



NOHRC

Northern Ohio Human Resource Conference

Rhythms of Success

March 8, 2013

**47th Annual Northern Ohio Human Resource Conference
I-X Center Cleveland, Ohio**



Your Talent Development Partner

The Center for Corporate and Professional Development

“...[Kent State] facilitators have backgrounds in business... and bring real-life examples with them into the classroom. ...the real-world application has been very beneficial.”

Tiffany Squires, *Training Manager*
The Sherwin-Williams Company



Kent State's Center for Corporate and Professional Development works with you to develop and deliver talent development in supervisory skills, project management, performance management, among many other areas.

You are in good company when you choose Kent State. We work with the top organizations, from Lubrizol and Cleveland Clinic to NASA, L'Oreal, The Sherwin-Williams Company and Saint-Gobain Performance Plastics.

**Visit our website
to explore all of our services.**

www.kent.edu/YourTrainingPartner



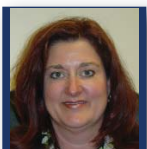
KENT STATE
UNIVERSITY
Excellence in Action

Table of Contents

Welcome Letter from the Cleveland SHRM President	1
Welcome from the NOHRC Chair	2
Schedule of Activities	3
Re-Certification Information	4
Opening Keynote Speaker	4
Luncheon Keynote Speaker and Closing Power Session Speaker	5
Session Summaries	6-9
NOHRC 2013 Conference Sponsors/NOHRC Gives Back	10
Network Frenzy	11
Bookstore	11
Map of I-X Center/Exhibitor Listing	14
Exhibitor Directory	
Platinum	16
Gold	17
Silver	18-19
Bronze	20-25
Past NOPEC/NOHRC Chairs	26
2013 NOHRC Committee Roster	28



President's Welcome Letter



On behalf of the Cleveland SHRM Board of Directors, I wish to welcome you to the Annual Northern Ohio Human Resource Conference (NOHRC), sponsored by Cleveland SHRM! We are thrilled to host the 47th annual conference and are proud to note that we have a record crowd of attendees. Thank you Northeast Ohio!

With over 500 members and growing, Cleveland SHRM's membership includes practitioners and service providers from all HR disciplines and professional levels.

This year's conference "**Rhythms of Success**" again provides an exceptional opportunity for HR Professionals in Northeast Ohio. We hope that you will enjoy today's programming in a great venue to network with peers, and an opportunity to learn leading-edge HR practices.

A special thank you to NOHRC Chair Tamara Hagerty and our Vice Chair Jeri Johansen. Both have done an outstanding job demonstrating leadership, dedication and commitment to making this conference a success. Thanks also to all of our NOHRC Committee members for their contribution, dedication, and time to make this conference the best ever!

I further offer a word of thanks to the many NOHRC exhibitors and sponsors, who made this day possible and helped to keep our attendance costs as low as possible.

Sincerely,

SueAnn Naso
President, Cleveland SHRM

Welcome to Rhythms of Success



Thank you for joining us for the 47th annual Northern Ohio Human Resource Conference “**Rhythms of Success.**” We are glad that you have made the decision to attend

Northeast Ohio’s premier human resource conference!

We know that you will learn a great deal from today’s programming including how to enhance your skills to lead, strategize, and become business partners within your organization. We hope we haven’t made it too hard for you to decide which sessions to attend. The HR Certification Institute has pre-approved the conference for 5.5 recertification credits – 3.25 of which may be considered strategic!

Opening the conference will be Jim Knight in the Ballroom. Jim has been described as being “predictable in his unpredictability!” In Jim’s interactive session, “How to Build a Rock Star Team,” he will highlight best practices to create, maintain and revolutionize a strong internal employee culture, by building and managing top talent.

Philip Solomon and Dan Thurmon are our dynamic luncheon keynote presenters. They will be combining their powerful message with the elements of music, percussion, acrobatics and audience involvement. In **Rhythms of Success**, the duo will teach you how to build and strengthen our most vital relationships while enhancing the importance of interviewing, negotiating, and providing coaching!

In the closing session Chip Madera will be sharing his thoughts on “How to Be A HR Rock Star!” In this session you’ll learn how to define a high performance culture, find out about HR’s role in creating a culture of WOW and learn strategies for engaging employees. Don’t miss out on this amazing power session, as well as earn strategic credits!

Additionally, we are thrilled to offer ten concurrent sessions, presented by superior speakers, for you to choose from throughout the day.

This year, NOHRC is supporting Shoes and Clothes for Kids (SC4K), the only non-profit organization in Greater Cleveland providing new shoes and clothes at no charge throughout the year to thousands of children in need. Support this worthy organization by dropping off new children’s underwear, socks and/or monetary donations to the Shoes and Clothes for Kids Booth. Their booth will be right outside of Registration in the exhibit hall.

Every year NOHRC provides the opportunity to network with 600+ HR professionals and visit with over 85 exhibitors. And, this year is no different but we are mixing it up by introducing *The Network Frenzy*; a fun way to meet, interact and talk with exhibitors and fellow registrants at the conference. The Network Frenzy will allow you to collect raffle tickets from each vendor in the exhibit hall. The more vendors you talk to, the more raffle tickets you will get for the Chinese Raffle. The Chinese Raffle gives you the opportunity to win one of our many Grand Prizes listed in this program guide.

We’ll end the day with the famous “After Hours Social” generously sponsored by Alliance Solutions Group. Plan on joining us at the 100th Bomb Group Restaurant and celebrate 50 years of James Bond with the folks from Alliance.

Your feedback about your conference experience is welcome and encouraged. Please complete the conference evaluation, which will be sent to your email address within a week following the conference.

Thank you, again, for attending the 2013 Northern Ohio Human Resource Conference. The committee has worked diligently to put on an exceptional conference so you could experience **Rhythms of Success!**

Tamara Hagerty
2013 NOHRC Chair

Jeri Johansen
2013 NOHRC Vice Chair

New for 2013! Wireless Service Sponsored by:



Schedule of Events



7:00 AM	Registration Opens/Continental Breakfast		
8:00 – 9:15 AM	Opening Keynote How To Build A Rock Star Team	Jim Knight	I-X Center Ballroom
9:15 – 10:00 AM	Visit the Exhibit Hall		
10:00 – 11:00 AM	Concurrent Sessions		
	Trends In Learning	Susan Pyles	Room 13
	Leading To The Beat Of Their Own Drum – Developing Women Leaders	Kimberly Bell	Room 14
	Never Make Another Hiring, Promotion Or Training Mistake Again By Identifying Your Employee's Signature Song	Dr. Ingeborg Hrabow	Room 15
	Recruiting By The Numbers - Key Metrics For Reporting Staffing Outcomes	Joe Murphy	Room 7
	Investigation Nightmares...And How To Avoid Them	Sindy Warren	Room 16
11:15 – 1:15 PM	Luncheon Keynote Rhythms Of Success	Philip Solomon & Dan Thurmon	I-X Center Ballroom
1:15 – 2:00 PM	Visit the Exhibit Hall		
2:00 – 3:00 PM	Concurrent Sessions		
	The "F Bomb" - How Fear Disrupts Organizational Rhythm	Holly Bognar	Room 16
	Managing Employee Benefit Costs In The Era Of Healthcare Reform	Thomas Mangan	Room 13
	2013 Trends In Recognition: Using Recognition To Drive Employee Engagement	Rob Catalano	Room 15
	Building A Strategic & Tactically Legal Human Resource Department	Scott Warrick	Room 7
	Don't Let Bad Hiring Decisions Be An Intermission To Your Rhythms Of Success	Ted Moss	Room 14
3:00 – 3:30 PM	Visit the Exhibit Hall/Break		
3:30 – 4:45 PM	Closing Power Session: How To Be An HR Rock Star	Chip Madera	Room 7
4:45 – 5:15 PM	Prize Drawing		



"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

OPENING KEYNOTE

How To Build A Rock Star Team

1. Identify, create and foster a culture that can retain and develop employees who will drive engagement and company performance;
2. Create, maintain and revolutionize a strong internal employee culture, by building and managing top talent; and
3. Attract, hire, train, develop and treat your front line employees to provide great guest service and, thus, increase the company's bottom line.

How you attract, hire, train, develop and treat your front line employees is commonly known as the one true strategy to provide great guest service. In lieu of managers doing all of the work themselves, a specific culture must be created & fostered to secure commitment from the employees to stick around and deliver the desired service. This takes time and a lot of work.

This interactive session is effectively designed to highlight best practices to create, maintain and revolutionize a strong internal employee culture, by building and managing top talent. Jim Knight, former head of global training & development for Hard Rock International for 2 decades, will use the visceral backdrop of great brands as a platform to discuss key strategies to build a rock star team.

Unique Concepts covered throughout will include:

- The Employee Life Cycle
- Print Materials & Job Aides
- Video, Technology & Social Media
- The Power of Storytelling
- Virtuous Cycle vs. Vicious Cycle
- The Emotional Bank Account
- Mentorship & Development
- Philanthropy

Moving at blazing speed, the time allotted is full of out-of-the box thinking, book quotes, videos, personal stories, exercises, industry statistics and an interactive handout for some real "take aways"... all told through the spirit of Rock 'n' Roll.

If you're a fan of irreverence and unpredictability, come hear what all the noise is about..



Jim Knight

Although part of a small training group that supported all cafe, hotel and casino properties, Jim Knight's role at Hard Rock involved many facets of organizational training, including creating/managing all staff and management training materials & programs, facilitating its corporate university, overseeing management training locations, producing training DVD's, directing company e-Learning initiatives, facilitating leadership transitions and traveling to property locations to deliver on-site classes & measure standards.

Jim has put his experience and creativity to work, which has consistently developed cutting-edge training concepts. During his time with the Hard Rock brand, his team won coveted Telly Awards in 2000 for their guest service video, took top honors in 2007 for their menu rollout video, garnered Training Directors Forum's 1998 prize for "Reengineering Training" and won Brandon Hall's Gold Best in Class Award for their "Service Recovery" e-Learning course. Jim Knight was also recognized by Training Magazine as representing one of the Top 125 training companies in the world out of all industries & businesses.

Jim has a music degree in Vocal Performance & Education and taught in the Florida public school system for 6 years before catching the "hospitality bug." He is a long-time member of CHART (The Council of Hotel & Restaurant Trainers), previously sat on the Certification Governing Board of the National Restaurant Association and started a local networking group with over 100 active members in Central Florida, to share best practices and discuss common issues with other industry professionals. Networking is a big part of his success.

To contact Jim, you can reach him at: Jim@KnightSpeaker.com/ 407-341-3801



Northern Ohio Human Resource Conference RECERTIFICATION CREDIT FORM

Cleveland, OH March 8th, 2013



This conference has been pre-approved for 5.5 General credit hours. To earn 5.5 General recertification credit hours for attending this conference, please enter the program ID # 132963 with the conference date to your online recertification application at www.hrci.org.

To earn Business Management and Strategy recertification credit hours for sessions that were pre-approved for Business Management and Strategy recertification credits, please do not enter the program ID # to your online recertification application. The HR Certification Institute has prepared an instruction document for your use. You can access this document at the NOHRC password-protected website:

Visit www.nohrc.org/uplink.cfm

Insert the password - 2013NOHRC (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.

LUNCHEON KEYNOTE

Rhythms of Success

1. How to strengthen relationships with internal and external partners.
2. Techniques to enhance the skills of interviewing, negotiating, and providing coaching.
3. Specific methods to improve communication and encourage effective collaboration.
4. Techniques to resolve conflicts and repair damaged relationships.
5. How to generate team spirit and alignment to help people take on new challenges together.
6. The importance of having FUN in the process!

The Rhythms of Success is a highly entertaining keynote presentation that will teach you how to build and strengthen your most vital relationships. Motivational performers, Dan Thurmon and Philip Solomon, employ an exciting mix of spoken content, percussion, thrilling stunts, and audience participation to teach and demonstrate three keys to powerful relationships: Communication, Collaboration, and Trust.

With a powerful message PLUS the added elements of music, percussion, acrobatics and audience involvement, Dan and Philip will help us all enhance our ability to work together and build better relationships. Together, we will experience and achieve The Rhythms of Success.



Philip Solomon



Dan Thurmon

Philip Solomon is an award winning performer, speaker, creative/musical director, entertainment producer, international trainer for Cirque Du Soleil and president of Way 2 Much Entertainment. He has trained and inspired audiences globally in the areas of communication, conflict resolution, teamwork, and ethics.

Dan Thurmon is a "Hall of Fame" keynote speaker, life balance expert, and author of two books, including *Off Balance On Purpose*. He has appeared at thousands of events on six continents, on national television, and even on the front lines of Iraq and Afghanistan.

CLOSING SESSION

How to be an HR Rock Star

1. Defining a High Performance Culture (Rock Star)
2. HR's Role in Creating a Culture of WOW!
3. Strategies for Engaging Employees and Creating a High Performance Culture

How would you like to be the Rock Star in your organization? HR Professionals become Rock Stars when they produce significant results and when they fundamentally affect the bottom line of the company. Award winning speaker Chip Madera, MS, CSP will help you create a culture that ROCKS and defines HR as the leader in productivity, performance and ultimate success.



Chip Madera

Chip Madera, MS, CSP is a Motivation and Performance Strategist who speaks over 100 times each year in Canada, Australia, Europe, South America and throughout the USA. He possesses a BS in Psychology and a Masters in HR and Organizational Development from Barry University.

He has spoken to over 45 SHRM Chapters and several State/Regional SHRM Conferences throughout the USA, as well as clients like the Mayo Clinic, Disney, AT&T, Westinghouse, Southern Company and hundreds more. He was honored with the prestigious Certified Speaking Professional designation from the National Speakers Association given only to those professionals who have earned it by achieving strict criteria. This puts Mr. Madera in the ranks of less than 500 speakers worldwide who have been honored with this designation.

You can learn more about Chip at www.chipmadera.com



MORNING CONCURRENT SESSIONS

Trends in Learning

1. Review trends for investments in learning made by organizations (time and money);
2. Recognize the link between investments in learning and engagement, retention, and results;
3. Discuss trends in learning topics and methods of training;
4. Differentiate learning trends among employers of choice vs. average employers.

As we look across the training landscape, we see a variety of practices. Some old practices that are tried and true. Some new practices, created to keep up with the changing times, workforce and workplace. Join Susan Pyles as she discusses trends that will help organizations capitalize on employee development, improve performance, and maintain a competitive edge in learning.



Susan Pyles

Susan is a senior talent consultant for ERC. In her role, she helps organizations with a variety of HR projects and programs in the areas of talent assessment, talent management, employee and leadership development, performance management, workforce planning, employee engagement, and of course, HR Metrics! Susan has spent her career working in these areas of HR in a variety of businesses including banking, retail, academia, and consulting. Susan holds a Master of Arts in Communication from KSU and a Bachelor of Business Admin from Ohio University.

Leading to the Beat of their Own Drum – Developing Women Leaders

1. Identify the key behaviors associated with successful women leaders;
2. Explore ways that your HR Department can support the development of women leaders;
3. Recognize the similarities between male and female leaders as each participant identifies ways to become a stronger leader within their own company.

Experience an up-close and personal view of the leadership positions that women hold in the work force. Learn to evaluate people at all levels of organizations to help our clients make better selection and promotion decisions. Use objective data, work history, open-ended responses and interview findings to describe individuals and help them leverage their talents to reach professional goals. Finding one's own rhythm as a leader is the key to being genuinely successful. Extensive research has shown us that women who embrace their strength rather than trying to mimic the leadership styles of men are more successful. This workshop will help HR professionals identify key behaviors linked with successful women leaders, see how those are similar and different from men, explore ways that they can support the women in their companies as well as identify ways that they can become stronger leaders themselves.



Kimberly Bell, Ph.D.

Dr. Bell has spent over 15 years counseling individuals from all walks of life. She has extensive experience in conducting assessments in clinical, academic, legal and business settings. Her talents in these areas have been deployed in the service of multinational corporations, non-profits, start-ups, and local safety forces evaluations. As an author of PRADCO's series of white papers on women leaders and one of the original practitioners of PRADCO's women's coaching initiative.

Dr. Bell works with emerging women leaders to facilitate development and support their career aspirations. A skilled trainer and public speaker, she delivers research findings and practical information in an inspirational way and is sought out for her ability to engage an audience and capture their imaginations.

Dr. Bell also serves on the advisory board of the Hathaway Brown Center for Women's and Girls' Leadership, consulting with educators regarding strategies to develop the leadership skills of young women.

Never Make Another Hiring, Promotion Or Training Mistake Again By Identifying Your Employee's Signature Song

1. Recognize the vast differences in employees in mindset and attitude;
2. Learn to identify the different mindsets and attitudes;
3. Be better prepared to identify and understand the costs and/or benefits to the different musical notes (aka mindsets and attitudes).

Make your life easier, struggle less at work – by being able to manage and develop employees with greater ease. The solution lies in understanding the psychology of success and what motivates people. This is often the misunderstood and missing link to your as well as your company's success. Do you ever look at a situation and ask "why did they do that?" she will reveal, unravel and demystify the mysteries of employee behavior and human psychology so that you can avert landmines and embark on greater success, with greater ease and understanding and fewer headaches and hassles. Learn from local and celebrated author, consultant, psychologist and coach Dr. Ingeborg Hrabowy who has been consulting to and working with individuals, groups, businesses and organizations for over 20 years. She will be pulling back the curtain to share some near disaster scenarios and sweeping victories. Attend this session and she will share some key secrets learned in key negotiations, key conflicts and high stake situations from the boardroom to the shop floor. Spare yourself work related headaches and learn from someone else's struggles and victories. Learn by example and some case study.



Dr. Ingeborg Hrabowy

Dr. Hrabowy is a psychologist, consultant and coach who works with individuals and teams in business settings. She has worked with over 4000 personal and business clients spanning 25 industries. Primarily, Dr. Hrabowy assists individuals and organizations with the "human" side of business by removing obstacles which diminish performance and productivity and impede success. She is also sought out to help sort out complex or sensitive people issues or pressing company challenges which require a high degree of interpersonal skill, psychological expertise or discretion. She assists individuals, business owners, HR staff, business partners, family-owned businesses, teams and organizations to provide timely and relevant strategy, insight, feedback — through planning, troubleshooting, people development and implementation.

She is Past President of the Cleveland Psychological Association, Past President of a Cleveland Chapter of Toastmasters International and Toastmaster of the Year of northeast Ohio.

Recruiting by the Numbers - Key Metrics for Reporting Staffing Outcomes

1. Audit and identify high payoff opportunities to improve your staffing process;
2. Attribute dollars and data in a way that executives accept as correct and credible;
3. Complete three HR calculations that MUST performed in-house.

A tough economy is causing employers to take a closer look at the numbers to see what's working at every level. HR professionals are feeling this pressure more than ever, and it's more crucial than ever that you can show how HR programs are improving your organization and contributing to meeting goals. This session will teach you how to make a transition from activity-based metrics to value-based metrics.



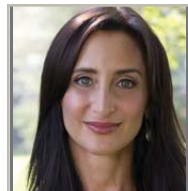
Joe Murphy

Joseph P. Murphy, vice president of Shaker Consulting Group, is driven by a passion for measuring the impact of staffing initiatives. He has worked for more than 30 years with clients to develop HR strategies that result in significantly improved business outcomes. With a background as director of human resources and director of training, he has the experience and proven know-how to help clients define, capture, and analyze staffing data to document return on investment.

Investigation Nightmares ... And How To Avoid Them

1. To provide participants with the most up-to-date information on best practices in workplace investigations;
2. To understand the current legal landscape with respect to workplace investigations;
3. To arm HR professionals with the tools to avoid common investigations missteps.

This session covers the do's and don'ts of workplace investigations with an eye towards best practices and the most recent case law. Workplace investigations can be tricky, to be sure, but being able to conduct them well is a critical skill for the HR professional. This presentation will review the most common pitfalls investigators can make - and how to avoid them.



Sandy Warren

Sindy Warren, Esq. is a lawyer-turned-HR Consultant who specializes in helping clients comply with employment laws and create positive working environments. As the principal for Warren & Associates she conducts workplace investigations, creates and presents training programs on a wide variety of employment law and human resources issues, and acts as an as-needed human resources department for private and public employers, both large and small, throughout Northeast Ohio and nationally. Sindy brings her legal expertise and experience to her consulting work. Combining extensive legal knowledge with a practical, down-to-earth understanding of employee relations, she is able to help companies develop and maintain sound employment practices and positive working environments. Sindy is a widely regarded speaker. She received her Juris Doctor, with honors, from Stanford Law School.

The "F Bomb" - How Fear Disrupts Organizational Rhythm

1. Gain an understanding of how fear impacts the workplace;
2. Explore the role HR plays in uncovering and identifying fear in the workplace;
3. Identify strategies to manage workplace fear.

When most of us hear the term "F bomb," our minds naturally reference a four letter word that is often used in a pejorative manner. In the phenomenon we are will explore in this workshop, that word is weak and has little power when compared to the word "fear" when it pervades an organization and paralyzes its employees. Over the years when talking with students, coworkers, and clients, the word fear rarely is used in a direct sense. However, the research I have conducted confirms the deep presence of fear in the workplace, its impact on employee engagement, and how it cripples organizational rhythms. In this interactive workshop, we will explore the role of HR in uncovering and identifying fear in the workplace and strategies to manage workplace fear.



Holly H. Bognar, Ph.D.

Holly has been training, consulting, and coaching leadership, team building, organizational development, and strategic planning with businesses, not-for-profit organizations, and public agencies for over ten years. She has designed, facilitated, and written training curriculum for professional development seminars, board and staff retreats, and skill-building workshops on topics such as leadership, emotional intelligence, high performance teams, personality and temperament, communication skills, and strategic planning, to name a few.

Managing Employee Benefit Costs in the Era of Healthcare Reform

1. Understand the plan design factors driving costs;
2. Compare benefit plan's effectiveness against competitors;
3. Determine ways to meet the challenge of new healthcare legislation.

The rising cost of health care and the impact of health care reform legislation will challenge HR professionals to evaluate their health plan design, comply with new regulations, and strategically manage rising costs in order to remain competitive. Forward-thinking HR professionals can utilize benchmarking to manage their benefit planning and become more informed in their mission to make critical benefits decisions. This valuable presentation will provide the vast majority of employers the knowledge they need to comply with new legislation and the ability to contrast their benefit plan's effectiveness against competitor's plans, giving them an edge in recruiting and retaining a superior workforce.



Thomas Mangan

Thomas Mangan is CEO of United Benefit Advisors, one of the nation's leading independent employee benefits advisory organizations. Prior to joining UBA, Mangan served as the EB President of the New England Region of USI Insurance Services, President of the employee benefits division of HUB International, and President of Willis Life of Texas. Mangan was a Board Member of the Council of Insurance Agents and Brokers and he has served on the National Broker Advisory Councils of Aetna, Cigna and United Healthcare.

2013 Trends in Recognition: Using Recognition to Drive Employee Engagement

1. Three major trends in recognition and the tools and best practices to addressing these trends within your organization.
2. How staying ahead of the trends and utilizing these tools to drive employee engagement can have a positive effect on the company's bottom line.
3. How to incorporate rhythm and technology in order to reach everyone within the organization and continue to drive employee engagement.

In order to stay ahead of the economic upturn and ensure companies continue to maintain an engaged workforce, it will be crucial to stay up to date on the trends in rewards and recognition that continue the positive momentum of engagement into 2013 and beyond. This session will walk attendees through the Recognition Trend Model which focuses on utilizing rhythm and technology to support the top three trends in recognition that will drive employee engagement.



Rob Catalano

Rob Catalano is a Certified Recognition Professional (CRP) & Recognition and Engagement Professional (REP) that has worked in the Rewards and Recognition space for over 10 years. He has consulted several top employers in North America on implementing and maintaining rewards and recognition strategies and programs.

Building A Strategic & Tactically Legal HR Department

1. Understand the critical relationship between what it means to be a "Strategic Partner" and being a "Tactical" HR person;
2. Understand the difference between "Contracts" and "Policies" and when HR needs to use each; and
3. Understand what important changes have occurred in the law across the last year and what HR needs to do about them.

What is a "strategic partner" ... and how should HR professionals use the law to "untie" their hands to accomplish their strategic goals? What are the legal differences between contracts and policies and when each should be used by HR? What did the courts say about policies that require employees to forfeit their unused PTO? How did the new ADA Regulations change the way we will administer the ADA? Who is a "Parent" and who is a "child" under the Department of Labor's June 2012 FMLA Interpretation Handout? What liability do employers have for giving a BAD reference for former employees? ...and much, much more. Join Scott Warrick as he reviews the most recent and most important employment law changes and updates in his own unique, practical and humorous style. Scott will use his three decades of Legal/Human Resource Management experience to tell you how to use this information immediately!



Scott Warrick

Scott Warrick combines the areas of law and human resources to assist organizations in "Solving Employee Problems BEFORE They Happen." Scott works with companies to put proper human resource measures in place, as well as coaching and training managers and employees in over 40 different topics in his own unique, practical and entertaining style.

Scott is a nationally Certified Emotional Intelligence Counselor and Diversity/Tolerance presenter who travels the country presenting his "Intolerance of Intolerance: Using The Seven Skills of Tolerance," "Bullying and Harassment: Understanding The Physiological, Neurological & Strategic Costs" and "Emotional Intelligence For Humans."

Scott's "Do It Yourself HR Department & legal Compliance CD" is a favorite among Human Resource Professionals across the country to bring their departments into compliance ... AND KEEP THEM THERE! Scott is also a 6 Time SHRM National Diversity Conference Presenter.

Don't Let Bad Hiring Decisions be an Intermission to your Rhythms of Success

1. Understand the "Ban the Box" movement which removes the check box from employment applications regarding criminal records;
2. Review the EEOC's 2012 release of Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions;
3. Understand how social media and credit report checks are at the top of the list for new legislation, and how to prepare your employment policies; and
4. Learn how to refine screening procedures to ensure that they are job related and consistent with EEOC guidelines.

To keep your company's Rhythm of Success, it is critical to protect your organization from the risk of negligent hiring litigation while at the same time, protecting the rights of a potential employee. As a Human Resource professional, how do you insure that you have conducted adequate due diligence when screening applicants without stepping over the line? What information is off limits? What information MUST be obtained in order to protect your company and the employees that work there?

This session will discuss key legislation affecting employee/employer rights and their relation to employment screening, including the Fair Credit Reporting Act and Social Media, and their impact on selection procedures. Understand the recent "Ban the Box" movement which removes the checkbox on applications asking about prior convictions and the EEOC's recent guidance concerning employers' use of criminal background checks with regard to job applicants. A discussion of negligent hiring litigation will help participants understand how to make wise hiring decisions that are within the law.



Ted L. Moss, CPP

Ted L. Moss is the founder and President of Crimcheck.com, a global provider of employment screening solutions. Mr. Moss is an expert on matters of employment screening, identity theft, negligent hiring, and The Fair Credit Reporting Act.

In 2006, he earned the designation of CPP (Certified Protection Professional) from ASIS International, the premier international organization for security professionals, for which he also served as a Regional Vice President. As an active COSE Mindspring expert resource, he publishes articles under the topic of Human Resources and Safe Hiring Practices.

Mr. Moss is a 25-year veteran of law enforcement and corporate security. Having spent several years as an Investigator for The Ohio Department of Mental Health added a unique perspective to his diverse experience, after which he transitioned from law enforcement to the loss prevention industry, and finally founded Crimcheck.com in 1991.

After Hours Event

**A TOP SECRET AFFAIR:
CASINO ROYALE**

Your mission, should you choose to accept it, is to attend the annual Alliance Solutions Group NOHRC After Party. This invitation will self-destruct in 10 seconds.

RENDEZVOUS POINT
100TH BOMB GROUP RESTAURANT
20920 BROOKPARK RD., CLEVELAND, OH 44135

OPERATION TIME
FRIDAY, MARCH 8TH
FROM 4:30-8:30PM

ACCEPT THIS MISSION

ALLIANCE SOLUTIONS GROUP

ALLIANCESOLUTIONSGRP.COM/007

NOHRC Gives Back

SHOES AND CLOTHES FOR KIDS FACTS



- Founded by Businessman Morrie Sayre as Shoes for Kids, 2013 marks Shoes and Clothes for Kids' 44th year of service to families in the Cleveland community.
- Shoes and Clothes for Kids is the only non-profit organization in Greater Cleveland providing new shoes and clothes at no charge throughout the year to thousands of children in need.
- Shoes and Clothes for Kids distributes only brand new items, including quality clothing basics like socks, underwear, t-shirts, pants, mittens, and infant layettes.

- Shoes and Clothes for Kids' distribution network is comprised of 35 social service agency sites in the Greater Cleveland area that distribute Shoes and Clothes for Kids' products.
- Of every dollar donated to Shoes and Clothes for Kids, \$0.92 goes directly to the programs and services that benefit the children it serves.
- For six consecutive years, Shoes and Clothes for Kids has achieved the coveted 4-star rating from Charity Navigator, an honor bestowed upon only 3% of the nation's charities.

Shoes and Clothes for Kids will have a booth at NOHRC. Underwear and socks are two of the most requested items for children in need but are often the least donated or available. You can help ensure that these basic essentials are something a child always has by participating in NOHRC's sock and underwear drive for Shoes and Clothes for Kids.

Please consider bringing new children's underwear, socks and/or monetary donations with you to the Shoes and Clothes for Kids Booth at NOHRC and help support a worthy organization in our community.

For more information about Shoes and Clothes for Kids programs and services or additional ways you can help, please log on to the website at www.sc4k.org or call 216.881.SHOE (7463).

Sponsors

	Alliance Solutions Group Luncheon Keynote Speaker		Legacy Business Cultures E-postcard
	Cleveland Plus Marketing Alliance Registration Mailer		Maloney & Novotny Print Postcard
	crimcheck.com Wireless Connection & Conference Bag		NexGoal, LLC End of Day Power Session
	Gallagher Benefit Services Afternoon Break		PRADCO Committee Shirts
	InnoSource, Inc. E-postcard		SAW, Inc. Registration Sponsorship
	Kaiser Permanente Continental Breakfast		SkillSurvey, Inc. Conference Bag
	Kent State University Conference Luncheon		TalentWise E-postcard
			UltimateSoftware E-postcard

The Network Frenzy!

We have added a new aspect to the conference this year—The Network Frenzy! The Network Frenzy is a fun way to network with vendors while collecting raffle tickets to win a Grand Prize as a part of our Chinese raffle! The more you make a connection with the vendors, the more tickets you could receive! We have several great prizes to raffle off, so you will want to be sure to visit and connect with as many vendors as possible to collect tickets and maximize your chances of winning!!

Another way to earn tickets towards the Chinese raffle is to support our sponsored charity, Shoes and Clothes for Kids (SC4K). We are asking attendees to bring in socks and underwear items, that are unused and in their original package. If you bring in an item, you can receive 1 ticket towards the raffle! The more items you bring in, the more tickets you will receive!

As always, there will also be the 50/50 raffle to help support our charity, SC4K. Last year, the 50/50 raffle raised over \$500, so please bring cash with you, on the day of the conference, to participate in a great cause!

Grand Prize - sponsored by Playhouse Square



Three Prize Packages - Theater Tickets / Dinner / and a Hotel room!

- 2 tickets to the Book of Mormon, 1 overnight stay at the Wyndham, and 1 \$50 gift certificate to the Hard Rock for dinner.
- 2 tickets to the Book of Mormon, 1 overnight stay at the Wyndham, and 1 \$50 gift certificate to the Hard Rock for dinner.
- 2 tickets to the Lion King, 1 overnight stay at the Wyndham, and 1 \$50 gift certificate to the Hard Rock for dinner.



A Foursome at the 2013 Cleveland SHRM Annual Golf Outing!



Four (4) General Admission tickets to the Rock and Roll Hall of Fame courtesy of The United Way of Cleveland.



Four (4) Canton Charge Tickets for the March 20th game courtesy of Aramark.



Custom 16" x 20" acrylic painting on canvas of Rock and Roll Hall of Fame and two gift certificates courtesy of Painting with a Twist.



Signed Anderson Varejao Jersey



Eight (8) CSHRM luncheon meeting registrations for the 2013-2014 year!



Three (3) sets of Indians tickets in the Upper Box or Mezzanine area for the 2013 season.

HORIZONTAL BOOKS

Back again – the NOHRC Bookstore! This is the fourth year that the bookstore has been staffed by Horizontal Books. Come in, browse and purchase some of the leading print and audio materials from the human resources industry.

Horizontal books is committed to providing quality reading material at affordable prices.

Since 2005 Horizontal Books has been building a presence as an online-only bookseller. Now you can also visit their retail location in Ohio City. Horizontal Books is located at 1921 West 25th Street, Cleveland Ohio or via the web at www.horizontalbooks.com



She just saved two hours. And a copay.

How? She simply e-mailed her doctor, instead of leaving work for an office visit. Kaiser Permanente's online services can help prevent productivity losses—for your people and your organization—at a time when it's crucial to do more with less. These services are available at no added charge, and are now available on smartphones.

Members can:*

- e-mail their doctor's office
- check most lab test results
- schedule routine primary care appointments
- order most prescription refills

See how we can bring greater value to your health care dollars—view a demo at kp.org/experience. Or contact your broker or Kaiser Permanente account manager.



*These features are available for care received at Kaiser Permanente medical centers. Care from practitioners seen outside our medical centers or the results of tests and screenings performed outside our medical centers may not be available online.



Recruiting & Staffing Services

At Aerotek® not only do we know your business, we take the time to really understand your needs. So, whether you need to fill one position or require a staffing solution across your entire organization, we will find you the perfect fit. *Every time.*

**Technical, Professional & Industrial Staffing
Contract, Contract-to-Hire & Direct Placement**

To find out how Aerotek can find you the perfect fit contact **Phil Wagner** at **216.573.5546** or pwagner@aerotek.com.



1.888.AEROTEK | Offices Nationwide | www.aerotek.com

EOE

Don't wait until it's too late...



Benefits Brokerage. Payroll. HR Solutions. Consulting. Benefits Administration. Health Care Reform Analysis.

Get **Informed**. Make a **Plan**. We Can **Help**.

440-542-7800 www.cpihr.com



Salary & wage data for thousands of positions.

Get started with a *free* 2013 Salary & Benefits Budgeting guide - download the free PDF today at www.yourERC.com/NOHRC!



HR Help
Desk



Online HR
Resources



Professional
Networking

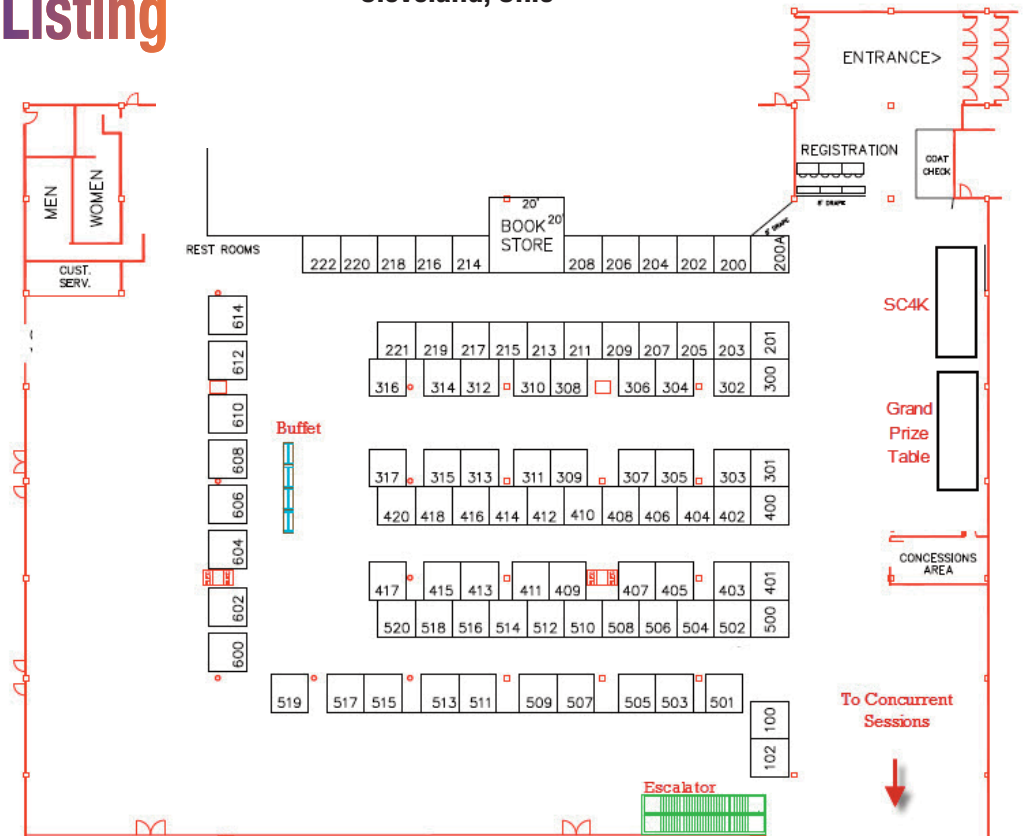


Cost
Savings

Salary & Benefits Data

I-X Center Map Exhibitor Listing

International Exposition Center Cleveland, Ohio



212 Capital Group221	Cleveland Metroparks	Humana Pharmacy	Playhouse Square.....203
Accountemps/Robert Half.604	Zoo307	Solutions.....610	Sedgwick420
ADP207	Cleveland Plus.....316	Hylant Group100	Sharon & Kalinoki, LLC.....220
Aerotek200	Cleveland SHRM202	InnoSource, Inc.414	SHRM204
Ajilon Professional	Cleveland State University 410	Integrated Wellness	SkillSurvey, Inc.300
Staffing217	Cleveland.com.....222	Solutions.....518	Skoda Minotti520
Akron Beacon Journal/	Colortone.....216	Jackson Lewis205	Southam Consulting.....509
Ohio.com/Monster.....614	Corporate College405	JP Farley Corporation.....417	Staffing Solutions
All Ohio Secure Shred513	Corporate Screening	Kaiser Permanente102	Enterprises.....412
Alliance Solutions Group ...401	Services502	Kent State University201	Stanley Staffing200A
Avanti Markets.....411	CorVel Corporation506	Legacy Business Cultures ...306	Stevens Worldwide
BackTrack, Inc.404	CPI-HR301	Legal Shield510	Van Lines311
Baldwin Wallace	Crimcheck.com313	Liberty Mutual Insurance...413	TalentWise400
University310	EASE@Work302	Lorain County Community	Team Promotions.....308
Belcan.....409	eFuneral.....219	College215	The Human Resource
Best Benefits Club.....315	EmployEase.....211	MetLife.....511	Department.....512
BGSU - Graduate & Executive	endevis, LLC.....214	Michael C Fina Co309	The Plain Dealer600
Programs in Business.....606	ERC519	Michigan International	Today's Business
Bloomberg BNA.....418	EverStaff305	Speedway.....213	Products312
Campana Insurance608	Gallagher Benefit	MOVABLE.....209	Ultimate Software500
CareWorks602	Services407	MTM Recognition507	Vision Benefits of
Carney McNicholas, Inc. ...504	GemCare Wellness501	NAS Recruitment	America503
Cedar Point.....208	Gestalt Institute of	Communications403	Vision Service Plan303
Century Federal	Cleveland.....516	NexGoal LLC218	WellnessIQ515
Credit Union314	Global Cash Card416	Ohio Tuition Trust	Willory508
CHAMPS Human	Gtail Company.....612	Authority317	Wolters Kluwer Law
Resources.....402	Hermes304	Painting with a Twist.....514	& Business.....415
	Horizontal Books....Bookstore	Paycor406	YWCA of Greater
	HR Certification Institute ...206	PDServices505	Cleveland.....408

What Would His References Say?

Gathering reference information often takes too long and yields limited information about a candidate's past performance. What if you could:

- avoid the lowest 10-15% of your new hires through behaviorally-based screening questions
(Quality)
- increase recruiters' productivity by getting feedback from 5 references in 2 days
(Efficiency)
- gain 3 passive candidates per hire by capturing reference responder's contact information in a searchable database
(Sourcing)
- be audit-ready with the click of a button
(Compliance)

Find out how over 500 leading companies, including Fortune 1000 firms, are doing this every day.



Inc.
500

Deloitte
Technology Fast 500™

(610) 947-6300 • info@skillsurvey.com • Watch the video: www.skillsurvey.com/NOHRC

These leading organizations use online reference-checking:



HEALTHSOUTH.

JM Johns Manville



KOHL'S
expect great things



Platinum Sponsors



Alliance Solutions Group

Kate Masin

4500 Rockside Rd., Ste. 210
Independence, OH 44131
kmasin@alliancesolutionsgrp.com
216-530-1690

Alliance Solutions Group, LLC is a full-service staffing & recruitment firm headquartered in Independence, Ohio; with offices in Cuyahoga, Lorain, Portage, Lake and Summit Counties, along with offices in the Columbus, Ohio vicinity. Alliance offers expertise through its industry-focused business units: Alliance Financial Solutions, Alliance Office Solutions, Alliance Healthcare Solutions, Alliance Scientific Solutions, Alliance Technical Solutions, Alliance Industrial Solutions, and Alliance Search Solutions. The agency is a multiple Weatherhead 100 award recipient as one of Northeast Ohio's fastest growing companies and also a multiple NEO Success Award recipient which recognizes the most successful companies in the region.



Hylant Group

Stephen Ligus

6000 Freedom Square Dr, Ste 400
Cleveland, OH 44131
(216) 447-1050
stephen.ligus@hylant.com

Since 1935, Hylant has delivered a full range of customized, cost-effective insurance brokerage, risk management and employee benefits solutions that fit a wide variety of needs – both domestic and international. As one of the largest privately held brokerage firms, Hylant has the tools and resources to deliver complete brokerage and compliance resources.



Kent State University

Amy L. Lane, Executive Director

The Center for Corporate and Professional Development
330-672-8698
alane@kent.edu

Kent State's Center for Corporate and Professional Development assists organizations with their talent development needs. Highly credentialed and experienced facilitators work with employees to build supervisory, management and leadership skills, enhance project management abilities, communicate effectively, drive teams forward and deal well with change and conflict.

Both onsite, tailored training at the organization location and open enrollment professional development programs are available.



SkillSurvey, Inc.

Laura Kirkham, Director of Sales

(610) 947-6300 x1260

Skill Survey is the inventor of online reference-checking solutions that increase recruiting efficiency and improve quality-of-hire. Its web-based programs allow recruiters and hiring managers to collect feedback from references on a candidate's behaviors and work performance. The information, all gathered electronically, is used to make better hiring decisions.



Gold Sponsors



Aerotek

Phil Wagner

Director of Business Operations
216-573-5546
pwagner@aerotek.com

Aerotek Inc., headquartered in Hanover, Md., is a leading provider of technical, professional and industrial staffing services. Established in 1983, Aerotek is an operating company of Allegis Group Inc., the largest provider of staffing services in the U.S. Aerotek operates an international network of more than 200 non-franchised offices and 2,000 recruiters to identify, screen and select top talent. For more information, please visit www.aerotek.com or call 1-888-AEROTEK.



Stanley Staffing

Dave Stanley

President

440-887-8367

www.stanleystaffing.com

Stanley Staffing- HQ in Cleveland since 1997- specializes in call center, office, and light industrial staffing with offices in Cleveland, Akron, and Canton.

Our best in class selection process stems from our Assessment Suite and IQ tools which includes skill, behavioral, personality, and simulation testing. Joined with our candidate profiling and technology advantages allow us to deliver a better performing and longer retained employee.



CPI-HR

Matt Simoni

Marketing Director
6830 Cochran Road, Solon, OH 44139
877-542-7833 x240
msimoni@cpibr.com

CPI-HR's mission is to help you manage your employees by being an exceptional service organization offering human resource solutions that enhance your people and profit.

CPI-HR provides Benefits Brokerage and Consulting, Benefits Administration, and a single-database, end-to-end Human Capital and Payroll Management Solution to ensure compliance, improve processes and increase communication and engagement with your employees.



TalentWise

Hollie Zelenka

Regional Sales Manager

330.998.6620

hzelenka@talentwise.com

www.talentwise.com

TalentWise is a technology company that's transforming the way HR selects, screens, and onboards new hires by building a single online platform that automates the hiring process. TalentWise is the only provider ranked by HRO Today magazine in the Top 5 "Overall" and for "Quality of Service" for the last five years. For more information about TalentWise visit www.talentwise.com 216-530-1690



Ultimate Software

Michelle Salis

Strategic Account Manager

8532 Windsor Way

Broadview Heights, OH 44147

440-237-2882

michelle_salis@ultimatesoftware.com

Ultimate Software is a leading cloud provider of people management solutions. The company's UltiPro solution provides a comprehensive approach to human capital management. Web-based features include recruitment, onboarding, benefits, payroll, performance management, succession management, business intelligence, time and attendance, and 24-7 direct access for executives, managers, and employees.



GemCare Wellness

Doug Kuzyk

dkuyzk@gemcarewellness.com
330-655-8388

5640 Hudson Industrial Parkway, Hudson, OH 44236

GemCare Wellness is a telephonic and web-based wellness program that focuses on reducing employer health care costs. Our results-based wellness program achieves maximum benefits for both the employee and the employer. Our health coaches specialize in a number of health programs that focus on healthy eating, physical activity, well-being, and specific health conditions.



Kaiser Permanente

Charlie Adams

Strategic Sales Executive

216-479-5664

216-956-3259 (C)

charles.w.adams@kp.org

Kaiser Permanente is America's leading integrated health care delivery system. Kaiser Permanente Ohio holds an "Excellent" accreditation rating by the National Committee for Quality Assurance (NCQA) and has been ranked best in state for its HMO and Medicare products. Kaiser Permanente Ohio is one of the highest-rated health insurance plans in the nation (#16) Medicare and (#38) Private/Commercial. Kaiser Permanente Ohio has been rated an excellent 5 out of 5 stars overall – the highest-rated Medicare Health Plan in Ohio for 2013 by the Centers for Medicare and Medicaid Services (CMS). For more information, go to: www.kp.org.



212 Capital Group
Adam Stalaker

Financial Representative
38 Main Street, Suite 360
Westlake, Ohio 44145
(440) 835-4501 ext.29
info@212capitalgroup-jl.com

It is our belief that the public requires and seeks trusted financial advisors to deliver comprehensive financial strategies of the highest caliber. 212 Capital Groups "Financial Education in the Workplace" are turnkey workshops that help employees focus on their finances and make the most of their benefits package.



Accountemps/Robert Half
Alan Reisinger

1300 East Ninth Street, Suite 1802
Cleveland, OH 44114
Alan.Reisinger@rhi.com
216-621-4253

Robert Half Finance & Accounting is highly specialized in the fields of accounting and finance, they can locate and deliver the most skilled candidates for businesses.

Accountemps is the world's first and largest specialized financial temporary staffing firm for accounting and financial professionals.



Akron Beacon
Journal/Ohio.com/Monster

Laura Schumann

Recruitment Advertising Manager
44 E. Exchange Street, Akron, OH 44308
330-996-3320
lschumann@thebeaconjournal.com

The Akron Beacon Journal and Ohio.com are proud partners with Monster.com in the Cleveland/Akron DMA. We have recently updated our employment website, jobs.ohio.com, to give employers the greatest advantage in finding the top talent in the market. Sign up for our monthly employer e-newsletter and never miss a special!



BGSU - Graduate & Executive
Programs in Business

Brian Childs

419-372-8823
bchilds@bgsu.edu

www.bgsumba.com – www.modbgsu.com

Advance your career with BGSU's competitively priced and convenient MBA and Master of Organization Development (MOD) programs designed for experienced working professionals.

Executive MBA – one weekend per month and an International Study Experience.

Executive MOD – 18 month, online blended program with three weekends per semester.

Build your future and your company's future today.



Campana Insurance

David (Rocky) Campana Jr.

6155 Park Square Drive Suite 7
Lorain OH 44053
440-984-2531 ext 2
david@campanainsurance.com
www.campanainsurance.com

Campana Insurance and our team of associates work with the employers to offer strategic planning and recommend solutions for your company benefits. We will take the time to discuss with you all facets of your corporate benefit offering to review and make sure your employees have the best options.



CareWorks

Scott Vaka

Vice President
Sales and Customer Relations
614-760-3536
Scott.Vaka@careworks.com

CareWorks USA is one of the Midwest's fastest growing providers of integrated disability management, delivering a streamlined, cost effective approach to absence claims management. Through CareWorks USA, employers receive high-touch administration of federal and state-specific leave programs. Most of our employers experience a return on investment of 5 to 1!



Cleveland Plus

Richard J. Batyko

APR President
Regional Marketing Alliance of Northeast Ohio
216-363-5417
rbatyko@clevelandplus.com

Cleveland Plus is Northeast Ohio's first and only regional marketing campaign working across five distinct areas: business attraction, national media relations, in-region communications, talent attraction and travel & tourism. With its partners, Cleveland Plus is actively working to grow and enhance Northeast Ohio's economy while promoting the region as a great place to live, work, learn and play. To learn more about the campaign, please visit www.ClevelandPlus.com.



Cleveland.com

Beth Warholy

Recruitment Supervisor
216-830-7053
bwarholy@cleveland.com

Cleveland.com has the highest market reach than any other media, reaching 4.2 million unique users every month. Northeast Ohio turns to cleveland.com for news, information, jobs and more every day. With a premier audience and diverse recruitment solutions to include targeting the exact candidates that you are trying to reach, cleveland.com can deliver your next quality hire.



ERC

Tricia Smith

6700 Beta Drive, Ste. 300
Mayfield Village, OH 44143
440-947-1294
tsmith@yourERC.com

ERC is one of Ohio's leading organizations dedicated to HR, workplace programs and practices, training, health insurance and consulting. ERC provides employers access to HR information, expertise and cost savings that supports the attraction, retention, and development of great employees. We also host the nationally recognized NorthCoast 99 program and sponsor the ERC Health insurance program.



Gtail Company

Valerie Weisman

(301) 537-5053 direct

Valerie.weisman@gtail.com

Gtail is a true employee discount program. Gtail is a private, flash-sale website (portal) offering exclusive premium pricing on premium goods. These exclusive offers are completely unavailable to the public and are strictly made available to verified employees of member companies through their Gtail employee perk program.



Humana Pharmacy Solutions

Nick Parrino

Humana Pharmacy Sales Executive,
Ohio Valley Region

502.580.8655

nparrino@humana.com

Humana Pharmacy Solutions (HPS) provides you and your employees with the benefits and services you really want - guaranteed costs with no surprises, a variety of plan options and pricing strategies, plus reliability you can count on that always puts patient care first.



JP Farley Corporation

Rob Bernath

29055 Clemens Road
Westlake, Ohio 44145

Local: 440.250.4300 | Toll Free: 800.634.0173

Fax: 440.250.4301 | Direct: 440.250.4306

Cell: 440.554.3182

www.jpfarley.com

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.



Ohio Tuition Trust Authority

Mexie Wilson

North East Marketing Representative

mwilson@collegeadvantage.com

216-410-1131

www.collegeadvantage.com

1-800-233-6734

COLLEGEADVANTAGE -

OHIO'S 529 DIRECT COLLEGE SAVINGS PLAN

Morningstar rated CollegeAdvantage one of the nation's top 529 plans because it works. Managing your investment allocation gives you control of your own future. The Direct Plan puts the power of tax-free earnings and time squarely in your hands.

Earnings used for college are tax-free

Contributions are deductible from Ohio taxable income

Open an account with just \$25

Use savings at any college in the country

Flexibility to manage your account and make changes as needed

Low fees - Some of the lowest nationally among 529 plans.

CompManagement Inc.

Sedgwick

Mark MaGinn

6377 Emerald Parkway
Dublin, Ohio 43016

(800) 825-6755, extension 65868

Mark.MaGinn@sedgwickcms.com

www.compmtg.com - www.sedgwickcms.com

CompManagement, Inc. is Ohio's leading third party administrator for workers' compensation specializing in alternative rating programs, claims management, safety & loss control, and unemployment compensation. We have been serving Ohio for more than 25 years and through our parent company, Sedgwick, cover all 50 states and Canada with an array of integrated risk management products & services.



Delivering on the Promise.

Skoda Minotti

Dani Gisondo, CPA - Principal

Employee Benefit Plan Audit Group,
440-449-6800

Heidi Hoyt - Managing Director

Skoda Minotti Professional Staffing, 440-605-7227
6685 Beta Drive, Mayfield Village, Ohio 44143

Skoda Minotti is a CPA, business and financial advisory firm that is focused on assisting clients grow their businesses. The firm provides a range of services, including: accounting, auditing and tax, business advisory, financial services, information technology, strategic marketing, professional staffing, small business services, telecom solutions, valuation and litigation advisory and wealth management services.

The Plain Dealer



Contact your PD Recruitment Account
Executive at 216.999.3600,
recruitads@plaind.com

1801 Superior Ave., Cleveland OH 44114

Modern life can be complicated. Connecting with prospective candidates shouldn't have to be. With The Plain Dealer, cleveland.com and Sun News, you can leverage the strength of three powerful brands in Northeast Ohio. We have been a part of the Northeast Ohio landscape since 1842, working to deliver the information people need - and the audience that recruiters crave. We have developed a range of digital, mobile and extended reach products and services to help you connect with the most attractive prospects.



Bronze Sponsors



ADP

ADP Sales Office
1.800.225.5237

ADP, Inc. (NASDAQ: ADP), with more than \$10 billion in revenues and approximately 600,000 clients, is one of the world's largest providers of business outsourcing solutions. Leveraging over 60 years of experience, ADP offers a wide range of human resource, payroll, tax and benefits administration solutions from a single source.

For more information about ADP or to contact a local ADP sales office, reach us at 1.800.225.5237 or visit the company's Web site at www.adp.com.



PROFESSIONAL
STAFFING

Ajilon Professional Staffing

Sarah Panfil

Sarah.Panfil@Ajilon.com
216.328.0888

At Ajilon Professional Staffing, we seek to completely understand the short- and long-term goals of our clients and candidates and consistently act in their best interests. Through our job market insight and niche industry expertise, we help job seekers and employers find their best fit.



All Ohio Secure Shred

Kevin Moore

3842 Congress Parkway, Richfield, OH 44286
(330) 659-0840
kevin@ohioshred.com

All Ohio Secure Shred provides professional shredding and recycling services for organizations throughout Ohio. Services include scheduled shredding service, purge shredding services, community shredding events, non confidential paper recycling, cardboard recycling, and bottle and can recycling. For more information our website is www.ohioshred.com



Avanti Markets

Greg Pastore

330-502-1272

Avanti Markets is a new and unique alternative to traditional vending. It enables us to transform your break room into your own personal marketplace. Avanti is a great addition to your company's wellness program.



Employment Screening Specialists

BackTrack, Inc.

John Hawkins

8850 Tyler Blvd, Mentor OH 44060
jhawkins@backtracker.com
800-991-9694

BackTrack has been performing quality background checks since 1994. Through strategic partnerships we also provide our clients with excellent drug testing, assessment testing, payroll and applicant tracking options. BackTrack has received many business awards including one of the 500 fastest growing privately held companies by Inc Magazine and one of the northeast Ohio's top workplaces by the Plain Dealer. Recently we became one of the select few background screening firms to be accredited by NAPBS .



Baldwin Wallace University

Winnie W. Gerhardt, Director of Admission

Adult and Graduate Programs
440-826-8002-wgerhard@bw.edu

We have one goal: Yours. Recognized by U.S. News and World Report as "One of America's Best Colleges" for 19 consecutive years, Baldwin Wallace University supports the educational needs of organizations and working adults to optimize productivity and navigate today's business climate. Attend class in Berea, Beachwood and online to earn bachelor's and master's degrees in management, human resources, accounting, organizational leadership and more. Streamlined Associate to Bachelor's (A2B) programs are designed for working adults who have earned an associate's degree from a regionally accredited college. Focus your professional development on executive management, project management and work-relevant certificate programs.



Belcan

Scott Brokos, Account Manager

Belcan - TechServices Division
28999 Aurora Road, Solon, OH 44139
www.belcantechnicalstaffing.com
440-542-6508 (Direct) – 440-542-6500 (Main)
440-519-0098 (Fax) – sbrokos@belcan.com

Belcan TechServices provides technical staffing solutions to our customers worldwide. Our talented, experienced recruiting team sources, interviews, screens, and assigns technical professionals in virtually every industry.



Best Benefits Club

Sheri Glaze

sheri@bestbenefitsclub.com
330-273-5756 x16

1545 W. 130th Street, Suite A2, Hinckley, OH 44233

Best Benefits Club began in 2002 as a way for employers to provide a non-traditional perk to their employees. Today we provide this service at no cost to more than 500 companies in Ohio, helping them reward employees with a wide variety of discounted products and services.



Bloomberg BNA

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

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.



Carney McNicholas, Inc.

Anna Carney

2931 Abbe Rd. Lorain, OH 44054
440.398.9001 (office) – 216.233.5508 (cell)
acarney@cmcn.com – www.cmcn.com

Carney-McNicholas originated in 1906 and is a family-owned full service moving company currently being ran by its fifth generation owners. As an agent for United Van Lines, we specialize and excel in account management- offering relocation packages to meet the need of our customers. We know your company is a desirable working environment and we want to help your new hires and transfers experience that by offering them a smooth transition and relocation.



Cedar Point

Scott Pisano

Cleveland/North Central OH Sales Rep
spisano@cedarpoint.com – 419-609-5902

Casey Heath

Akron/Eastern OH Sales Rep
cheath@cedarpoint.com – 419-609-5903

Cedar Point is the perfect place to satisfy everyone's idea of fun in your group. From thrilling rides and roller coasters to 4 themed childrens areas to award winning live entertainment, Cedar Point has it all.

America's roller coast is the perfect place for a company or union outing or to offer to employees as a benefit or incentive. Call 1-800-448-2428 to speak with a sales representative today.



Century Federal Credit Union

Jeff Lanzen

Business Development Coordinator
1240 East 9th St., Room 719
Cleveland, OH 44199
(216) 535-3249 – jlanzen@cenfedcu.org

For over 65 years Century Federal Credit Union has served as a free benefit for area agencies, businesses and associations. As a full-service financial institution, we remain committed to providing top-notch member service, competitive deposit and loan products with little to no cost/fees. Discover the credit union difference and find out how you can implement this free benefit at your workplace.



CHAMPS Human Resources

Samantha Sutter

Director of Operations, PHR

Phone: 216.255.3573

Email: sam.sutter@chanet.org

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.



Cleveland Metroparks Zoo

Anne Madigan

216-635-3306

amm@clevelandmetroparks.com

Celebrate surrounded by the wildlife of Cleveland Metroparks Zoo. Invite your co-workers, family, friends and honored guests to an event they will never forget. We offer numerous choices for indoor and outdoor accommodations year-round as well as first class catering and event consultation. To book your event, or to learn more about an event at Cleveland Metroparks Zoo please call 216-635-3300, or visit www.clemet zoo.com.



Cleveland SHRM

SueAnn Naso

PO Box 32148

Cleveland, OH 44132

Phone: 216-556-3855 – Fax: 216-261-3979

cshrm@sbbcglob.com

Cleveland SHRM is the local chapter of the Society of Human Resource Management: an international organization comprised of over 170,000 human resource professionals and considered the world's largest organization devoted exclusively to the professional needs of human resource management.

Cleveland SHRM's origin spans over 50 years and provides opportunities for members to grow professionally, while contributing to the improvement of their organizations and communities within the Cleveland area.



Cleveland State University

Jennifer Zuckerman

Manager, Marketing and Communications

Monte Ahuja College of Business

1860 E. 18th St, BU 407, Cleveland, OH 44115

216.687.2027 – j.zuckerman12@csuohio.edu

As part of the region's only public university, the Monte Ahuja College of Business at Cleveland State University is driving the economic vitality and global significance of Northeast Ohio through business education, research, innovation, leadership and collaboration. More than a degree. A competitive edge.



Colortone Staging & Rentals

Rob Mier

Director of Sales

5401 Naiman Parkway, Cleveland, OH 44139

440.914.9500 – rmier@colortone.com

CSR is a premier audio-visual company with experience and expertise in live event design and production. The solutions we provide include a variety of audio, lighting, video and projection solutions combined with staging and set design. A diverse staff of professionals, our team has assisted numerous clients in producing many different types of events locally, nationally and internationally.

We amplify voices to educate and inform, project image magnification video and speaker support graphics to bring the presentation closer to the audience, light stages and create atmospheres and staging for business conferences, educational sessions and "just plain fun" events.



CORPORATE COLLEGE

A DIVISION OF CUYAHOGA COMMUNITY COLLEGE

Corporate College

JT Neuffer

Director - Employer Relations

Cuyahoga Community College

4250 Richmond Rd., Highland Hills, Ohio 44122

P: 216-987-2893 – F: 216-987-2566

For 50 years Tri-C has provided high quality, affordable education and programs to more than 900,000 members of our community. Tri-C offers more than 1,000 credit courses in more than 140 career and technical programs and liberal arts curricula, as well as cooperative education, workforce and professional development programs. Corporate College, a division of Cuyahoga Community College, is focused on certification, licensure and professional development programs that meet individuals' needs for upgrading skills and employers' demands for a talented and trained workforce.



Corporate Screening Services

Tim Isabella

16530 Commerce Court

Cleveland, Ohio 44130

tisabella@corporatescreening.com

800-229-8606 Ext.423

Greg McBride

gmcbride@corporatescreening.com

800-229-8606 Ext.430

Corporate Screening Services, Inc. (CS) is an Ohio-based national background screening provider, offering custom HRO-related solutions. CS partners with many of the top employers throughout the country and is one of less than 2% of all background screening vendors that has the distinctive accreditation with the National Association of Professional Background Screeners (NAPBS). Call CS for more information at 800-229-8606 Ext. 301 and discover how we can help you build a comprehensive background screening program.



CorVel Corporation

Chris Roberts

MCO Account Manager

CorVel Ohio MCO, Cleveland Office

7530 Lucerne Dr, Suite 400, Cleveland, OH 44130

F 866 402 1138 – C 440 503 7958

CorVel Corporation is a national provider of managed healthcare and disability management services for the workers' compensation industry. CorVel specializes in applying advanced communication and information technology to improve healthcare management. Our company philosophy of local account management, backed by investments in people and systems, are evident in our continued success.



crimcheck.com

Ryan Sherman

Vice President

17295 Foltz Industrial Parkway, Suite B

Strongsville, OH 44149

877-992-4325

rsherman@crimcheck.com

With over 20 years of experience, crimcheck.com has become one of the leading authorities in the employment screening industry. Our eFetch™ platform delivers robust functionality that allows you to comply, automate, and measure your screening and onboarding processes. We protect your brand using real people, proven business solutions and innovative technology.



EASE@Work
Tonya Conley
 216-325-9394

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!



eFuneral
Mike Belsito, Co-Founder

1621 Euclid Avenue, Suite 2150, Cleveland, OH 44115
 1-855-338-6372, x701, Mike@eFuneral.com

eFuneral is a free, comprehensive resource that allows those thinking about end-of-life to research, plan, and arrange a wide variety of funeral related services. With workplace grief exceeding \$75 billion as a cost to employers, eFuneral helps employers assist their employees during all stages of death.



EmployEase
Rebecca Hepner

rhepner@employeaseinc.com
 34500 Euclid Ave., Willoughby, OH 44094
 440-918-7900.edu

Integrity, Trust & Respect. At Employ-Ease, these are three words we live by. Whether searching for a new career opportunity, or a productive addition to your staff, Employ-Ease will provide superior service to your earn your respect.



endevis, LLC
Jennifer Hubbard

5755 Granger Road, Suite 630
 Independence, Ohio 44131
 216-220-4312 – jhubbard@endevis.com.

endevis,LLC delivers Professional Staff Augmentation services to the Accounting & Finance and Information Technology industries. With over 100 combined years experience in talent acquisition, our goal is to connect great companies with great candidates.



EverStaff
Scott Adamonis

Director, National Sales
 6500 Rockside Rd. Suite 385
 Cleveland, OH 44131

216.369.2566 ext. 111 – sadamonis@everstaff.com

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. With EverStaff Professional Services, EverStaff Manufacturing Services, and EverStaff Retail Solutions comprising the EverStaff Family of Companies, you can be assured that we can meet all of your staffing and recruiting needs.



Gallagher Benefit Services, Inc.

Alison Muth

1100 Superior Avenue East, Suite 1700
 Cleveland, OH 44114
 216.623.2600

Gallagher Benefit Services, Inc. is a nationwide employee benefits brokerage and consulting firm with local offices located in Cleveland, Ohio. The services provided to 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.



Gestalt Institute of Cleveland

Janet Maurer

1588 Hazel Drive
 Cleveland, OH 44106

maurerj@sbcglobal.net – 440.724.5576

Our mission is to enhance awareness and skills essential to building authentic relationships and powerful, positive change in individuals, groups, organizations and communities. Coaches using the proven Gestalt approach facilitate deep comprehensive changes in individuals and groups. The transformative certification program and workshops are ICF accredited, integrating current knowledge and skills with the Gestalt approach.



Global Cash Card

Joseph F. Purcell

President & CEO
 (888) 220-4477, Ext. 202
 jfp@globalcashcard.com

Global Cash Card is the proven specialist in customized paycard solutions that are SIMPLE to implement and EASY to use. We are a no cost and fully in-house solution. Our state-of-the-art proprietary technology, 24x7x365 free-live customer service, and full implementation & field support services provide you the best payroll card solution in the industry.



Hermes Sports and Events

Joe Neroni

1624 St. Clair Avenue
 Cleveland, OH 44114
 phone: 216-623-9933 x 29
 jneroni@hermescleveand.com
 www.hermescleveland.com

The Cleveland Corporate Challenge, presented by Hermes Sports & Events, is a health & wellness, business networking, team building, and charitable program that promotes camaraderie, pride and fitness among employees and organizations in Northeast Ohio. Over 115 corporations of every size competed in all or some of the 14 different events offered in 2012. All events are co-ed and include everything from sand volleyball, kickball, and bowling to skeeball, basketball and tug-of-war. There's a sport for everyone to enjoy!



HR Certification Institute

Katie Batten, MTA

Marketing Events Specialist
 1800 Duke St., Alexandria, VA 22314
 email: katie.batten@hrci.org

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 six (6) 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)
- Human Resource Business Professional (HRBP) and Human Resource Management Professional (HRMP) – primarily geared towards HR professionals practicing outside of the United States



Integrated Wellness Solutions Rich Siegenthaler II, MEd, CBP

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

Corporate Wellness Company.



InnoSource, Inc. Chad Delligatti

216.642.3642
cdell@InnoSourceInc.com

InnoSource. Innovative Sourcing for Better People.
We partner with HR departments to provide complete recruiting and staffing solutions.

Stop by our booth to learn about Risk-Free Recruiting, Contract Staffing, and other services that will help you find superior people.

Try your luck spinning our St. Patrick's Day wheel for great prizes!



Jackson Lewis Patricia F. Krewson, Partner

6100 Oak Tree Boulevard, Suite 400
Cleveland, Ohio 44131
(216) 750-0404 (Main) – (216) 750-4310 (Direct)
(216) 750-0826 (Fax)
KrewsonP@jacksonlewis.com

Founded in 1958, Jackson Lewis, dedicated to representing management exclusively in workplace law, is one of the fastest growing workplace law firms in the U.S., with 750 attorneys practicing in 52 locations nationwide including offices in Cleveland and Cincinnati, Ohio.



Legacy Business Cultures Dustin Lancy

4807 Rockside Road
Independence, OH 44131 Suite 720
216-674-1085 x22
dlancy@legacycultures.com

Legacy Business Cultures and its partners have been the experts in helping shape organizational culture around the world for over 15 years. Our workshops, train-the-trainer programs, and employee climate surveys have touched thousands of organizations and millions of employees, managers and leaders across the world. Training services include Respect in the Workplace, Diversity & Inclusion, Lean, Change Management, Executive Coaching and Keynotes.



Legal Shield Mike Swanson

216-276-2177
mike@msbenefitsteam.com
www.msbenefitsteam.com

LegalShield gives your employees the ability to talk to an attorney about any subject matter without worrying about high hourly costs. From the trivial to the traumatic and everything in between, our plans are designed to meet the most common legal needs encountered by employees and their families. Plus, at one low monthly fee, it's completely affordable.



Liberty Mutual Insurance Evan Keisel

Regional Account Executive
6525 W Campus Oval, STE 100
New Albany, OH 43054

Evan.Keisel@LibertyMutual.com – (888)367-6304

Liberty Mutual is an industry leader in group auto and home voluntary benefits with over 7,400 companies nationwide offering our program. Employees and retirees can enjoy exclusive group rates on auto and home insurance at no direct cost to their company and with minimal effort by their Benefits Manager.

50
YEARS



Lorain County Community College

Julie Cantrell

Interim Manager Leadership
Development Center

151 Innovation Drive, Elyria, Ohio 44035

Office: 440-366-4301 – Email: jcantrel@lorainccc.edu

LCCC@Work partners with you to meet your organizational goals through a holistic integrated talent strategy. This includes but is not limited to the assessment and identification of talent, training your incumbent workforce on a variety of topics relevant to your needs, and assisting with organizational growth strategies through performance coaching, onboarding strategies, and team development.



MetLife

Julie Rieseck

Marketing Director

Registered Representative, Investment Advisor
9200 South Hills Blvd. Suite 100
Broadview Heights, OH 44147
(440) 746-8709, jrieseck@metlife.com
Metropolitan Life Insurance Company (MLIC), 1095 Avenue of the Americas, NY, NY 10036.

For over 144 years, MetLife has been insuring the lives of the people who depend on us. Our success is based on our long history of social responsibility, strong leadership, sound investments, and innovative products and services. MetLife is a leading global provider of insurance, annuities and employee benefit programs, serving 90 million customers in over 50 countries.



MICHAEL C. FINA

Michael C Fina Co Denise Fulkerson

dfulkerson@mcfina.com
(440) 453-8008

Michael C Fina is a family-owned company that understands the power relationships have in building business. With a focus on personal service, we help our clients engage their employees through recognition and incentive programs that not only align with core values and business goals, but also inspire people to do great things.



Michigan International Speedway

Rob Hemmig

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

rhemmig@mispeedway.com

Michigan International Speedway hosts two NASCAR Sprint Cup Series weekends, June 14-16 and August 16-18. MIS is offering your company a chance to offer discounts to your employees as part of our free discounted ticket program. Your employees can save up to \$45!
www.mispeedway.com/groupsales



MOVABLE

Marita Gore

Business Development
marita@movable.com – 440-746-1234

6802 W Snowville Rd., BLDG C, Brecksville, OH 44141
MOVABLE is on a mission to improve the health and performance of people everywhere. We make this possible by combining MOVband, a simple, fun, wrist-worn activity monitor, with MOVchallenge, a social and rewarding activity program. Together they are designed to inspire movement, increase activity levels, and encourage healthy habits.

MTM RECOGNITION®

MTM Recognition

Chip McDonald

chip@awardincentivegroup.com

P: (440) 247-5552

MTM Recognition is headquartered in Oklahoma City, Oklahoma. MTM Recognition creates and implements recognition products and programs that celebrate achievement, reward performance, honor service, and brand and reinforce company image. MTM Recognition offers comprehensive, meaningful, memorable recognition solutions.

Recruitment Communications

NAS Recruitment Communications

Natalie Corsaro

Vice President / Talent Strategist

8333 Rockside Road, Cleveland, OH 44125

ncorsaro@nasrecruitment.com – 216-468-8270

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.



NexGoal LLC

NexGoal specializes in the placement of former college and professional athletes within our network of clients nationwide. Our clients benefit from the core traits that athletes possess in

transferring those skills into the business world. Our services include; client recruitment, candidate placements and NexGoal franchising opportunities. Call Brad Mullins, 216-328-2250, or visit www.nexgoal.com.



Painting with a Twist

Denise Ohlemacher

Painting with a Twist

36840 Detroit Road, Olde Avon Village

Avon, OH 44011

440-281-5728 – avon@paintingwithatwist.com

The "Art" of Team Building is a great way to foster an environment of unity for your team. Our studio allows your team to create, communicate, collaborate, and just have FUN. We offer activities that connect teams and inspire creative thinking, while engaging your staff around business goals. We offer a Team Painting class, Team Mural class and gift certificates for employee recognition. Stop by our booth and see a local artist in action!



Paycor

Christina Fry-Ungur

CFry-Ungur@paycor.com

216.447.7913

Paycor is a leading provider of cloud-based payroll, HR and timekeeping solutions. Over 22,000 companies across America have switched to Paycor for intuitive, online solutions and personal service. In 2012, 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.



PDServices

Phil Devendorf

740-397-4928

phild@PDServices.com

www.PDServices.com

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. We have worked with hundreds of clients since 1994.

- Assessment Testing for Job Fit
- HRMS/HCM systems
- Skill Testing
- 360 Surveys



Playhouse Square

Playhouse Square is a not-for-profit performing arts center whose mission is presenting and producing a wide variety of quality performing arts, advancing arts education and creating a destination that is a superior location for entertainment, business and residential living, thereby strengthening the economic vitality of the region.

Playhouse Square

Chris Meyers

Sales Manager

216-640-8601



Sharon & Kálnoki LLC

Michael Sharon, Attorney at Law

55 Public Square, Suite 750

Cleveland, OH 44113

216-348-9878 – fax 216-348-9879

sharon@visaskk.com

www.visaskk.com

Sharon & Kálnoki LLC is a full-service Immigration Law practice. Our goal is to make visas and green cards available as desired, wherever legally possible. Our attorneys, paralegals and legal assistants are dedicated to providing professional, timely and cost-effective service. Our commitment to quality has earned us the respect of clients, government agencies and colleagues. We take pride in a job well done.



SHRM

Martha T. Ramirez, SPHR

Phone: (877) 252-9636 ext. 6290

Martha.Ramirez@shrm.org

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>.



Southam Consulting

Tim Bauserman

6275 Winterwood Dr., Nashport, OH 43830

(740) 891-5582

tim@southamconsulting.net

Since 1979, Southam Consulting has helped smart people work smarter. We integrate best-in-class diagnostics, training programs, and coaching solutions. We help people get unstuck with vital skills that profoundly improve results and lives. With VitalSmarts, our strategic partner, we have worked with over 300 of the Fortune 500.



Staffing Solutions Enterprises

Megan Shaffer

Account Manger

Phone: 440-684-7230

Email: mshaffer@staffsol.com

Since 1974, Staffing Solutions Enterprises has been successfully helping organizations recruit, select talent and achieve their hiring goals. Our quality driven, human resource management solutions include temporary, temp-to-hire and direct placement services, recruitment process outsourcing, applicant tracking software and employee performance management software. Visit www.staffingsolutionsent.com to learn more about our staffing and HR technology solutions.



Stevens Worldwide Van Lines

Mary O'Donnell

National Account Manager,
Relocation Consultant
216-315-1577 cell

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!"



Team Promotions

Linda Stone

Beachwood, OH
216-364-2470

lindastone@teampromotions.com

Team Promotions helps your business or organization motivate employees with promotional products, recognition awards and corporate apparel. We provide solutions for all of your corporate branding needs including the ability to provide company store programs. We have been offering promotional product solutions since 1985.



The Human Resource Department

Chuck Niles, President & Founder

23240 Chagrin Blvd. Suite 845
Beachwood, OH 44122

P: 216.292.6996 ext. 207 C: 216.410.6563

F: 216.292.6336 E: cniles@thrd.com

T: 888.923.8473 W: www.thrd.com

THRD, in business since 1994, provides HR projects and HR staffing. Projects can be compensation, affirmative action plans, employee handbooks, compliance assessments, job descriptions and performance management systems. HR staffing includes HR temporary professionals (recruiters/interviewers, HR managers, benefits specialists, payroll specialists and generalists) and direct placement. Human Resources is our only business.



Today's Business Products

Patty Pompeani

ppompeani@todaysbp.com
216-267-5000

Today's Business Products is a local, family owned provider of Office Supplies, Coffee/Breakroom Supplies, Toner, and Office Furniture.



Vision Benefits of America

Daniel A. Gissin

Account Executive

300 Weyman Plaza, Pittsburgh, PA 15236

P: 412.881.4900 – dgissin@visionbenefits.com

Vision Benefits of America (VBA) is a Pennsylvania non-profit preferred provider organization that has been delivering value-packed group vision benefits for more than 45 years!

VBA proudly represents more than 15,000 Optometrists, Ophthalmologists and Select Retail Locations throughout all 50 states and Puerto Rico.

VBA guarantees patient satisfaction for all professional services and ophthalmic materials obtained through the VBA network. 100%. Every time.



Vision Service Plan

Larry Opperman

Sr. Account Executive

4450 Belden Village Ave., Suite 808
Canton, OH 44718

E-Mail: larry.opperman@vsp.com

Phone: 330-649-9200

VSP® puts your employees first and guarantees their satisfaction. Employees enjoy the lowest out-of-pocket costs and freedom of choice. You get Smarter Vision Care™ that improves productivity and retention, while lowering your healthcare costs. Visit our booth to see why VSP is consumers' #1 choice in vision care. | getvsp.com

Wellness IQ

Roger Miller

Senior Account Executive

4700 Rockside Road, Summit One, Suite 530
Independence, OH 44131

rmiller@wellnessiq.net – 216-264-5532

WellnessIQ will help you implement a successful wellness program that is an investment in your most important asset – your employees. We can also demonstrate the impact this investment will have on your bottom line as productivity increases and insurance costs decrease. Our wellness program leaves your employees feeling good about their health, their job and their employer.



Willory

John Bernatovicz

330.576.5486

john@willory.com

Willory is a direct hire & contract staffing and consulting firm with a unique and passionate focus in the payroll & HR space.



Wolters Kluwer Law & Business

Tamara Brown

Account Specialist

877-236-0047 (phone & fax)

Tamara.Brown@wolterskluwer.com

Wolters Kluwer Law & Business's Human Resources Compliance Library is the premier resource for addressing complex HR issues with practical answer-oriented information. The Library provides everything you need to comply with federal and state laws and changing HR practices. For more information, call #800-449-6435 or visit store.wolterskluwerlb.com.



YWCA of Greater Cleveland

Erica Merritt

Associate Director, Leadership &
Inclusion Initiatives

4019 Prospect Avenue, Cleveland, OH 44103

emerritt@ywcaofcleveland.org

216-881-6878 ext 233

Established in 1868, YWCA Greater Cleveland is a unique and vital community resource in Northeast Ohio committed to eliminating racism and empowering women. YWCA Greater Cleveland provides transformative services in three focus areas: early childhood education, services for transition-age youth, and women's leadership and racial inclusion initiatives.

We take a more scientific approach to staffing.



**STANLEY
STAFFING**
Hire Smart

How we help companies Hire Smart.

Top performing employees not only have the right skills, but also have unique behavioral and personality traits that make them successful. Find out how to use this data to help you "Hire Smart."

Administrative | Call Center | Light Industrial

Cleveland | Akron | Canton
440-877-8387 www.stanleystaffing.com

Past NOPEC/NOHRC Chairs

- 1981Raymond C Jones
- 1982Roderick P Deighen
- 1983Hugh R Fiebig
- 1984Robert Gillespie/Sam Krentzman
- 1985Joseph E Tirpak
- 1986Charles Haddad
- 1987Joseph Gustin
- 1988Ralph Dise
- 1989John Basilone
- 1990Marilyn Bosak
- 1991Marilyn Bosak
- 1992Mary Mielcarek
- 1993Patrick Perry
- 1994Tom Dankowski
- 1995Tom Dankowski/Paul Johnson
- 1996Paul Johnson/Jim Smith
- 1997.....Jim Smith

- 1998Terri Kitz (now Terri Forster)
- 1999Sherri Beedles
- 2000Mary Vales
- 2001Michelle Pastir (now Reynolds)
- 2002David Duane
- 2003.....Barb Bish
- 2004.....Bobette Poussart
- 2005Tim Slager
- 2006Suzanne Bloomfield
- 2007.....Veronica LoParo
- 2008.....Maria Gaeta
- 2009Michelle Salis
- 2010.....Holly Hall
- 2011Robin Doerschuk
- 2012Kelly Davis
- 2013Tamara Hagerty

“Freedom is helping your candidate get off on the right floor. And the right foot.”



How can you free your candidate from the trappings of paperwork and the perils of process in hiring? Ask TalentWise, an award-winning hiring process management provider that can streamline how you select, screen and onboard your new employees. Bringing the freedom you've always wanted to the next level.

Welcome to a hiring process that sets your candidate free.

Find out about our product demo today.

Hollie Zelenka
330.998.6620
hzelenka@talentwise.com
www.talentwise.com



Results-Based Wellness

- ▶ Telephonic Coaching
- ▶ Personal & Interactive Website Support
- ▶ Health Risk Assessments
- ▶ Claims Analysis
- ▶ Heart Attack Prevention Program
- ▶ Diabetes Prevention Program
- ▶ Diabetes Compliance Program

800-294-9176 • www.gemcarewellness.com

2013 Committee Roster



Tamara Hagerty
Conference Chair
chair@nohrc.org



Jeri Johansen
Conference Vice-Chair/Sponsor Team Lead
sales@nohrc.org



Scott Adamonis

Sponsor/Exhibitor
sadamonis@everstaff.com



Stephanie Sinko

NOHRC Appreciation Lead
ssinko@mail.bw.edu



Jacki Thrasher

Speaker Team Lead
speakers@nohrc.org



Mike Medoro

Marketing
mgmedoro@aspect-marketing.com



Mike Golenberke

Sponsor/Exhibitor Committee
michael.golenberke@right.com



Bob Johnson

Sponsor/Exhibitor Committees
nrjohnson@davidgroup.com



Steve Dlott

Speaker Committee
spd@zrlaw.co



Stephanie Webb

swebb_phr@yahoo.com



Rebecca Pelfrey

Speaker Committee
rpelfrey@alliancestaffingsolutions.com



Pam Smith

Chapter Administrator
cshrm@sbcglobal.net or admin@nohrc.org



Kim Wymer

Sponsor/Exhibitor & Appreciation Committees
kwymer70@gmail.com



Ed Evans

Sponsor/Exhibitor Committee
eevans@maloneynovotny.com



Mike Hoffman

Financials
Michael.Hoffman@resources-us.com



Veronica Vecchio

Committee Member

Student Volunteers

Michelle Hocevar



Katherine Spillman



Jody Lin Oelbracht



Jiarui Tu



Yewan Fang

Photo not available



Hylant's Employee Benefits professionals assist companies in providing the most flexible benefits programs to their employees to ensure their current and long-term needs are securely covered.

We are a client-focused, partnership-driven organization and we remain dedicated to serving our strong community.

Saving money, while remaining competitive.

Full-service risk management insurance and employee benefits consulting and brokerage services

HYLANT



Our employee benefits specialties include:

- Renewal Valuation and Negotiations
- Actuarial and Cost Modeling
- Claim Trends and Utilization Analysis
- Benchmarking
- Compliance Assistance
- Health & Wellness Strategies
- Custom Employee Communications
- Benefits Automation and Enrollment
- HR Navigator – Client Online Resource Center
- HR Resources
- Health Care Reform Information and Resources



Follow us @hylantgroup



Follow us on LinkedIn

hylant.com

Cleveland Office
6000 Freedom Square Drive
Suite 400
Independence, OH 44131
P 216-447-1050

Looking for Talent?

Stop Searching. Start Hiring.



ALLIANCE
solutions group



Search engines and job boards are fine. But they're time consuming and don't give you access to passive candidates in the market – and typically, these are the ones you are hunting for!

When you work with one of our specialized recruiters, you can count on us to find that next A Player. Because of our deep specialization in many industries, we know the best approach to take and the best screening mechanisms to identify the ideal candidate. Our sense of urgency, seasoned recruiters and technology platform allow us to expedite the hiring process. We understand how to find candidates, but more importantly, we find you the talent that fits your position, your company and your culture.

So stop the endless searching. With Alliance, you'll find the **Right Talent. Right Fit. Right Now.**

At Alliance, we have a business unit that has the focus and expertise to meet specialized requests.

Alliance Financial Solutions

Specializing in finance and accounting professional placements

Alliance Healthcare Solutions

Specializing in allied health, nursing and healthcare executive recruitment solutions

Alliance Industrial Solutions

Specializing in manufacturing and distribution placements

Alliance Office Solutions

Specializing in administrative professional placements

Alliance Scientific Solutions

Specializing in R&D, quality and laboratory placements

Alliance Search Solutions

Retained and contingency direct hire recruitment firm

Alliance Technical Solutions

Specializing in skilled manufacturing and technical placements

TalentKick Workforce Solutions

Streamlining the entire staffing process