels" and "unicorns" - he finds the talent you wish you could. He also writes on all things HR and Recruiting for the popular HR blog Fistful of Talent, and for his own blog The Tim Sackett Project. Full of opinions, with some that actually make sense, and passion around talent, come hear Tim's offbeat and poignant take on NextGen HR topics, you're sure to be challenged.



MAX MULLER
**FSLA Got Ya's - Real Threats,
Real Solutions**

1. Undertake a voluntary self-audit of their organizations' pay practices to determine if nonexempt employees are being properly paid for all work performed including work done "off the clock."
2. Justify "exempt" versus "nonexempt" classifications.
3. Implement the fluctuating workweek method of wage calculation in light of the Department of Labor's Final Rule on wage calculation methodologies.

This session addresses the Wage and Hour Division, Department of Labor's ferociously aggressive efforts to audit - and penalize - organizations that (1) have misclassified nonexempt employees as exempt, with the attendant overtime liabilities that entails, and (2) have failed to compensate employees for 'off-the-clock' work, e.g., working through meal and break periods, early clock-in, etc.

Among other things, this session would explain how to:

- Determine the exempt status of each worker.
- Document the propriety of currently appropriate exempt classifications.
- Develop internal procedures for properly classifying workers in the future.
- Calculate how much OT might be due each individual worker found to have been misclassified.
- Settle retroactive misclassification OT claims using the 'fluctuating workweek' method of calculation rather than the 1.5x method.
- Avoid the most common problems associated with off-the-clock nonexempt employee work.

Max Muller possesses more than 37 years of business experience as an attorney, businessman and professional instructional designer and trainer. For many years Max held various operating and executive positions with distribution and information technology companies.

In 1990, he began a consulting practice focusing on providing practical solutions in the areas of workplace legalities, e.g., equal employment opportunity, sexual harassment, FMLA, ADA, COBRA, FLSA, ADEA, etc.; safety and health regulatory compliance (OSHA); facilities management (including disaster planning); and, warehousing/inventory control. Max provides training and instructional design services to nationally recognized adult continuing education organizations. He has presented more than 3,000 seminars, webinars and pod-casts all over the world attended or listened to by more than 100,000 people.

Max has authored: The Manager's Guide to HR. AMACOM Books and SHRM, New York City, January 2009

The Essential OSHA Self-Study Guide, Sound Learning Solutions, Kansas City, MO, January 2006

The Fundamentals of Inventory Control and Management (a self-paced, self-study program), AMACOM Books, New York City, 2004

Essentials of Inventory Management, AMACOM Books, New York City, 2003. Spanish language version - Fundamentos De Administracion De Inventarios, Grupo Editorial Norma, 2005. English language softcover version distributed in India, Sri Lanka, Nepal, Bangladesh and Pakistan by Jaico Publishing House, India, 2007.





JASON LAURITSEN

This Session has been pre-approved for 1.25 hours of strategic credit

Employee Engagement is Broken: Unlocking the True Driver of Employee Performance

1. Uncover three key flaws in how the traditional employee engagement survey process is designed and implemented. Learn how these flaws are the reason that many company's engagement efforts are not producing the desired results.
2. Discover that personal accountability is the true driver of both employee engagement and company results. Gain a deep understanding of the four factors that make up a personally accountable mindset.
3. Take away specific action steps for how to fix your employee engagement process by introducing a focus on the cultivation of accountability within your organization.

For years, our organizations have been investing time, money and energy into engaging our employees based on the promise that engagement drives results. But, many organizations report that despite their best efforts, engagement just hasn't delivered as expected.

While engaging our employees is critical, it turns out that engagement isn't enough. Engagement without accountability is chaos. It is the organizations who cultivate a culture of personal accountability who are truly winning. It's when engagement and accountability meet that breakthrough performance occurs.

In this dynamic, provocative and ground-breaking presentation, you will learn to see the science of employee engagement in a completely new way. You will understand why the way we have historically measured employee engagement is fundamentally flawed. You will discover that many of the ways we have been working to drive employee engagement may be actually hurting the company's performance. And, most importantly, you'll learn what to do about it. You will be introduced to the concept of Reality-Based Engagement where accountability and engagement intersect to produce awesome results. This will include some practical guidance for how to cultivate the power of personal accountability within your organization.

BOTTOM OF FOURTH - REPEAT CONCURRENT SESSION

POST GAME FIREWORKS



JEFF HAVENS

Unleash Your Inner Tyrant!

1. How to create a healthy, vibrant corporate culture;
2. How to inspire trust and loyalty in your employees;
3. How to deal with mistakes and build strength through them;
4. How to approach change in order to achieve seamless integration;
5. How to engage in proper, healthy, productive communication techniques;
6. How to become the kind of leader others are excited to follow.

The first of its kind, Unleash Your Inner Tyrant! helps managers and executives become better leaders by showing them everything they should avoid. Veteran comedian-turned-corporate speaker Jeff Havens employs his trademark wit and reverse psychology to teach attendees the worst of all leadership practices - including how to create a culture of fear and mistrust, how to oppress and demoralize employees, and how to stand firm in the face of all change - before wrapping up with a serious conversation about the kind of leaders we should all strive to become.

Every bit as content-rich and intensively researched as a more traditional leadership seminar, Unleash Your Inner Tyrant! has the added benefit of Jeff's unparalleled delivery style that will have your audience laughing the entire time that they're learning how to become more effective leaders. Simply put, there is nothing else like this in the business world, and no better way to energize your management team while providing them with valuable training they will remember for months and years to come.

KNOW
the facts before you hire.

Whether you hire one person a year or thousands, a comprehensive background check can save you time and money while ensuring a safe workplace. Our services include:

- > Research and Verification
- > Drug Testing*
- > Custom Screening Solutions

We deliver the right information to the right people at the right time. **Call us, we can help you make informed hiring decisions.**

*Drug Testing USA, an affiliated company

CBC Innovis
EMPLOYMENT SCREENING SERVICES
800.772.0130 | www.ess.cbccinnovis.com

WE ARE IN THE PEOPLE BUSINESS.

Cloud Technology
for People Management Solutions

Ultimate
SOFTWARE
People first.

1-800-432-1729
www.ultimatesoftware.com

GLASSDOOR REDEFINES THE WAY CANDIDATES, EMPLOYEES AND EMPLOYERS CONNECT.



JOIN THE CONVERSATION

To learn more please visit www.glassdoor.com/employers

GAIN AN ADVANTAGE

HR Decision Support Network[®]

The complete solution for HR professionals, integrating custom answers, live webinars, salary reports, strategic white papers, research reports, and a subscription to Bloomberg BNA's **HR Library**[™].

TO START YOUR FREE TRIAL OR FOR MORE INFORMATION, CALL 800.372.1033 OR VISIT www.bna.com/hrdsn

Bloomberg BNA

bna.com



0812-JO9103

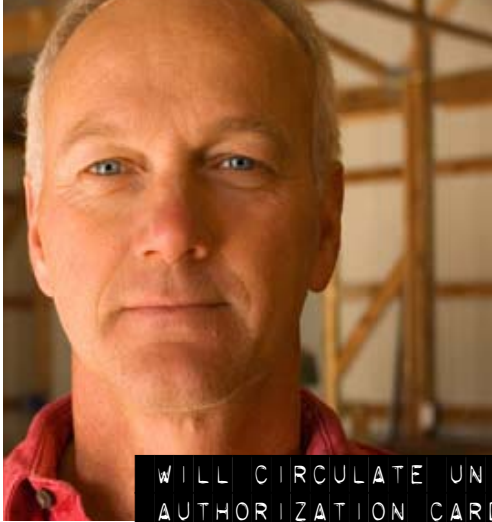
© 2012 The Bureau of National Affairs, Inc.

HR: A LE

40th Annual Ohio Human Resource Conference



HOW PREPARED ARE YOU?



WILL CIRCULATE UNION
AUTHORIZATION CARDS
IN SIX WEEKS.



WILL CLAIM SEXUAL
HARRASMENT AGAINST HER
SUPERVISOR IN FOUR WEEKS



WILL FILE WRONGFUL
TERMINATION SUIT
IN TWO MONTHS

Our jobs could be so much easier if we knew what challenges were ahead. Kastner Westman & Wilkins represents management in all facets of employment and labor law, including workers' compensation, employee benefits and human resources consulting. Call us to help you prepare for and manage your workplace legal issues.



3480 West Market Street, Suite 300 | Akron, Ohio 44333 | P: 330.867.9998 | F: 330.867.3786 | E: kw@kwlaborlaw.com

YOUR EMPLOYEES ARE ON GLASSDOOR... SHOULDN'T YOU BE?



JOIN THE CONVERSATION

To learn more please visit www.glassdoor.com/employers



wellth

–noun
[wĕll-th]

1. The state of being rich in health: *The health of employees leads to the wellth of the business.* 2. An abundance of soundness and vigor.

It is possible for you to maintain healthy employees and a healthy bottom line. That's why with every health plan we offer, Medical Mutual provides your employees with wellness solutions like our QuitLine smoking cessation program and Weight Watchers reimbursements all at no additional out-of-pocket cost. Helping you to achieve **Wellth**.



MEDICAL MUTUAL®

MedMutual.com |  



Don't you wish it was that easy?

It is.

Say Hello to TalentWise.

Employment Screening and Onboarding made easy!

 **TalentWise®**
Productivity. Confidence. Now.

www.talentwise.com

330.998.6620

hzelenka@talentwise.com

Special Events

made easy...



...and affordable!

RIDES
GAMES

CONCESSION
TREATS

1-800-362-8305

www.FunServicesOH.com

HALL OF FAME SPONSOR



Alliance Staffing Solutions

A full-service staffing & recruitment firm headquartered in Independence, Ohio; with offices in Cuyahoga, Lorain, Wyandot, Mahoning Valley, Portage and Summit Counties, along with offices in Columbus, Ohio. Alliance offers expertise through its 7 industry focused business units which allows us to provide consistent, qualified placements that enhance organization productivity.

Aaron Grossman

President of Alliance Solutions Group
4500 Rockside Rd., Ste. 210
Independence, OH 44131
216-525-0100
grossman@alliancestaffingsolutions.com

MVP SPONSOR



Glassdoor

Glassdoor is the leading online social jobs and career community providing working professionals a comprehensive and authentic look inside companies and jobs through reviews, salary information, and interview experiences shared by current and former employees. Glassdoor provides employers a social media platform to (a) promote their employer brand to a well-informed, motivated community of high quality talent, and (b) effectively acquire that talent. To learn more visit www.glassdoor.com/employers or email employers@glassdoor.com

Alicia Garibaldi

Marketing Manager
alicia.garibaldi@glassdoor.com
Office & Fax: (415) 275-7448 c: (949)-636-5804
www.glassdoor.com

GOLD GLOVE SPONSORS



Everstaff

EverStaff is a full-service staffing and recruiting firm headquartered in Cleveland, Ohio, specializing in temporary staffing and permanent recruitment for companies of all sizes throughout the United States and Canada. EverStaff is a multiple Weatherhead 100 award recipient and named to the Inc. 5000 list of the fastest growing private companies in America for 2010 and 2011.

Scott Adamonis

Director, National Sales
6500 Rockside Rd. Suite 385
Cleveland, OH 44131
216.369.2566 ext. 111
sadamonis@everstaff.com



TalentWise

TalentWise is the leading provider of hiring solutions, delivering innovative technology and superior customer service. TalentWise was named a "Top Employment Screening Solution Provider" by HRO Today magazine the last four years and included in Workforce Management magazine's "Hot List of Employment-Related Screening Providers" the last six years (www.talentwise.com, 1.877.893.1665)

Hollie Zelenka

Regional Sales Manager- Ohio
hzelenka@talentwise.com
330.998.6620
www.talentwise.com



MEDICAL MUTUAL

Mutual Medical of Ohio

Founded in 1934, Medical Mutual, a mutual health insurer, is the oldest and largest health insurance company based in Ohio. For more than 75 years we have served our customers through high-quality, affordable group and personal health insurance plans, life insurance plans and third-party administrative services to self-insured group customers. For more information, visit MedMutual.com.

Josh Rupli, Sales Consultant

419-473-7409

Josh.Rupli@medmutual.com

Tom Bartram, Sales Consultant

440-572-6364

Tom.Bartram@medmutual.com



SILVER SLUGGER SPONSORS

**Bloomberg BNA**

Bloomberg BNA's HR products help you make decisions with confidence by having the information you need right at your fingertips. You'll find the most up-to-date federal and state policies, laws, and regulations, as well as expert analyses and guidance that support and complement the goals of your entire organization.

1801 S. Bell St.
Arlington, VA 22202
www.bna.com/HR
800-372-1033

**Kastner Westman & Wilkins, LLC**

Kastner Westman & Wilkins, LLC is an Akron, Ohio law firm that represents and counsels employers in all aspects of workforce management, state and federal legal compliance, labor negotiations, arbitration, OSHA, employee benefits, workers' compensation, and defense of claims filed with administrative agencies and state and federal courts.

Thomas Evan Green, Esq.

OSBA Certified Specialist, Labor & Employment Law
3480 West Market Street, Suite 300
Akron, Ohio 44333
330.867.9998
tgreen@kwwlaborlaw.com

TRIPLE CROWN SPONSORS

**CHAMPS Human Resources**

CHAMPS Human Resources specializes in the strategic HR management services that organizations need most. The experts at CHAMPS aim to help clients meet their HR needs affordably, by providing personalized, strategic HR management and consulting services, including unemployment compensation, exit interview services, salary surveys, trainings, etc. Visit www.CHAMPSHR.com.

Andy Dobrin

Vice President
CHAMPS Human Resources
1226 Huron Road East
Cleveland, Ohio 44115
216.255.3566 (direct)
andrea.dobrin@chanet.org

**Right Management**

Right Management is a global leader in talent and career management workforce solutions within ManpowerGroup. The firm designs and delivers solutions to align talent strategy with business strategy.

We have more than 300 service locations in over 50 countries worldwide.

We serve large and medium-sized businesses in all industries worldwide, which include over 80% of the Fortune 500 and over 70% of the Fortune Global 500 companies.

Charlean Parks

Marketing Manager, Americas East Region
600 Galleria Parkway; Suite 750
Atlanta GA 30339
Phone: 404 504 5110
Mobile: 678 576 8957

**SilkRoad**

SilkRoad is a leading global provider of cloud-based social talent management software solutions including recruiting, onboarding and life events, performance, learning, intranets and content, and HRMS. The Life Suite is the fastest path to develop more productive and empowered employees who can rapidly boost business performance.

John E. Swope

Northeast Regional Director
john.swope@silkroad.com
p: 814.689.2127
f: 732.909.2536

**Ultimate Software**

Ultimate Software is a leading cloud provider of people management solutions. The company's award-winning UltiPro solution provides a comprehensive approach to human capital management. Web-based features include recruitment, onboarding, benefits, payroll, performance management, succession management, business intelligence, compensation planning, time and attendance, and role-based access for executives, managers, and employees.

Michelle Salis

440.237.2882
Michelle_salis@ultimatesoftware.com

**Western International University**

Western International University (West) is an accredited U.S. university offering 34 bachelor and graduate degrees in areas such as business, behavioral science and IT with curriculum designed to prepare students for leadership positions in the dynamic, global marketplace.

Tony Daniels

4525 Weaver Pkwy, Suite 101
Warrenville, IL 60555
tony.daniels@west.edu
630.605.4563



GRAND SLAM SPONSORS



Eweb Schedule

eWebSchedule is a web based employee scheduling system. In addition to creating schedules, eWebSchedule provides a mechanism for staff to request time off, maintain their work availability and the option to post or claim shifts. The system communicates to staff through text/e-mail messages as well as the website interface.

Gary Ward, Sales Director

e-Mail: gary.ward@eWebSchedule.com

Office: 614.890.9822 ext. 3201



College Advantage

CollegeAdvantage, Ohio's 529 plan, is a tax-free way to save with a variety of investment options and low \$25 contributions. CollegeAdvantage can be offered as a no-cost employee benefit through payroll deduction. Contact Ben Gibbons directly for more information, or go to www.collegeadvantage.com to reach your Regional Marketing Representative.

Ben Gibbons, Marketing Supervisor

614.728.2859 (office)

614.466.4486 (fax)

bgibbons@collegeadvantage.com

www.collegeadvantage.com



Corporate Intelligence Consultants

Corporate Intelligence Consultants has been hitting home runs for Employers since 1977. Our winning team is dedicated to coaching you to a successful season. In the ballparks of Employment Screening, Workplace Safety, Corporate Investigations and Surveillance, CIC will help you make every at-bat a good one.

Carolyn Klemett, Screening Services

P.O. Box 444

Perrysburg, Ohio 43552

P: 419.874.2201

P: 800.573.2201

Fax: 4193874.5591

cklemett@corpintel.com

www.corpintel.com

Chris Goeckerman

cgoeckerman@corpintel.com



Fun Services

Fun Services is the one stop shop for all of your Family Picnic, Employee Appreciation or Corporate Outings. We provide inflatable rides, carnival games with prizes, clowns, face painters, full service catering, cotton candy, sno-cones, popcorn, tents, tables, chairs and anything you can imagine to make your day FUN!

Jeff Kline

800-362-8305

jkline@FunServicesOH.com

www.FunServicesOH.com



Hays Companies

Recently ranked in the top 20 of largest brokers by Business Insurance magazine for 2011, Hays Companies continues to be a leader in employee benefits consulting and human resources support to employers throughout the United States and abroad with over 600 employees located in 34 U.S. cities. Our unique and radically different approach provides a "fresh perspective" on employee benefit programs that will contribute to the continued growth and success of their organizations.

Carol Beadle, Senior Consultant

Hays Companies of Indiana

201 N. Illinois Street, 16th Floor - South Tower

Indianapolis IN 46204

317-610-3422

cbeadle@hayscompanies.com



Hylant Group

Hylant Group is one of the largest privately held insurance brokerage firms in the country. As a member of the Worldwide Broker Network, Hylant offers risk management, employee benefits, 401(k) and financial services, healthcare management and insurance solutions for businesses and individuals. Hylant serves clients locally, nationally, and internationally.

Lisa Hawker

Executive VP Employee Benefits Practice Leader

(419) 259-6062



My1HR Inc.

My1HR provides businesses with a web-based Total Human Resource Solution. Easily Manage Benefits, employee Time Keeping, schedule and track Paid Time Off, create and conduct Employee Reviews and Incident Reports, plus much, much more - all in the same place! Scott Klonowski RHU, REBC

Chief Executive Officer

99 West Ave. | Tallmadge, OH 44278

Phone: (330) 633-3837

Fax: (330) 633-7279

Toll-Free: (800) 840-7374

E-mail: scott.k@My1HR.com

Visit us at: My1HR.com



PayScale

PayScale's business is Compensation! Whether you are building a compensation structure for the first time, redeveloping one, or just need to be competitive with the market. PayScale offers all-inclusive subscription services for employers to real time market data and compensation management tools that takes the complexity and guesswork out of the equation. With PayScale's affordable tools Market Rate, Insight or Consulting Services, you can have the peace of mind that your Human Capital budget is strategically allocated, aligned with the business strategy and rewards performance.

Lailani Lee

Phone: 206-576-5052

Email: lailanil@payscale.com

www.payscale.com



Sheehan Brothers Vending

Coffee has been a workplace staple as long as there's been a "workplace." Sheehan Brothers Vending and Office Coffee solves this problem with customized, cost-effective coffee systems that provides delicious gourmet coffees. Visit our booth and bring a business card for a chance to win a Pod Brewer gift basket and a free sample.

Ken Coleman

Account Manager

Office Coffee / Water Systems

1740 Commerce Road

Springfield, Ohio 45504

(937) 325-2357

(800) 826-7123

(937) 325-7004 (fax)

ken.coleman@sheehanvending.com

www.sheehanvending.com



EXHIBITORS

**Ameritas Group Ins.**

Ameritas a national leading ancillary insurer in the USA, most notably group Dental, Vision, and Hearing. Ameritas serves over 28,000 small groups, midsize employers, and jumbo companies in the administration of their insured or self funded Dental and Vision plans. Individual policies are also available. Ameritas boasts the LARGEST Dental PPO in Ohio (as well as USA) which, along with unique features designed for maximum benefit at the least cost AND superior World Class Service, should have you looking to Ameritas for your group Dental, Vision, or Hearing benefits.

Michael A. Green

National Accounts Representative
P.O. Box 102468
Mayfield Heights, OH 44124
cell: 440-554-6349
email: mgreen@ameritas.com

**Artina Promotional Products**

Your Creative Resolution for Ad Specialties, Awards, Business Gifts & Apparel

Our Mission is to help clients achieve their goals in the areas of client retention, acquiring new business and employee motivation through the creative use of promotional products. By adding value as a partner in our clients' most important business goals, we aspire to help them exceed their expectations.

Art Bouzounis, VP Marketing

50 South Liberty Street
Ste. 250
Powell, OH 43065
800-433-5587
614-635-8866

**BackTrack, Inc**

BackTrack, since 1994, is one of the few NAPBS Accredited background screening providers. Through strategic partnerships we also provide excellent drug testing, assessment testing, payroll and applicant tracking options. BackTrack has received many business awards including Inc. 500, Weatherhead 100, Northcoast 99 and Plain Dealer's "Best Places to Work".

John Hawkins, VP Sales

8850 Tyler Boulevard
Mentor, OH 44060
Ph: (800) 991-9694 x235 or
(440) 235-2031
Fax: (440) 205-8355
Visit us at www.backtracker.com

**BEHAVIORAL HEALTH SYSTEMS**

Behavioral Healthcare Programs for Business & Industry Since 1989

Behavioral Health Systems, Inc

Behavioral Health Systems, Inc. is a national, behavioral health care preferred provider organization that administers high quality, cost effective managed behavioral health care, employee assistance programs, and drug testing services. BHS offers expert assessment, referrals and case management services, full claims processing, and extensive management support and utilization reporting capabilities.

Judi Braswell, LPC, CEAP

Vice President, Business Development
Two Metroplex Drive, Suite 500
Birmingham, AL 35209
800-245-1150 205-879-1178
jbraswell@behavioralhealthsystems.com

**Best Benefit Club**

Best Benefits Club began in 2002 as a way for employers to provide an added perk to their employees. Today we provide this service at no cost to more than 500 companies and 600,000 employees in Northeast Ohio, providing them with a wide variety of discounted products and services.

Sheri Glaze

1545 W. 130th Street, Suite A2
Hinckley, Ohio 44233
Sheri@BestBenefitsClub.com
Phone: 330-273-5756
Fax: 216-803-9900
www.BestBenefitsClub.com

**Best Employers in Ohio/
Best Companies Group**

This exciting initiative is dedicated to finding and recognizing Ohio's best employers. If you think your organization has what it takes to be honored on the eighth annual "Best Employers in Ohio" list, or if you simply want to learn more about this project, we invite you to stop by our booth or visit www.bestemployersoh.com.

Susan Springer, PHR

Director of Workplace Assessments
(859) 881-5376
susans@bestcompaniesgroup.com

**Bowling Green**

BGSU offers several graduate business programs designed for working professionals including our Executive MBA and Executive Master of Organization Development programs. We are accredited by AACSB-International and are recognized for our high quality programs by The Princeton Review and US News & World Report, among others. Visit www.bgsumba.com or www.modbgsu.com for more.

Brian Childs, Assistant Director

Graduate & Executive Programs in Business
419-372-8823
bchilds@bgsu.edu
www.bgsumba.com
www.modbgsu.com

**Capital Planners**

Capital Planners, a division of Lifetime Financial Growth, LLC, is a full service corporate retirement planning firm founded in 1983. We work with each of our clients to ensure that they are providing their employees with the best retirement program available. We work with 401(k), 403(b), 457, defined benefit as well as non-qualified plans. We assist our clients with every aspect of the plan – including pricing, investment options, compliance testing, and the administrative management of a retirement plan. We also understand all of the new fee disclosures that plan sponsors must now be responsible for.

Wendy Eldridge

Director, 401k Division
24500 Chagrin Blvd., Suite 200
Beachwood, OH 44122
Phone: (216) 360-7400 x 110
Email: weldridge@capitalplanners.com

**Careworks Consulting, Inc. (CCI)**

As the largest workers' compensation Third Party Administrator (TPA) in Ohio, CareWorks Consultants, Inc. (CCI) strives to exceed customer expectations and reduce the impact of workers' compensation costs. As a result of delivering best-in-class service to our customers, CareWorks Consultants is proud to maintain one of the highest client retention rates in the industry. Our service delivery model is based on a team approach with the client as our focus. Our knowledgeable associates and advanced technologies continue to distinguish us from the other TPAs in Ohio.

Krista Browning

5500 Glendon Ct., Suite 300
Dublin, OH 43016
800.837.3200

Careworks USA

CareWorks USA provides a full suite of national managed care and disability management services to both the self insured and insured communities. We have the capabilities to provide Integrated Disability Management (IDM) services including 24/7 intake, workers' compensation claim administration, FMLA administration, short-term and long-term disability claim administration, occupational and non-occupational medical case management, modified duty off site programs and return to work services as well as integrated data management and web-based reporting.

Jamie Coburn

Absence Management Executive
614-312-9753
Jamie.Coburn@careworks.com

**CBCInnovis, Inc Employment
Screening Services**

CBCInnovis Employment Screening Services is committed to providing the most flexible programs to meet your needs. The latest technology and solutions help you develop and maintain a compliant, consistent screening program. Whether hiring one employee or thousands, a background check saves you time and money while ensuring a safe workplace.

Lynn Schuman, Market Representative

135 Chesterfield Lane, Suite 100
Maumee, OH 43537
(800) 772-0130
Lynn.Schuman@CBCInnovis.com





Center for Families and Children Ease at Work

Employee Assistance Profile of Services:

Counseling	Legal / Financial Issues
Eldercare Issues	Parenting/Childcare Needs
Fitness /Nutritional Coaching	
Wellness: Smoking Cessation & Weight Loss	
Substance Abuse / Drug Free Workplace	
Critical Incidents Response	
Training & Organizational Development	
Leadership Development	Career Development
Workforce Planning	Volunteer / Internship Programs
Compliance Training	Employee Surveys
Project Management	Mediation
Assessments	Customer Service
Change Management	Coaching
Employer Skills Building	Management Training

ease@work has delivered value to the Cleveland-Plus region and distinguished itself for more than three decades! For Further Information Contact:

Tonya Conley @ 216-325-9394



Cornerstone on Demand

Cornerstone OnDemand is a leading global provider of a comprehensive learning and talent management solution. We enable organizations to meet the challenges they face in empowering their people and maximizing the productivity of their human capital. www.csod.com

Ed Jordan

ejordan@csod.com



Corporate One Benefits

With more than two decades of experience specializing in employee benefit plans, Corporate One Benefits has the stability, experience and knowledge to provide the best employee benefit packages in the industry today. We have an established reputation in strategic planning, design and creating comprehensive health benefit plans – including custom health & productivity management wellness programs – tailored to each client's specifications.

Laura L. Vitt, Benefits Consultant

220 Perry Street, Suite 200

Fostoria, Ohio 44830

(419) 436-4085 office

or (888) 435-1234 toll free

(419) 436-4088 fax

lvitt@corporateonebenefits.com

www.corporateonebenefits.com



Cox Media Group Ohio

Cox Media Group Ohio (CMG Ohio) is a fully integrated media company that offers a unique combination of comprehensive, accurate and affordable recruitment solutions. Only CMG Ohio offers our combination of market-leading print and online resources, providing the most comprehensive reach to achieve your recruitment goals. Our leading local brands in newspaper, radio, television and digital reach 95% of our market. Plus, our relationship with Monster provides enhanced and extended search capabilities and access to the largest audience pool – for incredible results and a greater return on your investment.

Amy Houghtling

Media Consultant

1611 S. Main St

Dayton, OH 45409

Ph: (937) 225-7430

Email: Amy.Houghtling@coxinc.com



CPI - HR

CPI-HR provides integrated technology and consultative solutions that provide a better way to manage the events that drive your day and improve your relationship with your employees. Whether it's through Benefits Consulting and Brokerage Services or Payroll and HR, our platform allows us to seamlessly integrate these services to enhance employee self-sufficiency, improve organizational efficiencies, and increase productivity.

Matt Simoni, Marketing Director

6830 Cochran Road, Solon, OH 44139

msimoni@cpibr.com

440-542-7807 x 240



CPP, Inc

CPP – The people development people.

Our only job is to help you be a better people development professional and help employees flourish. Best known for the Myers-Briggs Type Indicator® assessment, we can also help you improve team building, leadership, career development, selection, and retention.

www.cpp.com

The Myers-Briggs® experts

Kevin O'Brien

1055 Joaquin Rd., Suite 200

Mountain View, CA 94043

kobrien@cpp.com

202-726-2010

800-624-1765



Credential Check

World Class Applicant Screening Services.

Credential Check has been providing background screening and drug testing since 1984. What separates us from other screening companies is our commitment to 100% Client Satisfaction, our use of technology and the flexibility we have in providing solutions to our clients' unique requirements while ensuring strict compliance with federal, state and local regulations.

Timothy D Whiting, Senior Vice President

timothy.whiting@credentialcheck.com

(888) 689-2000 Ext. 5207

(877) 689-1500 Fax

(248) 224-8281 Cell

www.credentialcheck.com



CrimCheck.com

Crimcheck.com is a global background screening provider protecting our client's brand, reputation, employees, and assets. Leveraging deep industry knowledge, eFetch technology, and resources in the investigative, security, and human resources fields we provide our clients with exceptional value and expertise which is reflected in our service and products.

Jeff Sosic, Director of Sales and Marketing

JeffSosic@crimcheck.com

877-992-4325



Delta Dental

Delta Dental is a nonprofit dental care corporation that has been in business since 1957. We strive to be the leader in our markets, to deliver unmatched quality and value in our programs and services, and to vigorously promote the importance of oral health as an essential part of overall health.

Victor M. Marran, Account Executive

Telephone: (216) 706 1214

Cell: (330) 418-9617

vmarran@deltadentaloh.com

Karl Bush, Account Executive

Telephone: (216) 706-1201

Cell: (216) 406-5759

kbush@deltadentaloh.com

1300 E. 9th St., Penton-Media Bldg, Suite 1703

Cleveland, OH 44114

Toll Free: (866) 236-0168

Fax: (216) 706-1218



DRM Productions, Inc.

The Retriever Digital Signage system was developed by DRM Productions to meet the needs of organizations and corporations that want to communicate more effectively in this digital age. The product is popular because it is extremely easy to use yet very dynamic because of its professional appearance. It is also very easy on your IT team to install. Start communicating with more impact today! www.retrieverdigitalsignage.com

Rich Workman, Marketing Strategist

286 Piper Road

Manfield, OH 44905

(o) 419.525.2127 (m) 419.512.8706

rich.w@drminc.com

www.retrieverdigitalsignage.com





ECI

ECI's web-based single source HRIS solution Empower, utilizes real time integration that automates workflows and manages all facets of employee administration from a single login. Empowers' areas of focus are: Payroll Processing/HR, Self Service, Benefits Administration/ Enrollment, Time & Labor Management, Applicant Tracking/Recruitment, Point-and-Click Reporting, Analytics, Performance and Learning Management. www.ecipay.com

Andy Morrow

Major Accounts Executive
4200 Regent Street, Suite 200
Columbus, OH 43219
614-944-5144



EMPLOYERS HEALTH

Employers Health

Employers Health is a national coalition of employers seeking to reduce the costs and improve the quality of health care. Through our value-based group purchasing, government relations and other member benefits, we are cutting costs of pharmacy and other services.

Mike Stull

Regional Vice President
mstull@ehpco.com / www.ehpco.com
p 614.763.0007
5400 Frantz Road, Suite 180
Dublin, Ohio 43016



The Employers Association

The Employers' Association serves regional employers in their efforts to maximize performance, providing people management information and research, workplace wellness, training and consulting expertise.

Eliana Klein

Membership Development Coordinator
P: 419.893.3000 ext. 209
F: 419.893.3001
eklein@employersassociation.com
www.employersassociation.com



Employers Resource Association

Serving over 1,300 employers in Cincinnati, Dayton, Columbus, Northern Kentucky and Eastern Indiana ... your trusted local resource for HR answers, advice, training, and the latest HR news ... keeping you current, compliant and competent, all while saving you time and money. Visit our website www.hrxperts.org.

Peter Landesman

Director, Marketing & Membership Development
Employers Resource Association
1200 Edison Drive
Cincinnati, OH 45216
513-679-4120
plandesman@hrxperts.org



ExactHire

ExactHire helps mid-sized businesses leverage technology to streamline applicant tracking, new employee onboarding and employee assessment processes. Our software applications allow you to gather more objective information about candidates earlier in the selection process; and, make your HR management processes paperless. Utilize our web-based solutions to improve efficiency in your talent management efforts.

Jeff Hallam

Partner at ExactHire
317-439-0814
jhallam@exacthire.com
10333 N. Meridian, Suite 130
Indianapolis, IN 46290
www.exacthire.com

FINDLEY DAVIES

consultants in human resources

Findley Davies

Findley Davies is an independent consulting firm focused on maximizing the effectiveness of human resources strategies. We help clients make critical business decisions to retain talent, manage health care and retirement costs, leverage technology, and drive organizational change. Our consultants, actuaries, and administrators partner with organizations to create solutions for complex business challenges.

Mark Villilo, Senior Consultant

mwillilo@findleydavies.com
614-453-4650



First Advantage

First Advantage develops and implements hiring related tax strategies and automated solutions that reduce your steps to hire while turning your HR department into a profit center. Our services allow organizations to gain tax expertise without increasing head count, capture all applicable tax credit and incentive opportunities, meet filing deadlines, and integrate existing software applications to increase efficiencies.

Joe Rogers

Regional Sales Director
First Advantage
Phone: 267.544.5145
Email: joseph.rogers@fadv.com
Website: www.FADV.com/TAX

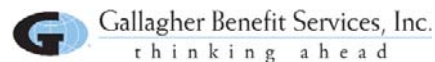


Frank Gates

Bottom Line: The ever changing environment of workers' compensation can be confusing and complicated. Frank Gates provides clarity by offering programs to reduce your costs and your risk. Our uncompromising tradition of integrity and experience simply means that in both small matters and large, we will carefully protect your interests.

Steven D. Spain, ARM

VP of Business Development
5000 Bradenton Ave., Dublin, OH 43017
614.766.8757 office direct
614.932.8723 fax - 614.625.7263 cell
www.frankgates.com



Gallagher Benefit Services, Inc.

Gallagher Benefit Services, Inc., formerly Herbruck Alder, is an employee benefits brokerage and consulting firm headquartered in Cleveland, Ohio. The services provided to our clients, employers ranging in size from two to several thousand employees, include health and welfare, retirement, wellness, human resources, health care analytics, and benefits compliance.

Alison Muth

Director of Marketing and Office Services
Thinking Ahead
1100 Superior Ave. East, Suite 1700
Cleveland, OH 44114
Phone: 216.377.2595
Fax: 216.623.2621
www.gallagherbenefits.com/cleveland
Alison_Muth@ajg.com



Globoforce

Founded in 1999, Globoforce is the world's leading provider of employee recognition solutions. Through social, mobile, and global technology, Globoforce helps companies elevate engagement, increase retention, manage culture, and energize performance management. A private corporation, Globoforce is co-headquartered in Southborough, Massachusetts, and Dublin, Ireland. Please visit <http://www.globoforce.com> or <http://globoforce.com/globoblog>.

Amy Devine

Michigan
(248) 882-8052
amy.devine@globoforce.com



Group Associates, Inc

For more than two decades, Group Associates has specialized in helping companies design, implement and manage employee benefits programs. Our consultative approach to finding solutions related to benefits and Health and Welfare Administration can save your company time and money. With a customized business model and flexible proprietary software, Group Associates is an industry leader offering Health and Welfare Administration and consulting for companies of all sizes.

Craig Meldrum

30800 Telegraph Road, Ste. 3800
Bingham Farms, MI 48025
248-593-2839
craig.meldrum@groupassociates.com



Health Advocate Inc.

As the nation's leading independent healthcare advocacy and assistance company, Health Advocate, Inc. offers a spectrum of solutions that benefit both employees and employers in a number of ways. Our employee programs help them improve their health, make smarter medical decisions, balance work and life demands, connect to the right benefits and even lower their medical bills.

Nick Ludovico

Assistant Vice-President, Sales
1522 N. LaSalle Dr.
Chicago, IL 60610
Direct: 312-787-0128
Cell: 215-272-5899

e-mail: nludovico@healthadvocate.com
website: www.healthadvocate.com



HR Certification Institute

The HR Certification Institute is an internationally recognized certifying organization for the human resource profession and a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles.

We offer four certifications for practicing HR professionals:

- Professional in Human Resources (PHR®)
- Senior Professional in Human Resources (SPHR®)
- Global Professional in Human Resources (GPHR®)
- California Certification (needs to be PHR® or SPHR® certified to take the exam)

Katie Batten, MTA

Marketing Events Specialist
1800 Duke St.
Alexandria, VA 22314
E: katie.batten@hrcci.org
P: 703-535-6085
Twitter: @battenkatie



Indiana Wesleyan University

Indiana Wesleyan University is an evangelical Christian university founded in 1920 and is committed to liberal arts and professional education. About 3,200 students are enrolled in traditional programs on IWU's main campus in Marion, IN. Another 12,200 adult learners attend classes one night a week at a regional center or completely online.

Wanda Gandy

9286 Schulze Drive
West Chester, OH 45069
wanda.gandy@indwes.edu
866-498-4968

Integrated Employee Benefit Solutions / Accelerated Benefits

Integrated Employee Benefit Solutions, LLC offers a superior program which has led to large client retention. The company services Colonial Life, TASC, and Ameritas clients which includes regular management consulting, individual employee meetings for benefits communication and unlimited assistance for clients. While problems are inevitable, it is the company's quick resolve that sets it apart from other brokers in the marketplace.

Mike Franks

5880 Venture Dr, Dublin, OH 43017
614-659-9710-614-659-9720
mfranks@iebsllc.com



Integrated Wellness Solutions

Corporate Wellness Company

Rich Siegenthaler II, MEd, CBP

President

www.iws-wellness.com
PH/FX: 614 334 2119



J. P. Farley

J.P. Farley is a full service benefit solutions consultation firm and privately-held third-party administration committed to providing our clients the best experience while keeping costs in line. J.P. Farley offers advice, assessment, analysis and administration of smarter integrated benefit plans for the well-being of companies from a health and financial perspective. Our advocacy-based support of participants allows us to spend time with them helping guide them through claims-based and clinical care management services and also providing assistance in protecting patient rights. J.P. Farley uses effective plan design and multiple cost saving tools to ensure the health plan is a well managed asset for the companies we serve.

Rob Bernath

Business Development Manager
29055 Clemens Road, Westlake, Ohio 44145
Toll Free: 800.634.0173
Fax: 440.250.4301 - Direct: 440.250.4306
Email: RobB@jpfarley.com
www.jpfarley.com



Justifacts

Justifacts helps clients hire more honest and reliable employees by providing comprehensive background checks. With more than 2,000 clients and over 30 years of industry experience Justifacts provides background checks that are both comprehensive and cost effective. In addition, Justifacts offers the latest in web technology including a complimentary applicant tracking system for clients who want to go paperless. Why not give us a call? We will be happy to provide you with the names of references that will testify to our superior customer service. At Justifacts we go the extra mile for every client every day.

Jim Trusilo

800-356-6885 ext 1603
jtrusilo@justifacts.com



Kroger Prescription Plans

At KPP, we partner with our clients to bring a quality, cost saving pharmacy benefit program. KPP uses a host of clinical programs to help manage pharmacy program benefits. An independent study was conducted and found KPP rated very high on customer satisfaction that is provided to clients.

Robert Turley

Business Development Manager
11300 Cornell Park Drive, Suite 102
Blue Ash, OH 45242
robert.turley@kroger.com
513-290-6828



Legacy Business Cultures

Legacy helps create a culture of engagement through respect. Employee Engagement, Surveys, Diversity/ Inclusion, Organizational Change. Respect in the workplace has never been more important than in today's business world.

Dustin Lancy

Marketing Manager
4807 Rockside Road, Suite 720
Cleveland, Ohio 44131
Phone: 216.674.1085/888.892.0300
Website: <http://www.legacycultures.com>



Meijer

Put Meijer Gift Cards to work for you in your employee incentive programs or as employee gifts. You can get up to a 4% discount! Contact Max Wetzel, at 513.759.8938 or our call center at 800-487-9460. From Food to Pharmacy, Fuel to Fashions, our Gift Cards can be used on over 150,000 items in 40 Departments.

Max Wetzel

7390 Tylersville Rd.
West Chester, OH 45069
513.759.8938





The Marcum Hotel & Conference Center at Miami University

Experience enhanced tradition! A building expansion and compete renovation was completed in June 2012. The Marcum provides the perfect retreat like setting on the beautiful campus of Miami University with 55 gorgeous hotel rooms, suites and banquet meeting space to accommodate groups from 2 to 200. Executive Chef Ginny provides award winning cuisine and an event planner assists with every detail.

Package plan pricing to meet every budget for retreats, trainings, strategic planning meetings, conferences and social events. Visit www.muohio.edu/marcum to submit an rfp online. Or call 513-529-6911 for more information.

Kathy Crowley

Marketing & Sales Manager
351 N. Fisher Dr
Oxford, OH 45056

513-529-6918 ph.- 513-529-5700 fax
crowlek@muohio.edu
www.muohio.edu/marcum



Michigan International Speedway

Michigan International hosts two NASCAR race weekends a year as well as the Great Lakes Wine Festival. Your employees will be able to purchase discounted tickets to all of the events through our FREE discounted ticket program. To see the details or to sign up for this program go to www.mispeedway.com/groupsales

Rob Hemmig

12626 US Hwy 12, Brooklyn, MI 49230
517-592-1134

RHemmig@mispeedway.com



NAS Recruitment Communications

NAS Recruitment Communications, a human resources marketing consultancy, offers innovative solutions in digital and traditional channels that enhance employment branding, enrich candidate engagement and improve ROI. Whether your recruiting efforts are local or they reach around the globe, NAS can help you engage the talent you want and inspire the talent you already have.

Natalie Corsaro

Vice President & Talent Strategist
216-468-8270
ncorsaro@nasrecruitment.com



NEO Administration Company

NEO Administration Company has specialized in benefit plan consulting, compliance and administration services since 1990. Benefit administration is our main business, not just a sideline. Our guiding mission, to provide the higher level of service that clients should expect from a niche market specialist, has earned us a reputation for responsive service and professionalism.

Dan Csaky

Manager of New Business Development
1735 Merriman Road
Akron, OH 44313
330-860-5598



OCI LeaveXpert

OCI (Options & Choices, Inc.) is a data integration and software services provider that helps companies make better-informed decisions about their employee benefit, risk management and information technology dependent programs. Key services include LeaveXpert, a total absence management solution, Data Integration Services, and Data Warehousing & Reporting.

Scott Lenox

National Sales Representative
scott_lenox@oci.com
224-383-4557

O.C. TANNER

appreciate.

OC Tanner

Grow your people. Grow your business. Grow your bottom line. O.C. Tanner is uniquely qualified to help companies engage employees in the growth of their business by appreciating people who do great work. Because talent thrives on being noticed. And when people believe they can make a difference, appreciation changes everything.

Beth Stewart

Managing Director, Client Solutions
5700 Lombardo Center #245
Rock Run North
Seven Hills, OH 44131
Phone: 216-447-3003



Ohio ESGR

The task for ESGR is to work through a nationwide network of volunteers and a small, full-time support staff to inform and educate hundreds of thousands of Reserve Component members and their employers regarding their rights and responsibilities, best practices, and to develop and maintain relationships with employers.

2825 W. Dublin Granville Rd
Columbus, Ohio 43235
614-336-7444



Ohio SHRM State Council

The Ohio SHRM State Council, along with our 27 local affiliated SHRM chapters, is dedicated to leading, educating, and inspiring the over 12,000 HR professionals in Ohio and educating, serving as HR experts to, and positively impacting other business professionals in Ohio. The Ohio SHRM State Council is a non-profit organization and exists as an affiliate of The Society for Human Resource Management, the world's largest association devoted to Human Resource Management. Membership is made up of 51 volunteers who are elected or appointed to The Council and includes the Chapter Presidents of the 26 local SHRM affiliated chapters in Ohio.

Steve Browne, SPHR - State Director
state-director@ohioshrm.org



Patient Care

Patient Care is the nation's leading advocacy company. We work through employers to help their members navigate the health care system and become better health care consumers. Our Advocates provide transparency through cost and quality information, translating to a measurable ROI for employers and employees.

Deanna Jackson-Roth

Regional Sales Manager
419-290-4592

djackson-roth@patientcare4u.com



Paycor

Paycor is a leading provider of cloud-based Payroll, HR and timekeeping solutions. More than 20,000 companies across America have switched to Paycor for intuitive, online solutions and personal service. In 2011, Paycor was awarded the People's Choice Stevie Award for Favorite Customer Service in the financial industry. Paycor was founded in 1990 and is headquartered in Cincinnati, OH. For more information on Paycor's products and services, visit www.paycor.com.

Gary Ware

Assistant Area Sales Vice President
250 E. Wilson Bridge Rd, Suite 110
Worthington, OH 43085
office 614-396-5406
mobile 614-205-0484



PDServices

PDServices provides best in class HR Software, Assessments and Surveys that are cost-effective, improve productivity, and enable HR to shift from administrative to strategic efforts.

- HRMS/HCM systems
- Assessment Testing for Job Fit
- Skill Testing
- 360 Surveys
- Performance Management Systems
- Time & Attendance systems
- Applicant Tracking systems

Phil Devendorf, President

740.326.4494
phild@PDServices.com
www.PDServices.com





Polaris Recruiting

Polaris Recruitment is a recruitment communications company specializing in employment advertising, media placement, interactive services, and recruitment consulting. Our talented staff has 75+ years combined experience in HR, advertising, marketing, and design. We offer excellent client service and creative paired with efficient pricing. Many services are free with media placement.

Monica Nowac
monica@polarisrc.com
440-564-9407



Positive Promotions

Positive Promotions specializes in turnkey solutions for promotional, educational, health & wellness, safety recognition, and reward activities. By focusing on these specific markets individually, we stay in constant touch with our customers needs and our products stay on the cutting-edge of functionality and creativity.

Now in its 60th year of operation, Positive Promotions is a company that has consistently evolved since its inception to meet the changing needs of its customers.

Cindy Nardella
CNardella@positivepromotions.com
631-486-2221



PRADCO

At PRADCO, we understand people. Using our proven tools, processes, insight and over 50 years of experience, we help people to improve their hiring and maximize their management potential.

Our interdisciplinary team approach, and comprehensive assessment tools and indexes help unlock more authentic criteria to better evaluate and develop candidates and executives in a wide range of industries.

The result is a unique, long-term solution that meets your goals for success and return on investment. So, whether you're looking to hire the right people, increase sales, reduce costs or grow profits, make a better decision.

Janet Rohlik, Director of Sales & Marketing
440-337-4657
jrohlik@pradco.com



Preferred Benefits

Preferred Benefits has access to unparalleled resources to help you develop effective strategies for your benefit programs, regardless of industry, location or size. By extensively analyzing health plan designs and funding alternatives, we identify the best vendors to maximize purchasing value and ensure each client's strategy is a success.

Wendy M. Ryan, CWPC
Group Benefits Specialist
740-363-6028 (office) 740-363-5292 (fax)
800-558-5658 (toll-free) 740-272-0416 (cell)
wendy@prefben.com
www.prefben.com

Brian Lenzo
brian@prefben.com
216-224-4123 (cell)



Selection Management System/ Selection.com

Selection.com, a Nationwide Pre-employment Background Screening Company, offers you a unique combination of research services and a personal commitment to total customer satisfaction. This results in fast and accurate background checks – and clear hiring decisions for you.

Julie F. Burke
800-325-3609 ext. 3027
jfburke@selection.com



Sequent, Inc

Sequent is an outsourcing and consulting firm that helps clients improve business performance through HR support, payroll/HR technology and benefits consulting. Whether it's handling your payroll, providing HR consultation, developing your benefits plans or providing the technology to do it yourself, Sequent can take your organization to the next level.

William Hutter
Chief Executive Officer
bhutter@sequent.biz
614-436-5880
4700 Lakehurst Ct., Suite 200
Dublin, OH 43016



Skill Survey

SkillSurvey is the inventor of online reference-checking solutions that improve quality-of-hire and increase recruiting efficiency for Fortune 1000 companies and leading healthcare organizations. Its solutions allow recruiters and hiring managers to collect feedback from references on a job candidate's behaviors and work performance prior to the hire. Visit www.skillsurvey.com.

Brian Tuinstra
614-791-1741
btuinstra@skillsurvey.com



Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India. Visit SHRM Online at http://www.shrm.org.

Martha Ramirez, SPHR
703-535-6290
martha.ramirez@shrm.org
Kristine Hofmann
703-535-6082
kristine.hofmann@shrm.org



Southam Consulting

Southam Consulting creates high performing cultures by focusing on the cultural operating system and not just the "apps." We drive rapid change in vital behaviors that produce results. As a Principal Associate for VitalSmarts, Southam Consulting also conducts the award-winning training programs: Crucial Conversations, Crucial Confrontations, Influencer, and Change Anything.

Kurt Southam
6275 Winterwood Drive
Nashport, OH 43830
740 453 4547
kurt@southamconsulting.net



Stevens Moving and Storage

Stevens Worldwide Van Lines is a full service domestic van line and international forwarder specializing in Relocations since 1905. Many studies have proven that a well managed Corporate Relocation can dramatically reduce the stress of the transferring family, and can lead to higher job performance. At Stevens Worldwide Van Lines, families come first. Stevens has dedicated move consultants who will work with your transferring families throughout the entire move process. Stevens is proud to announce that we have been ISO 9001:2000 quality certified since 2002. As a family and employee owned company, Stevens performed over 18,500 Relocations last year. In addition, Stevens has an extensive Records Management and Commercial Services Division. Stevens is "The way to move!"

Mary O'Donnell
216-315-1577
Jeff Abraham
248-895-325



Superior Dental Care

Leading the way in dental benefits, Superior Dental Care (SDC) has been providing affordable and adaptable dental plans to groups for over 25 years. SDC offers two of the largest networks throughout Ohio and Kentucky that provide an unparalleled selection of quality dentists to our members. Through superior service, advanced technology, and efficient operation, SDC keeps employers and their employees smiling for a lifetime!

Traci Harrell, Chief Marketing Officer
6683 Centerville Business Parkway
Centerville, Ohio 45459
tharrell@superiordental.com
937-438-0283





Terryberry specializes in the development and implementation of effective employee recognition programs for more than 25,000 clients worldwide. For nearly a century, Terryberry has helped companies recognize, reward, and inspire their people to increase performance and retention for maximum return. Be recognized with Terryberry!

Michael King, Recognition Consultant

43996 Woodward Ave, Suite 201
Bloomfield Hills, MI 48302
Office: 800-304-7464
Fax: 248-333-3889



The Duff Group

With over twenty-five years in Talent Management, The Duff Group has coached/trained over 10,000 leaders in twelve countries. Internal teams have saved \$40M+ and several thousand jobs. Regardless of your industry, there is one universal problem that we help you resolve. Stop by for a thirty second elevator speech and a brochure.

Jerald L. Duff, Ph.D.

937-901-4039
www.duffgroup.com
ffud@aol.com
Dayton, OH



The Human Resource Department, Inc.

The Human Resource Department Inc., in business since 1994, delivers human resource projects including compensation, Affirmative Action Plans, employee handbooks, compliance assessments and coaching engagements. We provide temporary HR staffing, direct HR placements and third party payroll services. See some of our clients listed on our website.

Chuck Niles

23240 Chagrin Blvd., Suite 845
Cleveland, OH 44122
E: cniles@thrd.com
P: 216.292.6996 ext. 207



TMC Employee Benefits Group

TMC Employee Benefits Group is an employee benefits brokerage and consulting firm with the expertise to provide an exceptional customer experience to both employers and their employees. Because we specialize in employee benefits and have extensive benefits knowledge, we find and deliver the best coverage and plans for the best value.

Tricia McGuire 216-621-4400 ext. 24

Mike Troyan 216-621-4400 ext. 23



UltraSound

UltraSound Special Events Inc. provides premier interactive entertainment concepts and event planning. We specialize in corporate event planning of picnics, holiday parties, casino theme parties, networking events and convention activities. Through working with a diverse group of clients, we have established event solutions to successfully produce events for a number of organizations. Get more information from our website at www.ultraparty.com

PO Box 163

Delphos, OH 45833

Toll free: 1-800-917-6863

Website info: www.ultraparty.com

Find us on facebook!



V & A Risk Services

So you've had a workers' comp claim. Now what? If calling your TPA isn't the first thing that crosses your mind then you should consider becoming a client of V & A Risk Services.

- Self-Insurance
- Ohio State Fund Programs
- Group Experience Rating
- Group Retrospective Rating
- Unemployment Cost Containment

V & A has a long history of creating relationships with HR professionals to lower their workers' compensation premiums and take a pro-active approach to controlling claims costs that affect their company's bottom line.

Ken Finley

Tradition Square, 2730 Centennial Rd
Toledo, Ohio 43617
800.493.9662
kfinley@variskservices.com



Vision Benefits of America

Vision Benefits of America has been delivering value-packed group vision benefits for over 45 years! Substantial cost savings are realized to both the group and their employees through our national network of 15,000 Optometrists, Ophthalmologists and Select Retail Locations. Self-funded or fully insured. With or without copays. All with VBA's patient satisfaction guarantee. 100%. Every time.

Dan Gissin

Account Executive
300 Weyman Plaza, Suite 400
Pittsburgh, PA 15236
1-800-432-4955 / 412-881-7319 (Fax)
dgissin@visionbenefits.com



VSP Vision Care

Smarter Vision Care™ from VSP® helps keep your employees healthy and productive, leading to significant healthcare savings. Your employees win, too, with the lowest out-of-pocket costs on eyewear they'll love. No wonder VSP has the highest member satisfaction. Visit our booth and see vision from a new perspective: vspffect.com

Pamela Tomlin

3333 quality drive ms 131
rancho cordova, ca 95670
800-852-7600 X 4821
pamela.tomlin@vsp.com



zerochaos

ZeroChaos is an expert provider of employment screening services. Since 1992, our organization has enabled employers to make better hiring decisions, reduce exposure to worker's compensation and legal expenses & diminish the high costs of turnover. As a full service provider, we offer products ranging from comprehensive background investigations to substance abuse screening services.

Solutions for Every Budget - Unparalleled Convenience - International Reach

Mark Thompson, PHR

VP, Business Solutions

Zero Chaos, Employment Screening Solutions

ESS Divisional HQ: 866-223-4473 x3151

Corporate HQ: 877-937-6242 x3151

Mobile: 614-271-6275

mthompson@zerochaos.com

www.zerochaos.com

www.checkpast.com

KIOSK EXHIBITOR

Better Living. Better Results.



United Wellness

United Wellness Group is a national provider of high engagement worksite wellness programs. Our comprehensive programs encompass health and productivity analytics, integrated marketing communications, health screening, wellness education, group programs, challenges, and integrated wellness technology. We work with a wide variety of clients, from 100 employees to greater than 20,000 employees. To learn more call 1-877-899-8996 or visit www.unitedwellnessgroup.com

Matt Black

Director of Client Development

United Wellness Group, LLC

Main: 1-877-899-8996 x 75

matt@unitedwellnessgroup.com

www.UnitedWellnessGroup.com



Executive Business Programs at BGSU



Advance your career with BGSU's competitively priced, convenient, accelerated MBA and MOD programs designed for experienced working professionals.

We have a program that meets your needs:

- Professional MBA - 23 month, meets two nights per week
- Executive MBA - one weekend per month and a Study Abroad Experience
- Executive MOD - 18 month, online blended program with three weekends per semester

Build your future and your company's future today.

For more information, call 1-800-BGSU MBA or visit www.bgsumba.com or www.modbgsu.com

BGSU | College of Business

EVERSTAFF
www.everstaff.com

A Partner in Staffing & Recruiting
Since 2001

Honored as one of the fastest growing companies in Northeast Ohio

Weatherhead 100
2009 • 2010 • 2011

Corporate Headquarters- Cleveland, OH

6500 Rockside Rd, Suite 385
Cleveland, OH 44131
p: 216-369-2566

Michigan Branch Locations

Detroit Farmington Hills

Ohio Branch Locations

Solon Columbus
Brooklyn Akron
Toledo Cuyahoga Falls
Ashtabula

Pennsylvania Branch Locations

Erie Quakertown
Meadville Willow Grove
Wyomissing

Ontario Branch Location

Hamilton

EverStaff also provides service to clients in 20 additional states



MEMBER



A+ BBB Rating as of 1/3/2011



Professional Services • Manufacturing Services • Retail Solutions • Call Center

HR CONFERENCE VARSITY TEAM & PAST CHAIRPERSONS

HR CONFERENCE VARSITY

Conference Chair	FRED ECK, SPHR chair@ohioshrm.org
Conference Vice - Chair	KATRINA PLOURDE, SPHR Vice-chair@ohioshrm.org
Program Chair	HEATHER SPEER-EDWARDS, SPHR programs@ohioshrm.org
Program Co-Chair	ASHLEY PATTERSON, PHR co-programs@ohioshrm.org
Arrangements Chair	SANDY MANJURA, PHR arrangements@ohioshrm.org
Co-Arrangements Chair	JULIE A. STEPHENS, SPHR co-arrangements@ohioshrm.org
Resource Partners Chair	SHERI CALDWELL, Ph.D., SPHR resource-partners@ohioshrm.org
Co-Resource Partners	CLAYTON MORRIS, SPHR co-resource-partners@ohioshrm.org
Registrar	KARA B KILBY, PHR registrar@ohioshrm.org
Assistant Registrar	BONNIE THOMPSON asst-registrar@ohioshrm.org
Marketing & Technology	MIKE MEDORO mgmedoro@aspect-marketing.com or marketing@ohioshrm.org
Treasurer	KAREN BRANDENBURG, PHR treasurer@ohioshrm.org
Secretary	CHRIS HENNING, SPHR secretary@ohioshrm.org
Past Conference Chair & State Director	STEVE BROWNE, SPHR state-director@ohioshrm.org

HR: A LEAGUE OF OUR OWN - HALL OF FAME

CHAIRPERSON	YEAR	CHAIRPERSON	YEAR
1 ST Victor Horn	1973	22 ND Rick Taylor, SPHR	1994
2 ND Frank Neal	1974	23 RD Nila Whitfield	1995
3 RD A. J. Harmata	1975	24 TH Rick Kellerman	1996
4 TH Robert Wendt, PHR	1976	25 TH Loren Obert, SPHR	1997
5 TH Tom Wagner	1977	26 TH Harry R. Walker	1998
6 TH Regina Blackmore	1978	27 TH Mary Carol Parker, PHR	1999
7 TH Howard Walker	1979	Ann Byrnes, SPHR	
8 TH Les Stauske, AEP	1980	28 TH Dan Amann	2000
9 TH Fred Pinetti	1981	29 TH Jane Robinson, PHR	2001
10 TH Joann Baker	1982	Kim Anderson, SPHR	
11 TH Bob Dawson, AEP	1983	30 TH Robert Bethel, PHR	2002
12 TH Lou Falk, SPHR	1984	31 ST George Kademenos, SPHR	2003
13 TH Bette Chambers, PHR	1985	32 ND Thomas Mobley, SPHR	2004
14 TH Chuck Gallagher, SPHR	1986	33 RD Sherry Gordon, SPHR	2005
15 TH Roger Nicol	1987	34 TH Teresa Terranova, SPHR	2006
16 TH Jim Sims, PHR	1988	35 TH Karen Luther, PHR	2007
17 TH Becky Mascari-Cox, SPHR	1989	36 TH Andrea Gurcsik, SPHR	2008
18 TH Robert Wendt, PHR	1990	37 TH Andrea Gurcsik, SPHR	2009
19 TH Jerilynn Ferguson	1991	38 TH Martine Scheuermann, SPHR	2010
20 TH Jack Young	1992	39 TH Steve Browne, SPHR	2011
21 ST Linda Gravett, PhD, SPHR	1993	40 TH Fred Eck, SPHR	2012

YOU ARE INVITED!

September 18-20, 2013

THE 2013

OHIO HUMAN

RESOURCE CONFERENCE

**HR: Making
Connections
That Count!**

Confirmed speakers
include:



Sarah Michel - ***"Perfecting Connecting"***



Ryan Estis - ***"Passion on Purpose"***



2013 OHIO
HUMAN RESOURCE
CONFERENCE

HR - Making **Connections** that Count!

www.ohioshrm.org/hr_conf



**You Need A
Medical Assistant.**

**You Need
An Engineer.**

**You Need A
Production Worker.**



**We'll Give You
A Rock Star.**



**We'll Give You
A Superhero.**



**We'll Give You
A Workhorse.**

You're building a company of winners. And you've got no time to waste on "B" players. Whether you're building a team of Rock Stars, Superheros or Workhorses, you can count on us to send you only the talent to make your business hit the high notes.

Because of our deep specialization in more industries than any other staffing company in Northeast Ohio, we know the best questions to ask to identify the ideal candidate. Our huge talent pool and powerful technology platform means we can respond immediately with a candidate that matches your needs.

Alliance Solutions Group — for consistent, qualified placements that enhance organizational productivity.

Alliance Office Solutions
Alliance Financial Solutions
Alliance Healthcare Solutions
Alliance Scientific Solutions
Alliance Industrial Solutions
Alliance Technical Solutions
Alliance Search Solutions
Alliance Military Placement Solutions
Alliance Managed Services



ALLIANCE
solutions group

alliancestaffingsolutions.com | 866-939-0100

Columbus • Streetsboro • Akron • Elyria • Upper Sandusky • Youngstown • Independence