

**Friday
Concurrent Sessions**



Scott Warrick
Effectively Dealing with
ADA, FMLA, & WC...all at
the same time!!

1. How do all of these various laws INTERACT with one another?
2. What do all of these laws have in COMMON? How do they DIFFER?
3. How can you effectively keep these laws STRAIGHT in any situation & what forms are needed?



James B. Yates
Connecting with your
CEO & CFO on Risk
Management Strategies

1. Identifying the top organizational risks;
2. Implementing risk management best practices to minimize or eliminate workplace risks; and,
3. Investigating and appropriately responding to safety and health incidents and workplace crises.



Carrie Van Daele
Strategically Plan Training
for Measurable Training
Results

1. Identify IP (Intellectual Property): What IP competencies must the current and/or future workforce possess? What are the IP competency gaps?;
2. Capture IP: How can training address the IP competency gaps? What types of training should be provided to capture IP?; and,
3. Evaluate how to make more money with IP.



Jack Towarnicky
The 401(k) As A Lifetime
Financial Instrument

1. A 401(k) plan ensures workers have within their own hands the only tool they need to fashion their financial destiny.
2. Limiting the 401(k) to retirement savings will guarantee that workers will save less, that workers will only save what they believe they can afford to earmark for retirement purposes.
3. Current code and regulations already allow most Americans to use the 401(k) as a "lifetime financial instrument" - however, a few tweaks are needed to ensure the 401(k) can meet everyone's needs.



Michael Charney
Using High Potential
Programs to Support
Succession Plan
Management

1. Identifying high potentials and mapping to succession needs;
2. How to identify and fill succession gaps; and,
3. How to use specific tools for planning your program.



Ryan Estis
Passion On Purpose

1. Embracing change and the complexities of business in the new economy;
2. Global workforce trends and future of work forecasting from our research portfolio; and
3. The importance of building high trust, high value relationships & holding to a strong vision and values system.

Closing Session/Lunch

Welcome to: HR - Making Connections that Count!

Connect with 800 HR Professionals at the Kalahari Resort in Sandusky. Experience a terrific conference - as well as a few surprises!

1. We are offering TWO pre-conference sessions at 9:30am to gain additional knowledge and credits.
2. Our opening session includes lunch this year. Arrive at 11:15am to grab a good seat for the opening session and enjoy lunch!
3. Be comfortable and wear jeans at the conference.
4. Enjoy the SHRM bookstore for the latest books and materials in HR.
5. The Thursday night social will be spectacular.
6. The SPAZMATICS are back!
7. Support the SHRM Foundation and bid on great gifts in our Silent Auction.
8. Shop the expanded exhibit hall space at Kalahari of nearly 100 exhibitors.



Join us at the beautiful Kalahari Resort for the
41st Annual Ohio Human Resource Conference
September 18-20, 2013
for an exciting, educational and fun conference!

Your registration includes Lunch on Wednesday, Thursday and Friday as well as the networking event on Wednesday evening and the Social Event on Thursday Evening. You'll only need to purchase a lunch and/or social event ticket if you are bringing a guest.

Note that all speaker presentations/handouts will be available prior to the conference via a link to download materials. The link will be sent via electronic mail.

Contact information will be published in the Conference Program Guide.

Register Online from our website-
www.ohioshrm.org/hr_conf/

Regular Conference Registration-Tier 2 Discount	\$375.00
HR Professional in Transition Rate / Retired	\$150.00
Student Rate - Full Time HR Students	\$100.00

Cancellations may be assessed a \$40.00 administrative fee.
No refunds after September 1, 2013.

Ohio HR Conference Committee 2013

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