



HR-Making **Connections** that Count!

41st Annual
Ohio Human Resource Conference
September 18-20, 2013
Kalahari Resort, Sandusky, Ohio



2013 OHIO
HUMAN RESOURCE
CONFERENCE
HR - Making **Connections** that Count!

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2013 OHIO
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State Director's Welcome Letter

Welcome to the 41st Annual Ohio Human Resource Conference, sponsored by the Ohio SHRM State Council !! We are pleased to host this event and hope that you will enjoy "HR: Making Connections that Count" in a great venue to network with peers and an opportunity to learn leading-edge HR practices. Connections – including personal and social media connections – are important to me.

This event takes a tremendous amount of planning. On behalf of the Ohio SHRM State Council, I wish to thank our Chair Katrina Plourde, our Program Chair Ashley Patterson, and all of the members of the outstanding conference committee! Our thanks for their contribution, dedication, and time to make this conference the best ever!

And, our conference wouldn't be possible without the financial support of many organizations. Thank you to all the Ohio HR Conference resource partners and sponsors for making this conference possible and allowing us to put on the best event possible.

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

One way you can make connections come to life after this great Conference is to consider joining a local chapter in Ohio. Attending local meetings gives you professional development opportunities, wonderful networking opportunities and much more !! You can get more great information about a local chapter near you by visiting our council website – www.ohioshrm.org

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

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

Steve Browne, SPHR
Ohio SHRM State Council Director

HR - Making **Connections** that Count!

Our conference this year will center on connections. We'll focus on people - connecting with people.

The conference is about bringing together Human Resource professionals from around Ohio (and the world!) to build into each other's lives in meaningful ways. Human Resources professionals have to align with a lot of other people to successfully meet their goals. Whether it is partnering with legal firms, insurance brokers, safety specialists, event planning companies, caterers, or software vendors...you get the idea! Our hope is that when you leave the conference you will have connected with several new people who will build into your work and life in a meaningful way.

We have a speaker line up that is broad and diverse. Our program committee has focused on providing a schedule of topics that link with the Six HRCI bodies of knowledge. The result is an amazing list of speakers for making those connections.

And, we have a number of ways to for you to connect with each other:

- Follow us on Twitter at #OHSHRM13.
- Look for the Retriever system for a recap of photos, tweets and other information!

- Be on the lookout for opportunities to participate in attendee polls as well through the Poll Everywhere process.
- Throughout the conference you will also have a chance to be involved in a scavenger hunt. This is an amazing hunt that combines connections, technology and fun! We'll wrap this up at our Thursday night social event.
- There will be an interactive photo booth at the Thursday social event.
- Sing and dance your cares away with "dueling pianos" on Wednesday and The Spazmatics on Thursday.

The list goes on and on!

On behalf of the Ohio SHRM State Council and the Ohio HR Conference Committee - we are excited to connect with you at HR-Making Connections That Count! Thanks for coming, and please let our committee know if there is anything we can do to make this the best conference imaginable.

Katrina Plourde

Katrina Plourde, SPHR

Chair - 2013 Ohio Human Resource Conference

We made many connections with an amazing list of diverse and talented speakers while preparing for the 2013 program. Our hope is that you'll make many connections as well. Our schedule offers a choice from nearly 30 speakers and an opportunity to earn 17.5 general recertification credits, with 9.25 of those considered strategic!

I would like to extend a sincere "thank you" to my programming committee members Sheri Caldwell and Sandy Manjura for their assistance in producing an exciting and educational line-up of talent for the 41st Annual Ohio Human Resource Conference!

Please see the schedule in this program for the 2013 Ohio Human Resource Conference that covers an impressive range of HR topics and tracks, which are certain to expand your technical knowledge and enable you to develop even further as an HR professional - while simultaneously having loads of fun!

Be sure to give us your feedback in our survey that we provide to you both on our website during the conference and by email after the conference. We'll continually strive to be a better conference each year, but can only do that with your candid and generous feedback.

We are so glad that you decided to attend 2013 Ohio Human Resources Conference - HR: Making Connections That Count and hope you have a great time!!

Ashley Patterson

Ashley Patterson, PHR
Program Chair

SUPPORT THE Ohio SHRM State Council SILENT AUCTION **Wednesday September 18th at the Kalahari Conference Center**

Don't miss out and make sure you visit the Silent Auction!

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

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

SHRM Foundation Silent Auction - SHRM will be hosting their Silent Auction again this year to support the SHRM Foundation. The Auction items will be on display in the north hallway. The auction begins Wednesday at 10am and is open through Thursday Noon.

SHRM
Foundation
Shaping the future of HR

Conference

Chair

Welcome

Program

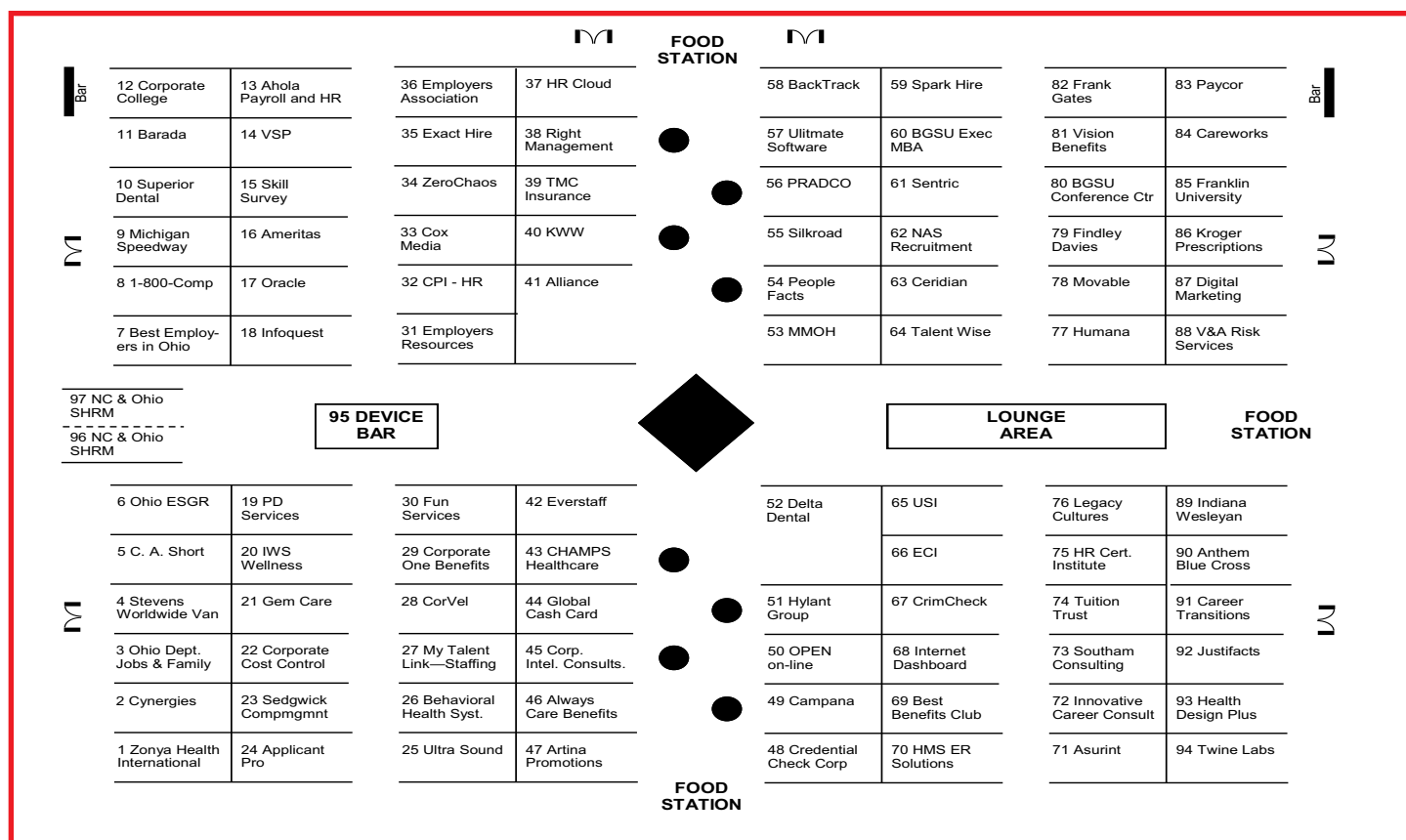
Chair

Message

**2013 OHIO
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CONFERENCE**
HR - Making **Connections** that Count!

HR - Making **Connections** that Count!

Exhibit Hall Map and Exhibitors



1-888OHIOCOMP.....	8	Credential Check	48	My Talent Link/Staffing Solutions Enterprises.....	27
Ahola Payroll and HR	13	Crimcheck.com	67	NAS Recruitment	62
Alliance Solutions Group	41	Cynergies	2	Ohio Committee for ESGR	6
Always Care Benefits.....	46	Delta Dental	52	Ohio Dept. of Job & Family Services	3
Ameritas.....	16	Digital Marketing	87	Ohio SHRM State Council	97
Anthem Blue Cross Blue Shield.....	90	ECI Electronic Commerce, Inc.....	66	OPENonline	50
ApplicantPro	24	Employers Association.....	36	Oracle	17
Artina Promotional Products	47	Employers Resource Association	31	Paycor.....	83
Asurint.....	71	Everstaff.....	42	PD Services	19
AtNetPlus	95	Exact Hire	35	People Facts	54
BackTrack, Inc.	58	Findley Davies	79	PRADCO	56
Barada Associates Inc.....	11	Frank Gates	82	Right Management	38
Behavioral Health Systems.....	26	Franklin University	85	Sentric, Inc.	61
Best Benefits Club	69	Fun Services	30	SHRM	96
Best Employers of Ohio	7	GemCare Wellness.....	21	SilkRoad	55
Bowling Green State University Conference and Event Services	80	Global Cash Card	44	SkillSurvey	15
Bowling Green State University/MBA Program	60	Health Design Plus	93	Southam Consulting	73
C. A. Short	5	HMS Employer Solutions	70	Spark Hire.....	59
Campana Insurance, LTD.....	49	HR Certification Institute	75	Stevens Worldwide Van Lines	4
CareWorks	84	HR Cloud	37	Superior Dental.....	10
Career Transitions	91	Humana Pharmacy Solutions	77	TalentWise	64
Ceridian	63	Hylant Group.....	51	TMC Insurance	39
CHAMPS Healthcare	43	Indiana Wesleyan University.....	89	twineLabs.....	94
CompManagement Inc., a Sedgwick Company	23	Infoquest.....	18	Ultimate Software	57
Corporate College.....	12	Innovative Career Consulting, Inc.....	72	UltraSound.....	25
Corporate Cost Control.....	22	Intranet DASHBOARD	68	USI Insurance	65
Corporate Intelligence Consultants.....	45	IWS Wellness.....	20	V & A Risk Services	88
Corporate One Benefits Agency, Inc.....	29	Justifacts Credential Verification, Inc.	92	Vision Benefits of America	81
CorVel	28	Kastner, Westman and Wilkins	40	VSP Vision Service Plan	14
Cox Media.....	33	Kroger Prescription Plans, Inc.	86	Zerochaos.....	34
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2013 Conference Schedule

Wednesday - 9/18/2013

Time	Session	Speaker	Track	HRCI	Room
8:00AM - 12:30PM	Registration Kilimanjaro Entrance - Registration Booth at Kalahari				
9:30AM - 11:00AM	Pre Conference Sessions				
	No Nonsense Retention...Painless Strategies to Retain Your Best People	Jeff Kortez	TM	General	Zambezi
	Making the Leadership Connection: Defining Your Leadership				
	Point of View	Kathy Davanzo, SPHR	SL	General	Orange/Nile
11:15AM - 1:15PM	Lunch - New! Lunch provided as part of the conference registration!				
	Seating available at the Kilimanjaro Room - Suites 1 & 6				
	Opening Keynote				
	Perfecting Connecting	Sarah Michels	SL	General	Kilimanjaro Suites 1 & 6
1:15PM - 1:30PM	Break				
1:30PM - 2:45PM	Concurrent Session 1				
	HR Budgeting Bootcamp: Overcoming the Prejudice of				
	Being an Overhead Department.....	Valerie Grubb	SL	Strategic	Zambezi
	Everything You Ever Wanted to Know About Employment Law				
	(But Didn't Want to Pay a Lawyer to Ask).....	Mark Toth	LES	General	Orange
	3 Strategies for Increasing ROI of Training Investment.....	David Yesford	T&D	General	Sage/Zebra Wood
	Employer Sponsored Wellness Programs & Incentives	Heather Provino	CTW	General	Leopard/Rose Wood
	The Power of Stay Interviews.....	Dick Finnegan	TM	General	Nile
2:45PM - 3:00PM	Break				
3:00PM - 4:15PM	Repeat Concurrent Session 1				
4:15PM - 4:30PM	Break				
4:30PM - 6:00PM	Solo Sessions				
	What To Do When There's Too Much To Do	Laura Stack, MBA, CSP	SL	General	Zambezi
	The Engagement Workout	Mark Toth	TM	General	Orange/Nile
6:00PM - 8:30PM	Resource Partner Networking Reception Kilimanjaro - Suites 2,3,4,5				

Thursday - 9/19/2013

6:45AM - 8:30AM	Breakfast - North Hallway				
7:15AM - 8:30AM	Concurrent Session #2				
	How to Lead the Way to Picture Perfect Change.....	Jonathan Michael Bowman	SL	Strategic	Zambezi
	Strategic Workforce Planning - The Future Ain't What It Used to Be.....	Jeanne Kerr	SL	Strategic	Orange
	Trends in Labor Relations -- Preparing for the New Age.....	Sarah Pawlicki	LES	General	Sage/Zebra Wood
	Healthcare Reform - Connecting the Dots.....	Michael Turpin	CTW	General	Leopard/Rose Wood
	Connecting with Respect.....	Paul Meshanko	TM	General	Nile
8:00AM	Open Exhibit Hall Kilimanjaro - Suites 2,3,4,5				
8:30AM - 10:15AM	General Session				
	Building "Best Companies" - How to be the BEST!	Peter Burke, Panelists	TM	Strategic	Kilimanjaro Suites 1 & 6
10:15AM - 11:15AM	Break Kilimanjaro - Suites 2,3,4,5				
11:15AM - 12:30PM	Repeat Concurrent Session #2				
12:30PM - 2:15PM	Resource Partner Networking Lunch / Open Exhibit Hall Kilimanjaro - Suites 2,3,4,5				
2:15PM - 3:30PM	Concurrent Session #3				
	How to Think Like a CEO	Bonnie Cox	SL	Strategic	Zambezi
	Effective Employee Relations & Workplace Investigations that are				
	Legal & Impartial	Jathan Janove	LES	General	Leopard/Rose Wood
	Contribution Reviews--Finally a Gold Medal Performance Strategy...Clint Longenecker		T&D	General	Nile
	The 10 Executive Compensation Issues all HR Professionals				
	Need to Understand	Adam Kahle	CTW	General	Orange
	Consumerification of Recruiting: The Changing				
	The Changing Candidate Mindset.....	Michael Gruber	TM	General	Sage/Zebra Wood
3:30PM - 5:00PM	Break/Open Exhibit Hall Kilimanjaro - Suites 2,3,4,5				
5:00PM - 6:15PM	Repeat Concurrent Sessions #3				
6:30PM - 12:00AM	Social Event - Kalahari Ballroom - Dinner Served from 6:30-9:00 PM				

2013 Conference Schedule

Continued



Friday - 9/20/2013

Time	Session	Speaker	Track	HRCI	Room
7:30AM - 8:45AM	Breakfast - North Hallway				
8:30AM - 9:45AM	Concurrent Session #4				
	Effectively Dealing with ADA, FMLA, & WC...all at the same time!!	Scott Warrick	LES	General	Sage/Zebra Wood
	Connecting with your CEO & CFO on Risk Management Strategies	James B. Yates, Esq	LES	General	Nile
	Strategically Plan Training for Measurable Training Results	Carrie Van Daele	T&D	Strategic	Zambezi
	The 401(k) As A Lifetime Financial Instrument	Jack Towarnicky	CTW	General	Leopard/Rose Wood
	Using High Potential Programs to Support Succession Plan Management	Michael Charney	SL	General	Orange
9:45AM - 10:00AM	Break				
10:00AM - 11:15AM	Repeat Concurrent Session #4				
11:15AM - 11:30AM	Break				
11:30AM - 1:30PM	Closing Session Lunch/Keynote				
	Passion On Purpose	Ryan Estis	TM	Strategic	Kilimanjaro Suites 1 & 6

Program Matrix

Track / Sessions	Strategic Leadership & Personal Development (SL)	Legal Compliance, Employee Relations & Safety (LES)	Training & Development (T&D)	Compensation & Benefits, Total Rewards, & Wellness (CTW)	Talent Management, Recognition, Retention, & Recruitment (TM)
Pre-Sessions	Kathryn Davanzo Making the Leadership Connection: Defining Your Point of View				Jeff Kortez No Nonsense Retention: Painless Strategies to Retain Your Best People
General Sessions	Sarah Michels Perfecting Connecting (Wednesday)				Peter Burke Building a Best Place to Work (Thursday) Ryan Estis Passion on Purpose (Friday)
Concurrent Session #1	Val Grubb HR Budgeting Bootcamp: Overcoming the Prejudice of being an Overhead Department	Mark Toth Everything You Ever Wanted to Know about Employment Law	David Yesford 3 Strategies for Increasing ROI of Training	Heather Provino Employer Sponsored Wellness & Incentive Programs	Dick Finnegan The Power of Stay Interviews
Concurrent Session #2	Jonathan Bowman How to Lead the Way To Picture Perfect Change Jeanne Kerr Strategic Workforce Planning: Future Ain't What it Used to Be	Sarah Pawlicki Trends in Labor Relations: Preparing for the New Age		Michael Turpin Healthcare Reform – Connecting the Dots	Paul Meshanko Connecting With Respect
Concurrent Session #3	Bonnie Cox How to Think Like a CEO	Jatham Janove Effective Employee Relations & Workplace Investigations	Clint Longenecker Contribution Reviews – Finally a Gold Medal Performance Strategy	Adam Kahle 10 Executive Compensation Issue All HR Professionals Need to Understand	Michael Gruber The Consumerification of Recruiting: The Changing Candidate Mindset
Concurrent Session #4	Michael Charney Using High Potential Programs to Support Succession Planning	Jim Yates Connecting with Your CEO on Risk Management Strategies Scott Warrick ADA, FMLA & WC - All at the same time!	Carrie VanDaele Strategically Plan for Measurable Training Results	Jack Towarnicky The 401(k) as a Lifetime Financial Instrument	
Solo Sessions	Laura Stack What to Do When There is Too Much to Do				Mark Toth The Engagement Workout

2013 Ohio Human Resources Conference

RECERTIFICATION CREDIT FORM

Sandusky, OH September 18-20, 2013



To keep track of your recertification activities, check the box (☐) by each session you attended. To earn recertification credit hours, please log the activities to your online recertification application at www.hrci.org.

This conference has been pre-approved for 17.5 General recertification credit hours & 9.25 Strategic credit hours.

- To earn 17.5 General recertification credit hours for attending this conference, please enter the program ID # 140839 with the conference dates to your online recertification application at www.hrci.org.
- To earn the 9.25 Strategic recertification credit hours, you must attend all available strategic sessions at the conference and enter the program ID listed beside each of the strategic sessions in the title & description field.

Sessions Pre-Approved for Business Management & Strategy Credit – 2013 Ohio Human Resources Conference

<input type="checkbox"/> HR Budgeting Bootcamp: Overcoming the Prejudice of being an Overhead Department	9/18/13	1:30 ^{PM} -2:45 ^{PM} or 3:00 ^{PM} -4:15 ^{PM}	1.25	ID#146201
<input type="checkbox"/> How to Lead the Way to Picture Perfect Change	9/19/13	7:15 ^{AM} -8:30 ^{AM} or 11:15 ^{AM} -12:30 ^{PM}	1.25	ID#146202
<input type="checkbox"/> Strategic Workforce Planning - The Future Ain't What It Used to Be	9/19/13	7:15 ^{AM} -8:30 ^{AM} or 11:15 ^{AM} -12:30 ^{PM}	1.25	ID#146207
<input type="checkbox"/> Building "Best Companies": How to be the BEST!	9/19/13	8:45 ^{AM} -10:15 ^{AM}	1.5	ID#142468
<input type="checkbox"/> How to Think Like a CEO	9/19/13	2:15 ^{PM} -3:30 ^{PM} or 5:00 ^{AM} -6:15 ^{PM}	1.25	ID#146208
<input type="checkbox"/> Strategically Plan Training for Measurable Training Results	9/20/13	8:30 ^{AM} -9:45 ^{AM} or 10:00 ^{AM} -11:15 ^{AM}	1.25	ID#146210
<input type="checkbox"/> Passion On Purpose	9/20/13	11:45 ^{AM} -1:15 ^{PM}	1.5	ID#146213

Strategic Sessions Attended - Total Recertification Hours Earned: _____

Sessions Pre-Approved for General Credit – 2013 Ohio Human Resources Conference

<input type="checkbox"/> No Nonsense Retention...Painless Strategies to Retain Your Best People	9/18/13	9:30 ^{AM} -11:00 ^{AM}	1.5	
<input type="checkbox"/> Making the Leadership Connection: Defining Your Leadership Point of View	9/18/13	9:30 ^{AM} -11:00 ^{AM}	1.5	
<input type="checkbox"/> Perfecting Connecting	9/18/13	11:45 ^{AM} -1:15 ^{PM}	1.5	
<input type="checkbox"/> Everything You Ever Wanted to Know About Employment Law (But Didn't Want to Pay a Lawyer to Ask)	9/18/13	1:30 ^{PM} -2:45 ^{PM} or 3:00 ^{PM} -4:15 ^{PM}	1.25	
<input type="checkbox"/> 3 Strategies for Increasing ROI of Training Investment	9/18/13	1:30 ^{PM} -2:45 ^{PM} or 3:00 ^{PM} -4:15 ^{PM}	1.25	
<input type="checkbox"/> Employer Sponsored Wellness Programs & Incentives	9/18/13	1:30 ^{PM} -2:45 ^{PM} or 3:00 ^{PM} -4:15 ^{PM}	1.25	
<input type="checkbox"/> The Power of Stay Interviews	9/18/13	1:30 ^{PM} -2:45 ^{PM} or 3:00 ^{PM} -4:15 ^{PM}	1.25	
<input type="checkbox"/> The Engagement Workout	9/18/13	4:30 ^{PM} -6:00 ^{PM}	1.5	
<input type="checkbox"/> What To Do When There's Too Much To Do	9/18/13	4:30 ^{PM} -6:00 ^{PM}	1.5	
<input type="checkbox"/> Trends in Labor Relations -- Preparing for the New Age	9/19/13	7:15 ^{AM} -8:30 ^{AM} or 11:15 ^{AM} -12:30 ^{PM}	1.25	
<input type="checkbox"/> Healthcare Reform - Connecting the Dots	9/19/13	7:15 ^{AM} -8:30 ^{AM} or 11:15 ^{AM} -12:30 ^{PM}	1.25	
<input type="checkbox"/> Connecting with Respect	9/19/13	7:15 ^{AM} -8:30 ^{AM} or 11:15 ^{AM} -12:30 ^{PM}	1.25	
<input type="checkbox"/> Effective Employee Relations & Workplace Investigations that are Legal & Impartial	9/19/13	2:15 ^{PM} -3:30 ^{PM} or 5:00 ^{PM} -6:15 ^{PM}	1.25	
<input type="checkbox"/> The 10 Executive Compensation Issues all HR Professionals Need to Understand	9/19/13	2:15 ^{PM} -3:30 ^{PM} or 5:00 ^{PM} -6:15 ^{PM}	1.25	
<input type="checkbox"/> The Consumerification of Recruiting: The Changing Candidate Mindset	9/19/13	2:15 ^{PM} -3:30 ^{PM} or 5:00 ^{PM} -6:15 ^{PM}	1.25	
<input type="checkbox"/> Contribution Reviews – Finally a Gold Medal Performance Strategy	9/19/13	2:15 ^{PM} -3:30 ^{PM} or 5:00 ^{PM} -6:15 ^{PM}	1.25	
<input type="checkbox"/> Effectively Dealing with ADA, FMLA, & WC...all at the same time!!	9/20/13	8:30 ^{AM} -9:45 ^{AM} or 10:00 ^{AM} -11:15 ^{AM}	1.25	
<input type="checkbox"/> Connecting with your CEO & CFO on Risk Management Strategies	9/20/13	8:30 ^{AM} -9:45 ^{AM} or 10:00 ^{AM} -11:15 ^{AM}	1.25	
<input type="checkbox"/> 401K as a Lifetime Financial Instrument: Engaging Your Associates in Retirement Planning	9/20/13	8:30 ^{AM} -9:45 ^{AM} or 10:00 ^{AM} -11:15 ^{AM}	1.25	
<input type="checkbox"/> Using High Potential Programs to Support Succession Plan Management	9/20/13	8:30 ^{AM} -9:45 ^{AM} or 10:00 ^{AM} -11:15 ^{AM}	1.25	

General Sessions Attended - Total Recertification Hours Earned: _____

Submitting Your Activities for Recertification Credit Hours

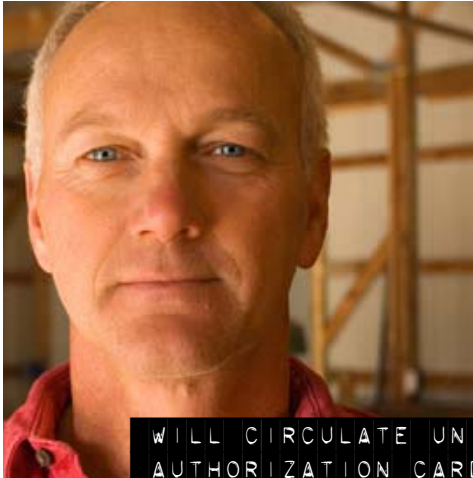
If you are seeking General recertification hours only for attending this conference, please enter the program ID #140839 with the conference dates to your online recertification application at www.hrci.org.

To earn **Business Management and Strategy** recertification credit hours for session(s) pre-approved for Business Management and Strategy recertification credits, **DO NOT** enter the general program ID number assigned to this conference to the program ID number field of the recertification application. **** Enter each session attended as a separate entry to your recertification application. Please follow the instructions provided below on how to enter the activity to your recertification application so that Business Management and Strategy recertification credits can be awarded.**

- Enter **date**
- **Type of Activity** - enter Conference
- Enter **End date**

- **Program ID** - DO NOT ENTER ANYTHING – LEAVE BLANK
- **Title & Description of Program** - enter the Title of the Session Attended & Conference Program ID# To reference that the session(s) has been pre-approved, please enter the program ID number assigned to the conference to the 'Title and Description Field' of the recertification application. If this is for a Strategic Session, put the Strategic Session program ID# here as well – please list both ID numbers in this field.
- **Host Organization & Location** - enter organization name and event location
- **Specified Credit Hours** - select the specified credit type (General OR Business Mgmt & Strategy) that the session was approved for and enter number of credit hours.
- **Click Submit!**
- **Repeat** steps 1-8 to enter the next Session Attended.

HOW PREPARED ARE YOU?



WILL CIRCULATE UNION
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HARRASMENT AGAINST HER
SUPERVISOR IN FOUR WEEKS



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Wednesday Pre Sessions



Jeff Kortez

No Nonsense Retention...Painless Strategies to Retain Your Best People

Based on his book "No Nonsense Retention...Painless Strategies to Retain Your Best People," Jeff provides candid insight into the thoughts and reasoning of employees who decide or are contemplating leaving their jobs in various organizations. Through humorous, real-life stories and interactive participation Jeff has created a program that helps organizations discover ways to gain a competitive edge when trying to retain talent to compete in the marketplace. He gives you an eye opening glimpse into what motivates solid performers to consider leaving their employers and what gets them thinking that "the grass is greener" on the other side of the fence.

Attendees will hear real life comments that employees will never admit in an exit interview with Human Resources or tell their boss. This information will shock, amaze and validate many of the things that management may suspect but never hears directly from employees when they leave the organization. The comments will enlighten participants so they can take a critical look at the retention process in their organizations both strategically and tactically.

Jeff has more than 30 years experience in human resources. He has worked at companies that specialize in manufacturing, construction, textiles and software development. During his entire career he has worked to attract, retain and develop employees, at all levels, at companies including ConAgra Foods, industrial equipment supplier SPX, and automotive retailer Midas International, and more. He has helped businesses with as few as ten employees compete with larger employers in attracting and retaining talent they needed to survive and thrive.

Jeff runs his own company, Human Asset Management LLC, which helps organizations to recruit, retain and develop their best people. He is a member of the National Speakers Association (NSA) and a frequent speaker on the topic of retention to human resources departments, associations and business groups. Jeff is the author of No Nonsense Retention...Painless Strategies to Retain Your Best People and Welcome to Dodge...Tales from the Frontiers of Business.



Kathryn Davanzo

Making the Leadership Connection: Defining Your Leadership Point of View

HR leaders with a strong leader self-identity - those who define what they believe about leadership and the kind of leader they are - will experience stronger connections to their organizations and teams and greater and sustained influence on their organizational culture - making them game changing HR leaders.

Learn to develop your leader self-identity - your leader point of view - through awareness and exploration. Learn to clearly articulate your leadership vision in ways that gain follower support and engagement. Learn to get things done using the leadership behaviors most productive for you, your team and your organization.

Kathy Davanzo, SPHR is a nationally known speaker with thirty years of professional speaking, training and human resource leadership experiences. She is co-author of *Leader P.O.V.®: A Year Long Exploration of Your Leadership Identity*.

Kathy served three years as the HR Florida Workforce Readiness Chair and was a member of the Society for Human Resource Management's Katrina Disaster Response Volunteer Panel. Kathy is a member of the Society for Human Resource Management, the National Speaker's Association, the American Society for Training and Development and the Senior Human Resources Development Forum.

Kathy holds a bachelor's degree in English and Communications from Miami University and a master's degree in Education from the University of Miami. Kathy is a frequent speaker for professional associations. She was named one of the top 20 speakers at the 2008 HR Florida State Conference and served as a Master Series speaker at HR Florida 2011 and 2012.

Wednesday Opening Keynote



Sarah Michels

Perfecting Connecting

The Art of intentional Connecting Successful people live a life filled with intentional relationships. In this practical, fun and motivational program, learn how to intentionally connect the dots for yourself and others to improve your social capital which is essential for career growth and organizational success. Sarah will share proven strategies to becoming a better connector by understanding that each of us approach networking differently based on our hard-wired personality preferences and patterns. Understanding your temperament will help you discover the uniqueness of your personality and how to capitalize on it to begin perfecting your connecting.

Sarah Michel is a Certified Speaking Professional awarded by the National Speakers Association for her ability to consistently deliver her message with high energy, humor and inspiration which motivates audiences to take action.

Sarah is a Certified Myers-Briggs Type Indicator®(MBTI®) and The Self-Discovery Process® practitioner. She is the author of *Perfecting Connecting, A Guide to Mastering Networking in the Workplace* and the national audio program, *Learning to Speak the Language of Others*.



Wednesday

Concurrent Sessions



Val Grubb

HR Budgeting Bootcamp: Overcoming The Prejudice Of Being An Overhead Department

In order to get a "seat at the table", effective HR leadership requires a thorough understanding of a company's overall financial health and how the HR budget fits into the bigger picture. This session helps HR leaders take control by taking the fear out of numbers. Attendees will learn a step-by-step process for creating a comprehensive HR budget tied to the company's goal of improved profitability; discover the top 10 tips for defending your HR budget against cuts from the C-Suite; and recognize the connection between the HR budget and the company's bottom line with the help of easy-to-follow formulas for reviewing your company's three key financial statements. We'll also identify tactics for how HR executives can assist with common financial challenges including cash flow issues and determining the ROI of various projects under consideration.

Valerie Grubb is the principal of Val Grubb & Associates, Ltd., which she founded after holding a succession of leadership roles within major corporations. Valerie focuses on the world of executive leadership and management, and has a special expertise in transposing company vision into strategic training initiatives that resonate with both senior management and employees. She has taught senior leaders and high potential employees throughout the US, Asia, Europe, South America and Central and Eastern Europe (CEE).

Prior to founding Val Grubb & Associates, Ltd., Valerie served as the VP of strategic operations at NBC Universal where she oversaw the purchase of the Weather Channel. She played a seminal role in the 1999 formation of the Oxygen Channel, where she served as VP of operations.

Valerie graduated with a mechanical engineering degree from Kettering University (formerly General Motors Institute) and obtained her MBA from the Indiana University Kelley School of Business.



Mark Toth

Everything You Ever Wanted to Know About Employment Law (But Didn't Want to Pay a Lawyer to Ask)

As Chief Legal Officer for a company that employs several million employees worldwide and as a former partner in a major employment law firm, Mark Toth has learned a few things about workplace law over the years. In this interactive and engaging session, Mark will walk you through all the latest employment law developments and give you loads of practical tools and tips to help you stay out of legal hot water. If you're nice, he might even sing you a song.

Mark Toth has served as ManpowerGroup North America's Chief Legal Officer since 2000.

Mark is a recognized expert on legal issues affecting the U.S. workplace and has been interviewed by The Wall Street Journal, Newsweek, Business Week, 60 Minutes and many others. His award-winning employment "blawg" has several thousand visitors each week and was recently named one of the Ten Best Corporate Blogs in the World. He "tweets" to more than 8,000 followers on Twitter, publishes an Employment Law Alert to more than 8,000 subscribers and hosts a quarterly webinar that regularly attracts several thousand attendees.

Mark has been the highest-rated speaker at several national conferences and was named to SHRM's national highest-rated speaker list three years in a row.

Mark is a past Chair of the American Staffing Association and is a certified Senior Professional in Human Resources.



David Yesford

3 Strategies for Increasing ROI of Training Investment

As much as 85% of new learning never gets applied. The solution is not more learning, but more learning transfer. See how three companies hit home-runs with learning transfer through manager involvement. Explore a unique learning transfer system that makes it easy to gain critical

management support.

Complete a learning transfer audit - a blueprint for improving learning transfer in your own organization

Discover 11 practical actions proven to increase learning transfer

Simplify learning transfer through technology

Hear about best practices used by other organizations for using technology to increase manager involvement

Experience the power of a learning transfer technology system that maximizes training ROI.

Learn three ways to get managers involved in learning that result in increased learning transfer and improved business impact

The session will include an interactive small-group discussion regarding actions fellow participants have implemented to boost learning transfer. Best practices will be shared, documented, and sent by e-mail to any session participants requesting an e-mail copy of the session results. Participants will see a real-world example of a technology-based learning transfer system that is easy to implement and generates measurable results back on the job. Data will be presented showing the dramatic effect manager involvement has on increasing learning transfer. Additional research will be shared demonstrating how technology can be used to automate reinforcement and simplify coaching resulting in learning transfer rates that are doubled. Those attending will learn how to engage managers in their employees' learning, how to free up managers' time, and how to improve managers' ability to coach and support for high performance.

David Yesford, Sr. Vice President of Wilson Learning Worldwide, has over 27 years of experience developing and implementing human performance solutions around the world. He brings valuable experience, strategic direction, and global perspective to his work with clients. Over the years, David has had strategic roles in our core content areas of Sales and Leadership, as well as eLearning and Strategic Consulting. David is an active member of the Wilson Learning Global Executive Board, with current responsibility at a global level. He has held managing director positions in both China and India. He is the contributing author of several books, including Win-Win Selling, Versatile Selling, The Social Styles Handbook, and The Sales Training Book 2. He is a frequent international speaker focusing on a variety of issues, including sales and sales strategy, leadership, employee and customer engagement, brand, and strategy implementation. He is published in numerous business publications in the United States, Europe, Latin America, and Asia Pacific.



Heather Provino

Employer Sponsored Wellness Programs & Incentives

Most people want to be healthy - but many people want good health without working for it. That's where incentives come in. Incentives help motivate people to participate in wellness activities that support

maintaining or adopting healthy behaviors. The success of incentives in driving employee engagement has led to an increase in employer utilization of incentives.

Because there are many different incentive structures, the incentive plan you decide to implement must impact your workforce's most significant health risks and be the right fit for your unique company culture. Factors to consider include incentives that support your organization's goals, comply with all regulations, inspire your workforce's active, long-term involvement in wellness, and have outcomes that can be measured.

This presentation covers best practices for benefit design and delivering effective incentive plans that are simple to implement, easy to understand, and have quantifiable results. Case studies of companies with successful incentive programs will be shared.

Heather Provino is an exercise physiologist and sport psychologist who transformed her passion for health into a national provider of worksite health and wellness solutions. As CEO of Provant Health Solutions, her leadership has shaped Provant's commitment to industry best practices in the form of regular accreditation with NCQA, adherence to Six Sigma process management standards, and the development of customized wellness programs that reduce employee health risks, build cultures of health, and control company healthcare costs. Prior to Provant, Heather spent more than a decade in the health promotion and management industry. She was responsible for operation of wellness centers in Massachusetts, New York and Rhode Island and provided strategic development for wellness and rehabilitative services as a private consultant. Heather holds two Master of Science degrees: one in Exercise Physiology and one in Sports Psychology. She serves as Chairman of the Board for the Rhode Island American Heart Association.



Wednesday/Cont'd

Concurrent Session



Dick Finnegan

The Power of Stay Interviews

For years companies have surveyed employees via exit and engagement surveys but continue to face difficulties improving engagement and retention. Thinking from afar, doesn't it make sense that any formula that takes anonymous data to build more employee programs comes up short? Data tell us two things that directly contradict the current practices, that employee stay for things they get uniquely from their jobs and supervisors are the main drivers of engagement and retention. Stay Interviews provide far more strength because they bring current information, focus on employees as individuals, and put managers versus HR in the solution seat.

Dick Finnegan has been cited by BusinessWeek, Chief Executive Magazine, and Consulting Magazine as the leading thinker on employee retention. Dick is the CEO of C-Suite Analytics which helps organizations engage and retain their employees. He is also the author of Rethinking Retention in Good Times and Bad as well as The Power of Stay Interviews for Engagement and Retention. BusinessWeek referred to Dick's work as "offers fresh thinking for solving the turnover problem in any economy". His U.S. clients have included the Adventist Healthcare System, Sprint, Hilton, The Hartford, GE, and Johnson & Johnson, as well as the CIA. His international work has spanned 6 continents and includes working with Siberian banks and African gold mines. Dick also partners with the Chinese HR Excellence Center to conduct employee retention programs across China.



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Ultimate
SOFTWARE
People first.

FORTUNE
100
BEST
COMPANIES
TO WORK FOR

Thursday

Solo Sessions



Laura Stack

What To Do When There Is Too Much To Do

Laura's EFFICIENCY keynote teaches you to invest your time and energy into what will yield the most impactful results. Laura Stack shows how to hone in on high-value tasks, protect the time to do them, focus on their execution, and organize around the stuff that really matters. Her innovative, step-by-step Productivity Workflow Formula (PWF) allows you to spend less time and achieve greater results than you ever thought possible. Are you tired of hearing "do more with less"? Many people are already working as long and as hard as they can, and "productivity improvement" classes can be hard to swallow. Laura Stack, The Productivity Pro®, turns time management on its head and shows overwhelmed professionals how to actually DO LESS and ACHIEVE MORE. They'll produce greater results and create significant impact on organizational goals. Laura teaches her latest thinking using this innovative workflow formula to reduce to-do lists, reduce commitments, reduce distractions, reduce the glut of information, reduce inefficiencies, and reduce energy expenditure. Past clients using these systems and methods report savings of 90 minutes a day and higher productivity than ever before!

Laura Stack, MBA, CSP, is America's Premier Expert in Productivity, Employee Performance & Leadership Execution. She has consulted with Fortune 500 corporations for over 20 years in the field of personal productivity. Her speeches have helped entrepreneurs, leaders, teams, and organizations improve output, lower stress, and save time at work and in life. Her company, The Productivity Pro®, Inc., provides time management workshops around the globe that help attendees achieve Maximum Results in Minimum Time®. She is one of a handful of professional speakers whose business focuses solely on time management and productivity topics. Laura is a high-energy, high-content speaker, who educates, entertains, and motivates professionals to improve workplace productivity.



Mark Toth

The Engagement Workout

Studies increasingly identify employee engagement as the absolute #1 key to performance, productivity and profitability. In preparation for this fun and fast-paced session, Mark Toth conducted an unprecedented set of interviews, surveys, research and analysis on literally every employee engagement resource in the history of the universe. The result is an information-packed presentation that will: give you all the latest engagement facts and figures; clarify what does and doesn't increase engagement; help you boost engagement at all levels of your organization; and provide a glimpse of the future of engagement.

Mark Toth has served as ManpowerGroup North America's Chief Legal Officer since 2000.

Mark is a recognized expert on legal issues affecting the U.S. workplace and has been interviewed by The Wall Street Journal, Newsweek, Business Week, 60 Minutes and many others. His award-winning employment "blawg" has several thousand visitors each week and was recently named one of the Ten Best Corporate Blogs in the World. He "tweets" to more than 8,000 followers on Twitter, publishes an Employment Law Alert to more than 8,000 subscribers and hosts a quarterly webinar that regularly attracts several thousand attendees.

Mark has been the highest-rated speaker at several national conferences and was named to SHRM's national highest-rated speaker list three years in a row.

Mark is a past Chair of the American Staffing Association and is a certified Senior Professional in Human Resources.



Thursday Concurrent Sessions



Jonathan Bowman

How to Lead the Way to Picture Perfect Change

Have you ever wanted to create a new department or enhance the quality of your team's work? Change can be difficult for anybody. Leading change can be even more difficult and - at times - seemingly impossible.

This presentation will teach attendees change leadership principles that every organizational leader should know. In this energetic and content-rich presentation, you will learn how to lead the way to successful - "Picture Perfect" - change. Drawing examples from real leadership situations, Jonathan will teach and inspire you to ignite your team to achieve dynamic results. You will learn how to set a vision of change, achieve buy-in and lead the way to capture your vision. Jonathan is also a fine art photographer. He uses his art during his presentation as a metaphor to graphically illustrate key points. Bullet points are replaced by close-ups of nature and graphs are supplanted by a serene countryside. This turns Jonathan's presentation into more than an educational leadership training. It is also an inspirational, artistic experience.

Jonathan Michael Bowman is an attorney and keynote leadership speaker. As CEO of Clear Picture Leadership®, he inspires and teaches leaders how to achieve a bold, "clear picture" vision despite the obstacles. During his 12-year-career with the Ohio Attorney General's Office, Jonathan served in a variety of leadership posts, including Deputy Attorney General and Section Chief. He led several departments to achieve unprecedented success. As a result, he was a recipient of the Ohio Attorney General's Innovation and Excellence Award in 2005. He is also a fine art photographer and uses his photographic images during his presentations as a metaphor to illustrate key points.



Jeanne Kerr

Strategic Workforce Planning - The Future Ain't What It Used To Be

Strategic Workforce Planning is the discipline of identifying an organization's future talent needs, creating and changing strategies to fulfill those needs, and executing them. It requires input from business

leaders, HR, development, and talent acquisition to properly function. Strategic workforce planning is very hard to implement. Not only does the process require discipline and buy-in from all parties; it requires rigorous measurement and analysis that many organizations are not currently prepared to do. This session will provide you with a fundamental understanding of what Strategic Workforce Planning is (and what it is not) so that you can begin exploring this critical process for your organization.

Jeanne Kerr is the Principal of the Human Insight Group, LLC, the Director of OD Consulting with Dale Carnegie Major Accounts, and a Faculty Partner with the Human Capital Institute. She has over 20 years of organizational development, human capital strategy and metrics design in a variety of industries. A proven talent management leader, she has developed and implemented a variety of leadership development and succession planning programs in such organizations as Coca-Cola and Pepsi, ElKay Manufacturing, and Household Finance. Jeanne has her MA degree from Columbia University Teachers College and her BA from SUNY Stony Brook. She has certifications as a Senior Practitioner in Human Resources (SPHR), Certified Compensation Professional (CCP), Human Capital Strategy (HCS) and Strategic Workforce Planning (SWP).



Sarah Pawlicki

Trends in Labor Relations Preparing for the New Age

Although private sector union membership continues to decline, employers know that unions and the National Labor Relations Board continue to present challenges to HR practices designed to promote positive and productive workplace. The trick is for HR to stay one step ahead and anticipate possible labor relations issues. Some of the trends in labor relations include expansion of right to work legislation, the NLRB's expanded reach into non-union workplaces and new technology, and efforts of unions to enter new (and traditionally non-union) industries. Attorney and SPHR Sarah Pawlicki will lead an interactive discussion on trends in labor relations and provide the strategies that HR Practitioners in union and non-union workplaces alike need to prepare for and deal with the new age of labor relations.

As an attorney and a certified Senior Professional of Human Resources (SPHR), Sarah's practice focuses on advising the Human Resource practitioner (and other individuals charged with the HR duties for their companies) on best practices and legal compliance. As an attorney in Eastman & Smith Ltd.'s Labor and Employment practice group, she counsels employers on state and federal employment law compliance and represents employers in employment discrimination and workers compensation matters before administrative agencies such as the Ohio Industrial Commission, Ohio Civil Rights Commission, and Unemployment Review Commission. Sarah is also experienced in representing clients in Ohio state and federal courts. Sarah is an active member of the Toledo Area Human Resource Association and serves as its Legislative Chair. Sarah is also a member of the Findlay Area of Human Resource Association.



Michael Turpin

Healthcare Reform - Connecting the Dots

Michael Turpin uses humor, macroeconomics and easy to understand metaphors to lead his audiences through the tangled web of public policy, politics and economic factors that have led employers to the precipice of healthcare affordability crisis and healthcare reform. Mike will share ideas on how to make reform work for any employer instead of against them as well as help them peer around the proverbial corner to understand the unintended consequences that are likely to result as legislation rolls out unevenly across Ohio and America.

Michael started his career in 1983 with Johnson & Higgins of Los Angeles where he was an employee benefits consultant. Over a thirty year career, Mike has served as national benefits and middle market practice leader of J&H, Marsh, Mercer and USI both in the US and based in London covering Europe and the Middle east. From 2005-2008 he served as President of Key Account and Northeast regional CEO for United Healthcare. An accomplished writer, in 2012, he published his first novel, T-Rex By The Tail - A story of the last great age of Jurassic parenting. He published in early 2013 a prequel, Bi-Centennial Rex. He is married with three teenagers and lives in New Canaan, CT.



Paul Meshanko

Connecting with Respect

Paul Meshanko goes beyond the typical "feel good" themes of organizational culture and digs deeply into the topics of evolution, psychology and neuroscience to show how powerful of a catalyst Respect can be. More importantly, he shares practical, easy-to-implement strategies for helping to promote respectful work cultures and offers case study details on how best-in-class global employers are already using respect to make a difference with both their cultures and bottom lines.

Paul Meshanko is an author, professional speaker and business leader with over 20 years of experience in leadership development and organizational culture change. After a 12-year career with AlliedSignal, he opened Legacy Business Cultures in 1997 to serve the region's growing demand for change management and employee engagement training. Under his leadership, the business has grown to become one of the Midwest's most successful staff development and employee survey providers, employing a full-time staff of six associates and a network of over a dozen strategic partners. As a presenter and facilitator, Paul has captivated over a quarter million leaders and business professionals on five continents. His training materials have been translated into over 25 languages and his newsletter is read by thousands of subscribers each month. Always with an eye toward research and science, his speaking themes include organizational and personal resilience, work-life balance, employee engagement and respectful work cultures.

Thursday General Session



Peter Burke, Panelists

Building "Best Companies" - How to be the BEST!

Research suggests that happy employees are more productive, which translates into higher profits for their organizations. Providing the best employee experience is the challenge for successful companies in the 21st century. The feedback report received by participating in the "Best Companies to Work for in Ohio" program provides a unique tool for human resources to align their initiatives with the overall business strategy and have a positive effect on the bottom line. This workshop will feature an in-depth presentation of the data collected through the "Best Companies" survey process. The speaker will dissect and present data from the 8 Core Focus Areas which define the level of employee engagement needed to be considered a great place to work. The speaker will also present employer benchmark information, as well. In addition, the speaker will deliver statistical data that will address the impact that being a "Great Place to Work" has on voluntary turnover and the quality of employment applications. The speaker will present several steps that companies can take to increase the level of workplace excellence.

Peter Burke took the lead in creating Best Companies Group in January of 2004 and currently serves as its president and co-founder. Since its inception, Best Companies Group has established over 40 "Best Places to Work," "Best Companies" or "Best Employer" programs throughout the United States, Canada, Morocco and now in the UK. Mr. Burke develops and executes the strategic plan for the company which includes finding and creating new programs, establishing and developing partner relations, and overseeing the survey, research and list determination operations. Mr. Burke conducts numerous presentations to SHRM and other employer groups on Best Places to Work. Prior to starting Best Companies Group, Peter spent seven years as the associate publisher for the Central Penn Business Journal in Harrisburg, Pennsylvania. Peter is a proud alumnus of Boston College where he received a degree in Economics.



Thursday Concurrent Sessions



Bonnie Cox

How to Think Like a CEO

Historically, Human Resources has been a transactional, process-driven department. In the current economy, Human Resource professionals must now learn to think and act more strategically, and assume a more analytic role within the organization. The course covers the critically important business issues that a CEO faces every day: how to increase revenue, reduce costs, or improve customer loyalty. HR professionals will not only become familiar with these major business concerns, but will learn to evaluate and identify specific actions they can individually take to positively affect each of these.

Founder of the Power Training Institute, Bonnie Cox offers management and communications training solutions as a corporate facilitator, professional trainer, and motivational speaker. Bonnie lends over 20 years of experience in management coaching, employment law, training development, and sales management to each workshop and seminar. She has conducted training workshops for corporations in such diverse lines of business as banking, aerospace, manufacturing, and distribution. Bonnie is also a frequent guest speaker for various associations, including SHRM, PIHRA, ASTD, and VIA, and has guest lectured at Santa Barbara City College, the University of Phoenix, and University of California Extension-Santa Barbara. Bonnie is also an adjunct professor for Santa Barbara City College's Professional Development Department, as well UCSB Extension and Antioch University. Bonnie holds a B.S. Degree in Business Management and Finance, and an M.A. Degree in Organizational Management.



Jathan Janove

Effective Employee Relations & Workplace Investigations that are Legal & Impartial

Janove will present the fine points of how to conduct workplace investigations, the tools to carry out thorough and impartial interviews, and how to conclude workplace investigations properly. The ability to make fact and policy oriented findings versus general or legal conclusions. How employing the ability to D-I-S the issue - Direct, Immediate, Specific will encourage early reporting in your institution. With a workplace investigations checklist he will show how discipline and finesse are needed to make and deliver an investigation's findings.

Combining the lessons of workplace litigation with management best practices, Jathan helps employers improve leadership, engagement, and accountability. His programs include:

- "The 8 Leadership Virtues & 8 Deadly Sins of Mismanagement"
- "Unleash Employee Potential with the Star Profile"
- "Jerks at Work - Create a Jerk-Free Zone"
- "From 'Transactional' To 'Engagement' Employees In 5 Steps"
- "Workplace Investigations - A 9-Point Checklist"

Jathan is an award winning, internationally published author and the managing shareholder of the Portland, Oregon office of Ogletree Deakins, one of nation's three largest labor and employment law firms. A graduate of the University of Chicago Law School, Jathan is a member of the National Speakers Association, the American Society for Training & Development, SHRM's Preferred Speaker List, and a columnist for HR Magazine. He has been recognized by Best Lawyers in America, Chambers USA: America's Leading Lawyers for Business, and SuperLawyers. While in Utah, he received the state bar's 2005 Employment Lawyer of the Year award and the 2006 Citizen Lawyer of the Year by the J. Reuben Clark Law Society, Salt Lake Chapter.



Clint Longenecker

Contribution Reviews - Finally a Gold Medal Performance Strategy

Today organizations are looking for performance management systems that combine the kind of legal protection and pay-for-performance linkage supported by the traditional process with current best practices focused on developing employee performance, improving employee retention, and increasing organizational effectiveness. Managers are also looking for a way to make the entire process more objective. They typically don't have time to compose thoughtful evaluations, they're often under-trained or inexperienced in this task, and many find it difficult to give frank performance feedback. The paper or electronic "blank page" review forms do nothing to address these issues. The result is that reviews are typically late and poorly documented. Employees become frustrated because their evaluations are sporadic, often confusing, and lacking in positive goal setting. And HR spends too much time policing the process rather than adding value to it.

In the past, organizations have attacked the problem by investing more time and money in training, or scrapping their entire approach and starting over. Neither effectively deals with the primary issue of providing a solution. The solution? Contribution reviews! The movement towards contribution reviews continues to accelerate. Widespread acceptance coupled with the increasing recognition of total performance management and development as a key factor in reaching business objectives, make it clear that contribution reviews are here to stay. And the question for performance-focused organizations is not if, but when, they will implement this empowering strategy. Attend this session and learn how to use this approach as a platform for decision-making and for aligning your talent management strategy directly to your mission and creating objective and measurable results.

Dr. Clinton Oliver Longenecker, is an award winning educator, is one of "America's leaders in the area of rapid performance improvement" and is the Stranahan Professor of Leadership and Organizational Excellence in The College of Business and Innovation at The University of Toledo. He has been the recipient of over forty (40) outstanding teaching, service and research awards during his academic career and several industry awards including the Ernst & Young Entrepreneur of the Year, Toastmaster International Leadership Award, The Jefferson Award for Outstanding Public Service, and has been recognized by The Economist as one of the Top Fifteen Business Professors in the World.

He has published over 160 articles and papers in leading academic and professional journals. His best-selling book, *Getting Results: Five Absolutes for High Performance*, describes the best practices of over 2,000 high performance managers and how they achieve outstanding performance and has been translated into nine languages. Dr. Clint is also an active management consultant, educator and executive coach.



Adam Kahle

The 10 Executive Compensation Issues all HR Professionals Need to Understand

Executive compensation is arguably changing at a faster pace than any other issue on the governance landscape and is gaining a significant degree of attention among company leaders, HR professionals, shareholders, and the media. The field of executive compensation can be highly technical at times, and requires a well-balanced understanding of a variety of disciplines.

In this session, Adam will highlight 10 current issues in executive compensation. He will discuss how recent developments in executive compensation governance are impacting not only the top executives, but the broad-based employee population as well. In addition, he will provide an overview of recent developments in CEO compensation in the largest publicly traded companies in the United States, based on results as presented in Hay Group's annual CEO compensation study, published in the Wall Street Journal.

Adam is a consultant in Hay Group's executive compensation practice. Adam works with clients to develop compensation programs that are aligned with business strategy and motivate performance. He helps organizations to balance the needs of shareholders, employees, and customers.

Delivering results for clients, Adam has 10 years of combined experience in corporate compensation and consulting. Adam's consulting experience covers a broad range of industries including business services, consumer products, education, energy, financial services, government, healthcare, industrial manufacturing, not-for-profit, media and telecommunications, private/joint-venture, retail, transportation, and utilities.

Adam has expertise in both general rewards and executive compensation. His general rewards experience includes job analysis, job evaluation, job description and job family model development, market pricing, and designing base pay structures and short-term incentive plans. His executive compensation experience includes consulting to management and compensation committees on benchmarking of executive and director total compensation, incentive plan design, regulatory issues, and governance developments.

Thursday Concurrent Sessions Cont'd



Michael Gruber

Consumerification of Recruiting: The Changing Candidate Mindset

As we witness a global shift in how we connect and communicate, the hype surrounding social recruiting tactics is at an all-time high.

Organizations are investing, recruiters are evolving and candidates are sharing. But in the midst of the social tornado, there remains a sense of disconnect for many organizations when it comes to effectively integrating social media strategies to attract top talent. This session, presented by Terry Terhark, Divisional President of The RightThing® an ADP® Company, will explore the reasons it is vital for HR Execs to embrace the long-term impact that social technologies have and effectively apply that to the overall strategic talent solution. In addition to information on technology, tools and social tactics for now and the future, attendees will leave with a better understanding of how these technologies will continue fundamentally changing the candidate and employee mindset, and how to drive responsive change from the top.

As Divisional Vice President for The RightThing, Michael designs and manages operational strategy. To further advance the company, Michael pursues a variety of business strategies and works continuously to enhance the company's portfolio of service offerings, develop relationships with strategic partners and reviews competitive analysis trends and educates the marketplace about the advantages of RPO.

Michael has been a key member of The RightThing since inception in 2003 and has served in a variety of roles including Director of Onsite Programs, Strategic Account Manager, Chief Operating Officer, and Chief Client Officer before being promoted to his current position.

Prior to 2003, Michael worked for two RPO companies that were predecessors to The RightThing – Selective Staffing, Inc. and Aon Consulting. Since 1997, Michael has collaborated with a wide range of industry giants to reduce their hiring cycle times and lower costs for both exempt and non-exempt employees. Clients that have had short- and long-term needs fulfilled by Michael include Abbott Labs, DaimlerChrysler, General Electric, Kellogg, Merck, Owens Corning, Prudential, Siemens, U.S. Steel and Wal-Mart.

While serving in the U.S. Army Europe from 1991 to 1997, Michael was responsible for a variety of areas including recruitment of local nationals, training and development, reassignments, discharges and retirements.

Michael holds a Master's degree in Human Resources from the University of Oklahoma and a Bachelor of Arts degree in Psychology from the University of Maryland.

This conference is all about connections!

- Watch for our "RETRIEVER" System located in various sections of the exhibit hall at Kalahari. We think you'll like this very cool use of technology for conference updates.
- Have fun at the scavenger hunt by the nuhop Group
- Tweet #OHSHRM13 – Tweets and pictures will be captured by the "RETRIEVER" and shown throughout the conference.
- On Wednesday experience "Dueling Pianos" sponsored by UltraSound and pianos provided by Midwest Dueling Pianos!
- Thursday night we'll have THE SPAZMATICS! Thank you to EVERSTAFF for sponsoring!
- Visit the Device Bar! Sponsored by Microsoft and AtNetPlus
- Thursday's night social is co-sponsored by TalentWise & Everstaff.
- Visit the SHRM Bookstore!
- Experience the classic photo booth - reinvented by twineLABS!

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Thursday Concurrent Sessions



Scott Warrick

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

Join Scott as he reviews each of these various laws ... comparing and contrasting each one in his own unique, practical, entertaining and humorous style. Learn how to apply each of these laws to real situations... EVEN WHEN THEY ALL APPLY! How did the Amendments CHANGE the FMLA and the ADA? What did the Ohio Supreme Court say that changed how we deal with employees on BWC leave? How do all of these various laws INTERACT with one another? What is the DIFFERENCE between the ADA and FMLA... and how are they SIMILAR? Why is the FMLA the most PRO-EMPLOYEE Employment Law ever passed? What forms are needed to administer these laws? How has HIPAA affected these laws?

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.



James B. Yates

Connecting with your CEO & CFO on Risk Management Strategies

Today's businesses have an interest and an obligation to provide employees with a safe and healthy workplace. Human resource professionals are integral to the prevention of, and planning for, safety and health incidents and other workplace violence issues. Not all organizations are fortunate to have a dedicated safety professional, and all too frequently those responsibilities fall onto the already overburdened shoulders of the human resource professional. Attorney Jim Yates will lead a lively and practical discussion regarding how human resource professionals ensure that workplace health, safety, and security activities are compliant with federal laws and regulations. Additionally, he will lead an interactive discussion on developing and implanting workplace injury and illness prevention programs and how to properly investigate and document workplace incidents.

Jim Yates is a member of the labor and employment group of Eastman & Smith Ltd. and a Senior Professional in Human Resources (SPHR). He has over 20 years representing employers in labor and employment matters. Jim partners with Human Resource professionals to develop and implement practical and legally compliant employment policies and assist employers in assessing and minimizing legal risks. He represents public and private sector employers in all facets of labor and employment law matters including collective bargaining, general personnel practices, equal employment opportunity matters, workers' compensation, and compliance with the numerous state and federal laws and regulations affecting the workplace. He also represents clients in Ohio state and federal courts as well as in front of administrative agencies such as the Ohio Industrial Commission, Ohio Civil Rights Commission, and Unemployment Review Commission.



Friday Concurrent Sessions




Carrie Van Daele

Strategically Plan Training for Measurable Training Results

A new study, Strategic Performance Management, suggests that if U.S. companies are to reach their ambitious growth targets of 4.9 percent for 2013, which is well above the U.S. economic growth forecast of 2.8 percent released by the International Monetary Fund, they need to find new ways to increase and better manage employee performance. The study is based on research that focuses on 1,660 senior decision-makers in large firms in more than 30 countries, including 250 senior decision-makers in the U.S. To meet their growth targets, the U.S. executives involved in the study estimate that their workforce productivity must increase by an average of 6 percent, with 69 percent of these leaders aiming for even higher productivity gains. Not surprisingly, two-thirds of these executives admit that these targets represent a challenge, particularly since 54 percent of these executives admit that their employees may already be too stretched to deliver current business objectives. To meet the challenge of higher growth rates, the Hay study concludes that companies need to rethink their approaches to employee performance management, rather than relying on controlling and cutting costs. At the end of this interactive presentation, you will have the tools to start your performance-based training plan.

Carrie VanDaele has built a training & development practice from scratch into a highly successful, well-recognized business. An impressive client list that includes Fortune 500 corporations to medium and smaller size companies is a testament to Carrie's special talents and hard work. Her company was founded in 1993 as a training & development firm in the areas of leadership, train the trainer, continuous process improvements, team building, strategic planning, sales/marketing, workforce development and general business consulting. The original mission of her company remains the same today. Actually, it is twofold, (1) to serve other companies, and (2) to take care of her family: biological members, adopted and Associates.

Her company leads by its heart with profit as one of the many trailing indicators of success. Her company's discipline is customer intimacy; whereas, the company takes the time to get to know the client. Carrie is a published author of a book called The Fifty-Best Training Techniques published by Crisp Publications in Menlo Park, California. Her book can be found at (ISBN 1-56052-352-2), www.courseilt.com/crisplearningseries/Fifty-MinuteSeries. She is featured in several publications such as Women of Achievement and Business People Magazine, along with Newspaper articles.




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Jack Towarnicky

The 401(k) As A Lifetime Financial Instrument

Many academics believe the 401(k) is a failure as a retirement plan. They argue that vehicles which require the discipline to diligently save and invest are ill-suited for most Americans. Some favor replacing the 401(k) with an employer mandate - a contributory, defined benefit pension plan. They believe it will help solve our four largest retirement preparation challenges: (1) Half of all workers do not have access to an employer-sponsored savings plan, (2) About a third of workers who do have access don't participate, or don't join when first eligible, (3) Those who do join don't save enough, and (4) Even when workers have access to a plan, join when first eligible and save enough, too frequently they cash out their accounts when changing employers.

As in Health Reform, the speaker suggests we first try evolution - "fixing" the 401(k) before opting for revolution in the form of another employer mandate. Today there are ~500,000 individual account plans with 72 million participants (Source: US Department of Labor, Employee Benefits Security Administration) and 4.5+B in assets (as of December 2011, Investment Company Institute). So, eliminating the 35 year old 401(k) plan structure or significantly curtailing 401(k) plan tax preferences seem drastic.

This presentation challenges human resources/benefits professionals to shift the paradigm for their 401(k) plan. The speaker will challenge the audience to remove all references to retirement - since older workers already know the purpose of such plans and younger workers have other priorities. That is, it is needlessly inappropriate to limit a 401(k) to retirement preparation - a strategy that undercuts or undersells a 401(k)'s potential. The presentation will show how modest changes in plan design, including a full embrace of automatic features, as well as a shift in marketing/focus away from "saving for retirement", can be effective at overcoming the issues identified by academics - and - importantly, by focusing less on retirement, actually improving retirement preparation among Americans!

Jack has over 33 years of human resources/benefits experience - including leadership positions at four different Fortune 500 companies before coming to Willis. Jack received his LLM-Employee Benefits from John Marshall Law School, his JD from South Texas College of Law, and his MBA and BBA from Cleveland State. He was appointed to the Department of Labor, Employee Benefits Security Administration's Advisory Council and completed his three year term in 2012. He currently serves on the Benefits Advisory Board for World at Work. Previously, he served in board positions for the Council on Employee Benefits, the American Benefits Council and the International Foundation of Employee Benefit Plans Corporate Board. Jack has also been an instructor/lecturer in the business programs at The Ohio State University, Franklin University, James A. Rhodes State College, and Marion Tech College. He has also served as a CEBS Instructor at Capital University.



Michael Charney

Using High Potential Programs to Support Succession Plan Management

According to a 2010 study conducted by Korn/Ferry, 98% of companies believe that succession planning is important, yet only 35% of companies have a succession plan in place. Given these numbers, it is more important than ever to develop easy-to-use frameworks for developing succession plans and to manage them over time. This session provides such a framework. The key elements of the framework describe both a top-down and a bottom-up approach. The former provides tools and suggestions for analyzing succession needs and mapping the appropriate personal and professional competencies to those needs. The latter provides tools and suggestions for hiring and developing more "A" players in order to develop a robust pool of "high potential" (or HIPO) candidates for the succession management program. Both approaches are then unified into a single HIPO<-->Succession Model.

In addition to providing this framework, the session also covers a specific, real-world case study employing the framework.

Michael Charney is a Principal with Charney Coaching & Consulting LLC and has over 25 years of corporate experience in a variety of industries including financial services, manufacturing, high-technology and customer service.

For much of the last 15 years Mr. Charney has been a Senior Executive in high-technology start-up companies, with operational responsibility for both Professional Services and Software Development groups. Most recently he worked as a Vice-President for the ClearForest division of ThomsonReuters where he managed an international software development team and was accountable for the division's succession management program.

Friday

Closing Session/Lunch



Ryan Estis

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As we prepare for the next growth cycle our approach to work relationships is being transformed. Globalization, commoditization, generational and technological drivers are accelerating change and introducing new challenges to the way we acquire and engage employees and customers. Understanding the attitude and expectations of today's workforce is mission critical to build the sustainable talent advantage necessary to win in today's competitive marketplace. Our premise is passion at work occurs most often when the right person, in the right job is supported through very intentional and strategic action by an organization. Where leadership is aligned with the mission, vision and values and employees are the ultimate extension of the brand.

Organizations preparing for the future know the ultimate throttle on growth and success isn't just about markets, technology, and innovation. In fact, there is one critical consideration above all others: the ability to get and keep enough of the right people. When you put those people first...performance and profitability follow!

Ryan Estis is a Business Performance Expert helping companies, leaders, sellers and individual contributors embrace change, accelerate growth and achieve breakthrough performance in the new economy. The former McCann World Group Chief Strategy Officer was recently recognized as "one of the best keynote speakers seen or heard" by Meetings & Conventions Magazine alongside Tony Robbins, Bill Gates, Al Gore and Marcus Buckingham. Ryan serves as the USA Sr. Associate with Employer Brand International, an advisory member on the SmartBrief Workforce Council, is a certified Human Capital Strategist and professional member of the National Speakers Association. His work has been featured in Electronic Recruiting Exchange, Workforce Management Magazine, HR Professional Magazine, HR Times, SHRM, Business News Network and Crain's Business.

His Management Consulting practice, Ryan Estis & Associates, specializes in corporate training and development with keynotes, seminars and online learning that blend interaction, energy and actionable content designed to elevate performance. Curriculum design includes customization and emphasizes emerging trends and case studies on corporate culture, communication, collaboration, client acquisition, brand ambassadorship, leadership, change and preparing to thrive in the ultra competitive, hyper connected business environment we now know as the new normal. Ryan Estis & Associates works with category leading companies to help them achieve the next level of breakthrough performance including AT&T, Mayo Clinic, CDW, Cabela's, Giant Eagle, Hewitt, Microsoft,





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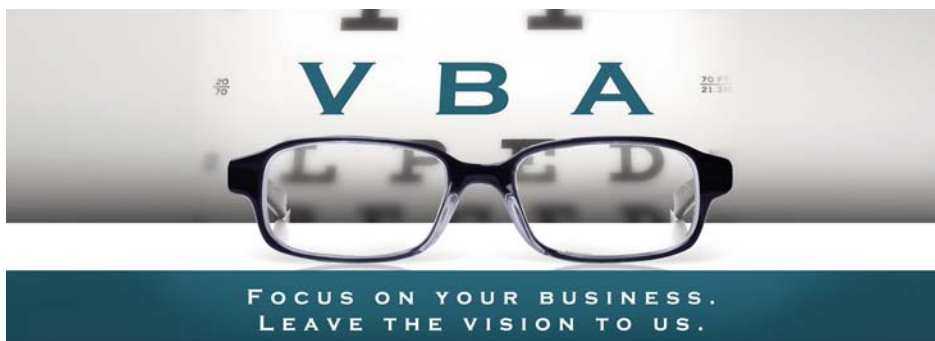


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lvitt@corporateonebenefits.com
Rob Sacksteder, Benefits Consultant
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Chris Roberts

MCO Account Manager
7530 Lucerne Dr, Suite 400
Cleveland, OH 44130
C 440 503 7958
T 800 275 6463 - | EXT 33104
chris_roberts@corvel.com

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Amanda Massey

Media Consultant
Cox Media Group Ohio
1611 S. Main St
Dayton, OH 45409
Ph: (937) 225-2041

Email: Amanda.Massey@coxinc.com



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6830 Cochran Rd.,
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ahover@cpibr.com
440.542.7810



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Jeffrey Tonero

(jeffrey.tonero@credentialcheck.com)

Ryan Cowser

(ryan.cowser@credentialcheck.com)



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Ryan Sherman

Vice President
877-992-4325

rsherman@crimcheck.com



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Stan Bunting,

Executive VP Sales & Marketing
905 Tuscarawas Ave. NW

New Philadelphia, OH 44663

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574-970-4400



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Eliana Klein

Membership Manager

eklein@employersassociation.com

Jennifer Kiernan

Director, EA Health Plus

jkiernan@employersassociation.com



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mvillilo@findleydavies.com

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Katie Batten, MTA, CMP

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1800 Duke St.
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Senior Sales Consultant USA
214 295 7373
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8333 Rockside Road | Cleveland, OH 44125

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The Ohio SHRM State Council

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Steve Browne, SPHR

sbrowne@larosas.com



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Tanya D. Calbert, Project Manager

Ohio Dept. of Job & Family Services
Office of Workforce Development
4020 E. 5th Avenue
Columbus OH 43219
(O) 614.644.0264
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HCM Applications Sales Manager
Oracle Corporation
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440-337-4657
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Tracy Null

VP of Business Development
300 Weyman Plaza, Suite 350
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412-884-7600
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Mary K. O'Donnell

National Account Manager
Stevens Worldwide Van Lines
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Rob Appel rappel@superiordental.com

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Aaron Brown
Business Development Manager
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THE SHRM BOOKSTORE!

Back by popular demand - the SHRM Bookstore! The SHRM Bookstore joined us in 2012 and we are again excited to have them at the Ohio HR Conference. In addition to being "The World's Largest HR Bookstore" they will also be bringing other great HR-related items to purchase.



The SHRM Bookstore will be located in the hallway between the Zambezi room and the restrooms in the north hallway. You can't miss it!

Stop by to purchase the 2013 Ohio HR Conference shirt while they last!

Hours of operation are:

Wednesday September 18th - 9:00AM - 6:30PM
Thursday, September 19th - 7:00AM - 6:30PM
Friday, September 20th - 8:00AM - Noon



The SHRMStore

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2013 Ohio SHRM Book Signing Schedule

Wednesday, September 18

11:00AM - 11:15AM

Jeff Kortess

Employee Retention Fundamentals
No Nonsense Employee Retention Audit
No Nonsense Employee Retention Video 1
No Nonsense Employee Retention Video 2
No Nonsense Employee Retention Kit

4:15PM - 4:30PM

Dick Finnegan

Power of Stay Interviews
Rethinking Retention

4:15PM - 4:30PM

Laura Stack

Exhaustion Cure
Find More Time
Leave the Office Earlier
SuperCompetent
What to do When There's Too Much to Do

Thursday, September 19

10:15AM - 10:30AM

Paul Meshanko

The Respect Effect

Michael Turpin

BiCentennial Rex
T-Rex by the Tale

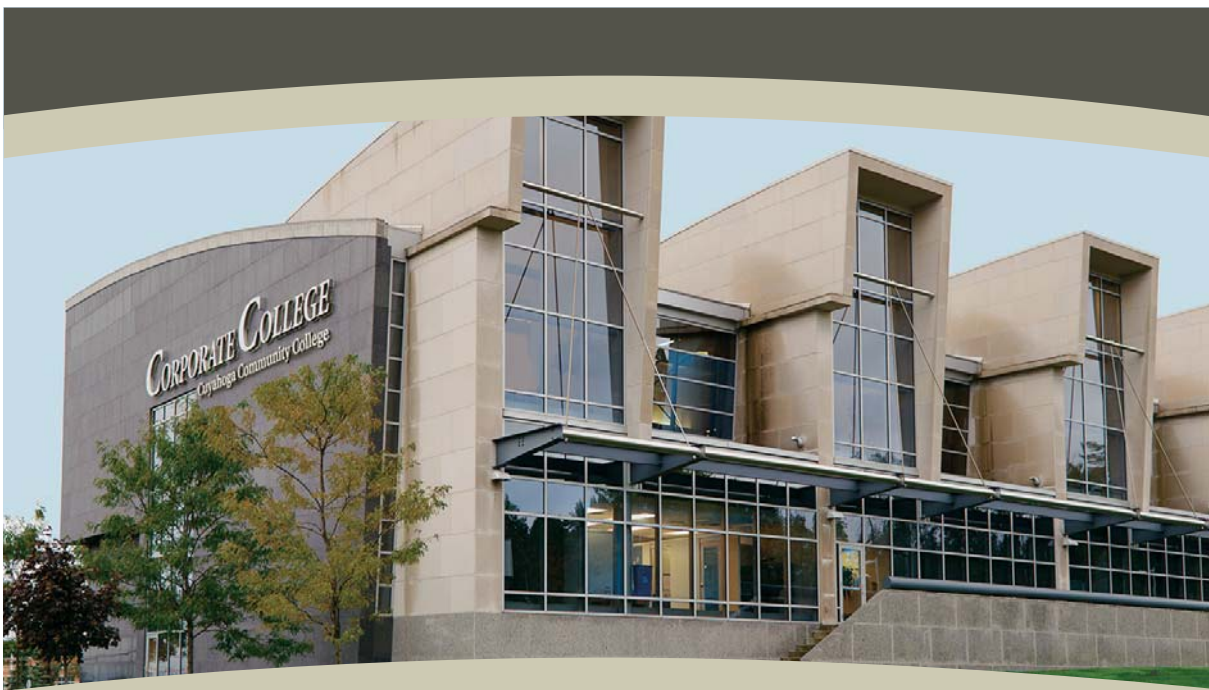
3:30PM - 3:45PM

Jathan Janove

Managing to Stay Out of Court
Star Profile

29

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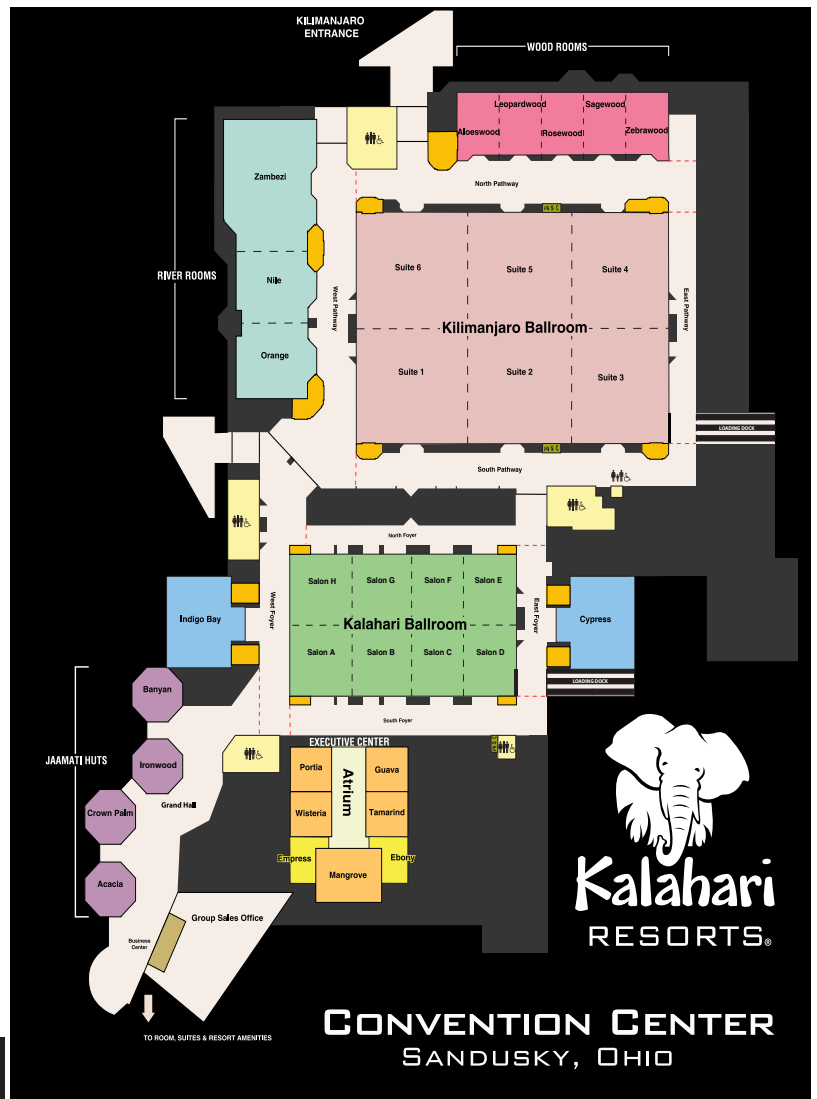
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CHAIRPERSON	YEAR	CHAIRPERSON	YEAR
1 ST Victor Horn	1973	22 nd Rick Taylor, SPHR	1994
2 nd Frank Neal	1974	23 rd Nila Whitfield	1995
3 rd A. J. Harmata	1975	24 th Rick Kellerman	1996
4 th Robert Wendt, PHR	1976	25 th Loren Obert, SPHR	1997
5 th Tom Wagner	1977	26 th Harry R. Walker	1998
6 th Regina Blackmore	1978	27 th Mary Carol Parker, PHR	1999
7 th Howard Walker	1979	Ann Byrnes, SPHR	
8 th Les Stauske, AEP	1980	28 th Dan Amann	2000
9 th Fred Pinetti	1981	29 th Jane Robinson, PHR	2001
10 th Joann Baker	1982	Kim Anderson, SPHR	
11 th Bob Dawson, AEP	1983	30 th Robert Bethel, PHR	2002
12 th Lou Falk, SPHR	1984	31 st George Kademenos, SPHR	2003
13 th Bette Chambers, PHR	1985	32 nd Thomas Mobley, SPHR	2004
14 th Chuck Gallagher, SPHR	1986	33 rd Sherry Gordon, SPHR	2005
15 th Roger Nicol	1987	34 th Teresa Terranova, SPHR	2006
16 th Jim Sims, PHR	1988	35 th Karen Luther, PHR	2007
17 th Becky Mascari-Cox, SPHR	1989	36 th Andrea Gurcsik, SPHR	2008
18 th Robert Wendt, PHR	1990	37 th Andrea Gurcsik, SPHR	2009
19 th Jerilynn Ferguson	1991	38 th Martine Scheuermann, SPHR	2010
20 th Jack Young	1992	39 th Steve Browne, SPHR	2011
21 st Linda Gravett, PhD, SPHR	1993	40 th Fred Eck, SPHR	2012
		41 st Katrina Plourde, SPHR	2013

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