



26TH ANNUAL KENTUCKY SHRM CONFERENCE



presented by  UnitedHealthcare®

Keynote Speakers



Henry "Hank" Jackson



LaDonna Gatlin



Joe Bonura

September 29 - October 1, 2010
Louisville, Kentucky

Kentucky International Convention Center | Louisville Marriott Downtown

www.kyshrmconference.com



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KENTUCKY
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www.kyshrm.org

- Links to all local professional and student chapters statewide
- Links and membership information to all local SHRM affiliated and student chapters statewide
- Volunteer Match: local nonprofit boards seeking HR professionals
- A link to the "Best Places to Work in Kentucky", dedicated to creating and recognizing employers of choice
- Federal and state employment legislation
- Annual KYSHRM state conference information

www.shrm.org

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CONFERENCE AT A GLANCE

Wednesday, September 29, 2010

7:30 a.m.	Preconference Workshop attendee registration (KICC) Internet Café/print stations/book store open in exhibit hall (KICC)
8 a.m.-4:30 p.m.	Preconference Workshop (KICC)
Noon	Attendee registration (KICC)
12:30 p.m.	Concurrent one and a half-hour workshops (KICC)
1-4 p.m.	Exhibitor registration and setup (KICC)
2 p.m.	Afternoon break (First Floor – KICC)
2:30 p.m.	Concurrent one and a half-hour workshops (KICC)
4 p.m.	Exhibit hall closes
4:30 p.m.	KYSHRM welcome reception and dinner cruise on the Belle of Louisville – boat boarding begins at 4:30 p.m. and departs for the cruise promptly at 5:30 p.m.
7:30 p.m.	26th Annual Kentucky SHRM Conference day one adjourns

Thursday, September 30, 2010

6-7 a.m.	Exhibitor registration and setup (KICC)
7:30 a.m.	Attendee registration (KICC) Continental breakfast in exhibit hall (KICC)
8:30 a.m.	Keynote presentation by LaDonna Gatlin, CSP, CPAE (LMD)
9:45 a.m.	Morning break in exhibit hall (KICC)
10:30 a.m.	Concurrent one-hour and one and a half-hour workshops (KICC)
11:30 a.m.-1:15 p.m.	Buffet lunch in exhibit hall (KICC)
12:45 p.m.	Concurrent one and a half-hour workshops (KICC)
1:15 p.m.	Concurrent one-hour workshops (KICC)
2:15 p.m.	Afternoon dessert break in exhibit hall (KICC)
3 p.m.	Concurrent one-hour workshops (KICC)
4:15 p.m.	Concurrent one-hour workshops (KICC)
5:15 p.m.	Networking reception in exhibit hall (KICC)
6:30 p.m.	\$1,000 cash giveaway in exhibit hall (KICC) 26th Annual Kentucky SHRM Conference day two adjourns

Friday, October 1, 2010

7:30 a.m.	Attendee registration (KICC) Continental breakfast in exhibit hall (KICC)
8:30 a.m.	Keynote presentation by Hank Jackson, SHRM (LMD)
9:45 a.m.	Morning break in exhibit hall (KICC)
10:30 a.m.	Concurrent one-hour and one and a half-hour workshops (KICC)
11:30 a.m.-1:15 p.m.	Buffet lunch in exhibit hall (KICC)
12:45 p.m.	Concurrent one and a half-hour workshops (KICC)
1:15 p.m.	Concurrent one-hour workshops (KICC)
1:15 p.m.	Exhibit hall closes
2:30 p.m.	Keynote presentation by Joe Bonura, Joe Bonura & Associates, Inc. (LMD)
3:30 p.m.	Grand prize giveaway (LMD) 26th Annual Kentucky SHRM Conference adjourns

PROUDLY BROUGHT TO YOU BY

Kentucky Society for Human Resource Management (KYSHRM)

The Kentucky Society for Human Resource Management (KYSHRM) represents more than 2,800 human resource professionals in 13 local chapters in Kentucky and is affiliated with an international society with over 225,000 members. We serve the HR professional and advance the HR profession. But we're more than just a professional association. We are Engaging People. Leading Organizations. Advancing Kentucky. Visit Kentucky SHRM online at www.kyshrm.org.

Kentucky Chamber of Commerce

From its beginnings in 1946 as a bipartisan voice for business at the state Capitol, the Kentucky Chamber of Commerce has evolved into the premier business association in the state. Today, the Chamber represents 2,700 member businesses – from Fortune 500 companies to family-owned shops – that employ over half of the Commonwealth's workforce. Kentucky Chamber members benefit from a broad range of services: year-round lobbying, timely communications on business issues, publications and seminars on evolving regulations and policies, and a variety of other member benefits. Visit us online at www.kychamber.com.

UnitedHealthcare of Kentucky

UnitedHealthcare is a health and well-being company dedicated to making the health care system work better. The company directs its resources into designing products, providing services and applying technologies that improve access to health and well-being services; simplify the health care experience; promote quality; and make health care more affordable.

“This is one of the best conferences I've ever attended: well organized, awesome speakers!”
Sincerely, thank you!

—Kathleen Arms, Family Health Centers, Inc., Louisville, Ky.

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SATISFACTION GUARANTEED

We guarantee you'll be 100 percent satisfied with your conference experience or you'll receive a complete refund.

KEY

KICC = Kentucky International Convention Center
LMD = Louisville Marriott Downtown

Friday, Oct. 1, 2010 | 8:30 – 9:45 a.m.



Henry (Hank) Jackson

President and CEO

Society for Human Resource Management, Alexandria, Va.

INVESTING IN TOMORROW'S WORKFORCE TODAY

The Importance of Early Childhood Education in Building a Competitive America

As American businesses face increasing challenges at home and abroad, any national strategy to remain globally competitive must take a comprehensive view of our human resources – from how we educate our students to opportunities for continuous learning in the workplace to retirement security. The foundation of that continuum is early childhood education – because today's toddlers are tomorrow's entrepreneurs, managers, production workers and service providers. This presentation looks at how investing in our people at the earliest stages of development can help build a well-prepared, competitive U.S. workforce – and save money on remediation and social services later in life. You will also learn how SHRM-sponsored research is supporting this effort and the role HR professionals can play in promoting workplace readiness.

About Hank Jackson

Henry G. (Hank) Jackson is the interim president and CEO for the Society for Human Resource Management, the world's largest association devoted to the human resource profession. Prior to this he served as the Society's Chief Global Finance and Business Affairs Officer. In this capacity he was responsible for financial management as well as publications and new media, meetings and conferences, seminars, member marketing, corporate sales and technology solutions.

Hank came to SHRM from Howard University in Washington, D.C., where he was senior vice president/chief financial officer and treasurer of the university. Howard University includes 11 schools and colleges, a hospital, a public television station, and a commercial radio station. He held several positions at Howard University, including comptroller, deputy comptroller, and systems accountant, before becoming senior vice president. Before joining Howard University, Hank worked in public accounting with Hurdman Main and KMPG as senior auditor and a computer audit specialist.

For several years, he was also a consultant for the Southern Association of College and University Officers, where he provided general guidance and technical advice to educational institutions desiring to upgrade and computerize their management information systems. Hank earned his Bachelor of Science degree in accounting from Stonehill College in Massachusetts. He is a certified public accountant.

KEYNOTE SPEAKERS

Thursday, Sept. 30, 2010 | 8:30 – 9:45 a.m.

Friday, Oct. 1, 2010 | 2:30 – 3:30 p.m.



LaDonna Gatlin, CSP, CPAE

LaDonna Gatlin, LLC., Frisco, Tex.

Tune Up Your Life

This is LaDonna's signature keynote speech...and her most requested one. It's also her personal story with a timeless message that inspires the listener to live their values from the inside out. Laced with humor and heartfelt personal stories, this keynote delivers seven key principles that can guide us through anything life throws at us. As she closes this presentation, LaDonna literally sings her message straight into the hearts of the attendees. It's a powerful way to take the message home ... with a song in their hearts.

About LaDonna Gatlin

LaDonna Gatlin knows firsthand that we can't live someone else's dream...that in order to be our absolute best, we must find our own voice and "sing our own song." LaDonna literally grew up on stage singing with her brothers—the legendary Gatlin Brothers. In the early 1970's, the Gatlins took their family harmony to Nashville. But a detour appeared on the road to stardom ... LaDonna got married. At this defining moment, she realized that success for her could be measured in a different way. So she took a giant leap of faith, chose to follow her heart, and "sing a different song" apart from her brothers. She has spent her entire career empowering people to "sing their own song" as well ... from the inside out ... through their words, their deeds, and their actions. A seasoned professional, LaDonna has shared her message everywhere ... from corporate powerhouses to the prison cells of death row. She is an active member of the National Speakers Association, and has earned its highest professional designation, the Certified Speaking Professional (CSP).



Joe Bonura, CSP

Joe Bonura & Associates, Inc., Louisville, Ky.

Excelling on the Challenge of a Tough Work Environment

In this tough economic environment, with low morale, it's tough trying to stay focused. However, this is the perfect time to show your value! Attend this dynamic session and learn how to implement five empowering principles that will change your life and breathe new life into your organization. This powerful presentation from a real-world speaker, business owner, author, and internationally known motivator will enable you to come alive and to thrive in today's challenging business environment. You will be inspired and encouraged to be the best that you can be so that you can help others succeed and achieve. Your company and your associates will be re-energized with your new value generating approach.

About Joe Bonura

Joe Bonura has worked with hundreds of businesses over the past 40 years. He has helped them maximize their success by maximizing their biggest asset – their people. Joe knows what it takes to get the most out of any work environment. He owned and operated the second largest advertising agency in Kentucky before he sold the agency in 1989. Since then hundreds of companies and thousands of people from London to New York, to Alaska, to the Philippines have heard Joe's powerful message. Here are just a few of the companies that Joe has helped turbo-charge their employee teams: Sony Corporation, General Electric, Lexmark, Anthem Blue Cross / Blue Shield, Atlas Van Lines, McDonalds and Papa John's Pizza. Joe is the author of: Throw the Rabbit...The Ultimate Approach to Three-Dimensional Selling and he has recorded the CD audio learning systems Throw the Rabbit and Make That Sale and Throw the Rabbit and Keep that Customer.

CONFERENCE SPONSORS

CONFERENCE HOSTS



The Kentucky Society for Human Resource Management (KYSHRM) State Council

Contact: Shannon Byrne
Kentucky SHRM Administrator
Phone: 502-848-8742
E-mail: sbyrne@kyshrm.org
Web: www.kyshrm.org



Kentucky Chamber of Commerce

Contact: Carlos Phillips
Vice President, Membership & Marketing
Phone: 502-848-8732
E-mail: cphillips@kychamber.com
Web: www.kychamber.com



The Society for Human Resource Management (SHRM)

Contact: Dorothy Knapp, SPHR
Field Services Director
Phone: 703-535-6199
E-mail: dorothy.knapp@shrm.org
Web: www.shrm.org

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Fax: 502-736-1712
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Web: www.duplicatorsales.net



SHRM WELCOME RECEPTION

Fisher & Phillips LLP

Contact: Thomas Birchfield, Managing Partner
Phone: 502-561-3990
E-mail: tbirchfield@laborlawyers.com
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Contact: John T. Lovett, Labor & Employment Practice Group Chair, Member
Phone: 502-589-5400
Fax: 502-581-1087
E-mail: jlovett@fbtlaw.com
Web: www.frostbrowntodd.com



THURSDAY BREAKFAST & MORNING BREAK

BB&T Insurance Services, Inc.

Contact: Billy Roby, VP/Employee Benefits Officer
Phone: 502-489-5973
Fax: 866-881-2187
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AARP Kentucky

Contact: Patrice H. Blanchard, Associate State Director
Phone: 502-394-3428
Fax: 502-394-9918
E-mail: pblanchard@aarp.org
Web: www.aarp.org/ky



BREAKOUT SESSIONS

FindKyJobs.com

Contact: Ann Dix Maenza, Publisher
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Fax: 502-227-2831
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Web: www.findkyjobs.com



CONFERENCE POCKET GUIDE

HealthLink, Inc.

Contact: Andrew Cassis, Manager II Sales
Phone: 502-889-2420
Fax: 502-645-4952
E-mail: andrew.cassis@wellpoint.com
Web: www.healthlink.com



HOTEL ROOM KEYS & DAILY NEWS UPDATE

Neace Lukens

Contact: Jerry Batt, President, Employee Benefits
Phone: 502-894-2100
Fax: 502-894-8602
E-mail: jerry.batt@neacelukens.com
Web: www.neacelukens.com



PENS & HIGHLIGHTERS

SHPS, Inc.

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Contact: Andrew Payton, CMO
Phone: 502-562-7160
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Web: www.wyattfirm.com



WEDNESDAY AFTERNOON BREAK

Greenebaum Doll & McDonald PLLC

Contact: Mary G. Eaves, Member
Phone: 502-587-3569
Fax: 502-587-3695
E-mail: mge@gdm.com
Web: www.greenebaum.com



Insurance Services

THURSDAY AFTERNOON BREAK

Wells Fargo Insurance Services USA, Inc.

Contact: Wanda Burba, Employee Benefits Manager
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Fax: 502-425-6775
E-mail: wanda.burba@wellsfargo.com
Web: www.wellsfargo.com

“(Exhibitors) were all very friendly and provided excellent business specific information.”

—Mary Anne Osborne, The Osborne Group, Benton, Ky.

CONFERENCE EXHIBITORS

List of exhibitors as of July 9, 2010



WHAT'S GOING ON



Get your HRCI strategic management credits here!

New in 2010!

PRECONFERENCE WORKSHOP

This year's conference will proudly host a Preconference Workshop prior to the start of the conference itself. Register to attend this all-day workshop and learn from two highly regarded HR professionals how you can become a strategic business leader within your organization and field of expertise. **This workshop is pre-approved for 7.5 hours of Strategic Management Credits through the Human Resources Certification Institute (HRCI).**

ADVANCED STRATEGIC TRACK WORKSHOPS

Unlike most, these workshops feature advanced topics and are **pre-approved for 9.5 strategic credit hours from HRCI**. This is an amazing opportunity to hear great topics presented by exceptional speakers. We are certain you will not want to miss these one-of-a-kind workshops!

PLEASE NOTE: Advanced Strategic Track Workshops are limited to 175 attendees. If the workshop fills, only pre-registered attendees will be admitted. Please pre-register to reserve your seat!

BOOKSTORE, PRINT STATIONS AND INTERNET CAFÉ HOURS

7:30 a.m.–4 p.m. Wednesday, Sept. 29
7:30 a.m.–6:30 p.m. Thursday, Sept. 30
7:30 a.m.–1:15 p.m. Friday, Oct. 1

SHRMSTORE BOOKSTORE

LOCATED IN THE EXHIBIT HALL (KICC)
Get the most popular HR and business titles at this year's conference! The SHRMStore is bringing over 250 of the HR industry's top-selling books, software and videos for attendees to review and purchase. You can find us in the exhibit hall. Also, look for the newest line of "I Love HR" and SHRM accessories! See even more titles online at www.shrmstore.shrm.org.

Many of this year's presenters will conduct book signings during the conference. A complete book signing schedule will be posted in the bookstore.

PRINT STATIONS

SPONSORED BY DUPLICATOR SALES & SERVICE
LOCATED IN THE EXHIBIT HALL (KICC)
Be prepared for your session in advance. Visit the print stations located on sponsor row to print your materials prior to attending each workshop.

INTERNET CAFÉ

LOCATED IN THE EXHIBIT HALL (KICC)
Check your e-mails and keep up with your office while you're away by visiting the Internet Café on sponsor row.

KYSHRM WELCOME RECEPTION AND DINNER CRUISE

SPONSORED BY FISHER & PHILLIPS LLP
WEDNESDAY, SEPT. 29, AT 4:30 P.M. (BELLE OF LOUISVILLE)
Back by popular demand! Join us as we kick off the 26th Annual Kentucky SHRM Conference with hors d'oeuvres, an open bar and a dinner buffet. Held on the Belle of Louisville, it is the perfect opportunity to meet new friends and catch up with old friends. Boarding begins at 4:30 p.m. and the boat departs for the cruise promptly at 5:30 p.m.

NETWORKING RECEPTION

SPONSORED BY ANTHEM BLUE CROSS AND BLUE SHIELD
THURSDAY, SEPT. 30, AT 5:15 P.M. IN THE EXHIBIT HALL (KICC)
Let loose at this reception hosted in the exhibit hall following the day's activities. You'll enjoy good food, musical entertainment and company as you mingle with exhibitors, sponsors and fellow attendees amid appetizers

and an open bar. Simply attend and have the chance to win the \$1,000 cash giveaway! Don't miss this entertaining event and the opportunity to network among your peers in a relaxed environment.

GIVEAWAYS

\$1,000 CASH GIVEAWAY
Thursday, Sept. 30, at 6:30 p.m. in the exhibit hall following the Networking Reception, sponsored by Anthem Blue Cross and Blue Shield of Kentucky. All pre-registered attendees are entered for a chance to win. (must be present to win)

\$1,500 CASH GIVEAWAY
Friday, Oct. 1, at 3:30 p.m. in the general session room following Joe Bonura's presentation. To enter, you must complete your prize card by visiting specific sponsors and exhibitors and drop it off at the announcement center located on sponsor row by 1:15 p.m. the day of the drawing. (must be present to win)

LOUNGE AREAS THROUGHOUT THE EXHIBIT HALL

LOCATED IN THE EXHIBIT HALL (KICC)
SPONSORED BY CORT FURNITURE RENTAL
Stop by the many comfortable lounge areas furnished by CORT that are located throughout the main sponsor row. Get comfy and network with fellow HR professionals from across the state.

CHAIR MASSAGE

LOCATED IN THE EXHIBIT HALL (KICC)
PROVIDED BY PROFESSIONAL HEALTH BREAK, LLC
Stop by sponsor row and experience a chair massage and see for yourself how it can increase morale and reduce stress in the workplace. See how your employees can enjoy the benefits of chair massage in the same amount of time they might take a coffee break!

THINK GREEN. BE GREEN. RECYCLE.

Please do your part and recycle while attending the Kentucky SHRM Conference. Bins will be located throughout the meeting space.



PRECONFERENCE WORKSHOP

Wednesday, Sept. 29, 2010 | 8 a.m. – 4:30 p.m.

NEW to this year's conference!

EARN 7.5 STRATEGIC CREDIT HOURS IN THIS ONE-DAY COURSE!



8 a.m.	Workshop begins
Noon	Lunch (provided)
4:30 p.m.	Workshop concludes

Strategic Consulting Skills for HR Business Partners

Sandy Allgeier and Cathy Fyock have combined 50+ years experience as senior HR executives and business consultants. During this interactive session, you will review a variety of business strategies including cost management, product innovation and talent management, and learn how HR strategy is formed from business strategy. You will learn the components of effective business consulting and how the consulting process changes for HR business partners based upon the market and business conditions. You will learn the phases of business consulting, how to initiate key executive involvement and support through effective data gathering and contracting techniques. You will be provided a formatted template for effective consulting processes. True HR business partnership is based upon understanding and applying the knowledge from this session. Come prepared to roll up your sleeves, get involved in lively discussions and exercises with your HR colleagues, and learn more about how to be a strategic business leader.

The following topics will be covered:

- What is organizational consulting?
- Model for organizational consultants
- Analyzing your consulting relationships
- Exercise: A Case Study for Consulting
- Consulting foundation: The HR competency model
- Digging Deeper: Strategic contribution in HR – business leaders' expectations: Talent management, Culture/change management, Strategy architect
- Business strategy options: cost leadership, differentiation, talent management and others
- Marketplace realities = HR drivers: Differentiating consulting strategies for organizational growth, maintenance, and decline
- Exercise: Defining effective consulting strategies – Company A (Growth market) vs. Company B (Mature, declining market)
- Competency focus: Three secrets and seven steps to becoming a "credible activist" through personal credibility
- The strategic consulting process: consulting phases
- Developing the consulting contract
- Assessing the client issue: Key executive interviews
- Questioning, listening and observing
- Strategic consulting: A template for HR business partners

About Sandy and Cathy



Sandy Allgeier, SPHR, a recognized leader in assisting organizations develop current and future leaders, is a consultant, trainer and facilitator. Prior to beginning her consulting business, Allgeier Human Resources Consulting, in early 2000, Allgeier had over 25 years experience as a human resources professional, progressing to the senior vice president of HR of a 7000 employee national organization. A national faculty member and facilitator for the Society for Human Resource Management (SHRM), she helps develop and educate HR practitioners across the United States. She can be reached at 502-266-0159 or sandy@sandyallgeier.com. Allgeier's newest book, featured in *O Magazine* is *The Personal Credibility Factor: How to Get It, Keep It and Get It Back*.



Cathy Fyock, CSP, SPHR, is an employment strategist who combines her talents as a speaker and her knowledge of workforce issues to provide innovative and inspirational learning events. For the past twenty years Fyock has led Innovative Management Concepts, providing expertise on workforce issues for organizations such as the Society for Human Resource Management, Yum! Brands, AARP, Rite-Aid, Bridgestone/Firestone, and Los Alamos National Laboratories. Additionally, she is the author of numerous articles and five books, including her most recent book, the award-winning *The Truth About Hiring The Best*, named as one of the top four HR books by CEO-READ. Three years ago she joined Resources Global Professionals' Louisville office as their director of recruiting/client service.

CONCURRENT WORKSHOPS

WEDNESDAY, SEPTEMBER 29, 2010

Session One — 12:30 p.m. – 2 p.m.
and repeated in

Session Two — 2:30 p.m. – 4 p.m.

A1 ★pre-approved for 1.5 strategic credit hours★
HR in the Era of Transparency

Tracy J. Richardson, SPHR, Commonwealth of Kentucky Personnel Cabinet, Frankfort, Ky.

The role of HR continues to emerge with changes in social legislation and Web 2.0. HR professionals must understand the nuances of working in an era of transparency. Is your company prepared to have its HR practices publicly debated or, worse, vetted before Congressional hearings? Think it can't happen; consider Sarbanes-Oxley and the current role of the Federal Government in private sector compensation? Participants will learn about trends and the business case for HR Transparency.

Mega 1
Creating a Healthy Workplace: Changing Individual and Organizational Behaviors (Session 1 Only)

Lynn Bertsch, University of Kentucky Institute for Workplace Innovation, Lexington, Ky. and Dr. Thomas H. Williams, D.C., WELLaJusted, Lexington, Ky.

According to a recent report by NIOSH, job stress is more strongly associated with health complaints than financial or family problems. The nature of work is changing at whirlwind speed. Perhaps now more than ever before, job stress poses a threat to the health of workers and, in turn, to the health of organizations. Stress and wellness are inextricably linked. Based on empirical research, the UK Institute for Workplace Innovation (iwin) has identified "Promotion of Health and Wellness" as one of eight organizational dimensions that comprise an innovative culture. Comprehensive health and wellness programs integrate short- and long-term strategies that educate and engage employees in their personal health care needs to maintain a vibrant workforce and control costs. Learn the causes of stress, strategies for coping and what individuals and organizations can do to improve health and reduce costs.

Mega 2
HR Competencies – Setting the Stage for Success (Session 2 Only)

Dorothy Knapp, SPHR, SHRM, Vero Beach, Fla.
SHRM collaborated with the University of Michigan and the RBL Group on their fifth study of the competencies needed for HR success in the coming decade. Learn how you can leverage the six competencies identified in this study to help your organization prepare strategically through the challenges of a down economy, the changing nature of the workforce and the increased globalization of the marketplace.

M1
The Right Questions for Your Next Round of Hiring

Greg Churchman, Churchman Consulting Solutions, Fort Collins, Colo.

As our current recession improves and companies are beginning to re-staff, it will become more challenging to determine the contenders versus pretenders. Because of the increased number of applicants, organizations must become better equipped at narrowing their candidate pool. Now is a great time to determine if your interview process has been effective and to make changes before your next round of hiring.

M2
Looking Through Generational Lenses

Pam Goedde, SPHR and Jeff Stucke, LMHC, Human Element Inc., Evansville, Ind.

For the first time in U.S. history, four generations of workers exist in today's workplace. The people in these generations were shaped by common social, economic and cultural influences as they were growing up. Each group expresses similarities in what they value, how they work and what they want from their employers. Employers need to have an understanding of the generations in order to shape programs and policies to meet the needs of all the groups working together. This session will provide practical ideas to help the generations maximize their differences.

L1
Drug-Free Workplace Programs (DFWP) – Benefits Per 803 KAR 25:280 and Beyond!

Dee Mason, Working Partners®, Columbus, Ohio
Kentucky businesses have the opportunity to receive at least a 5% reduction for their workers' comp. premiums if they are operating a qualified Drug-Free Workplace Program (DFWP). But how does this happen? What measures does an employer need to take in order to qualify for this discount? This interactive session will focus on: What constitutes a defensible DFWP; Laws that need to be considered in development including Kentucky's Workers' Comp. benefit law; Costs involved in becoming and maintaining a DFWP; Other savings to be sought for operating a DFWP. Whether your motivation is corporate legal liability and protections, savings on workers' comp. premiums, qualifying for contracts, discounts in corporate insurances, or compliance at the state or federal levels, you'll walk away better armed to operate drug-free.

L2
Navigating the Bermuda Triangle of Employment Law
Laurie Goetz Kemp, Dinsmore & Shohl, LLP, Louisville, Ky.
The ADA, FMLA and Kentucky Workers' Compensation Act are three of the most commonly experienced employment laws and most frequently confused by employers. In 2009, there were vast overhauls and amendments to both the ADA and FMLA, making application of these laws even more difficult. This program will provide an overview and update on recent changes and developments and also discuss the interplay between the ADA, FMLA and Workers' Compensation. Practical advice on employers' obligations and specific examples and comparisons of how each law impacts their responsibilities will be given.

B1
Privacy, Security and Compliance with HIPAA – What the HITECH Act Means for You and Your Company (Session 1 Only)

Elena Martinez and Samantha Lofton, Greenebaum Doll & McDonald PLLC, Lexington, Ky.

The Health Information Technology for Economic and Clinical Health Act (HITECH Act) became effective in February 2009, and made business associates subject to HIPAA's Security Rule, certain provisions of the Privacy Rule and new notice requirements as of February 17, 2010. As a result, companies subject to HIPAA as covered entities or business associates must ensure they have a privacy and security compliance program that contains the required privacy and security policies and procedures, including the new notice requirements under the HITECH Act. We'll give an overview of the Privacy and Security Rules and the HITECH Act requirements and guidance for developing and implementing a compliance program. You'll also receive information on encryption and on how to manage and secure protected health information.

B2
USERRA: Ensuring Smooth Transitions from Military to Civilian Employment (Session 2 Only)

Robert A. Shepard, M.S.M., B.S.P.M., Veterans' Employment & Training Service, U. S. Department of Labor, Frankfort, Ky.

This session will introduce you to the law and rules of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). We will review the rights and responsibilities of employers and employees/service members, as it relates to the employment relationship and military service. This presentation will empower managers with information and available resources, through direct technical assistance with local U.S. Department of Labor Veterans' Employment and Training Service (VETS) representatives, toward mutually-benefitting human resource management.

THURSDAY, SEPTEMBER 30, 2010

Session Three — 10:30 a.m. – 11:30 a.m.
and repeated in

Session Four — 1:15 p.m. – 2:15 p.m.

A2 ★pre-approved for 1 strategic credit hour★
Reset, Reboot, Recover Your Operational Excellence

Seth Davies, Competitive Solutions, Inc., Alpharetta, Ga.
Over 80% of leaders today report feelings of being overwhelmed and anxious. These leaders went on to say that the corporate mood has been focused on "survival" and cost containment. Operating in this type of business climate for extended periods of time has long-term negative repercussions for the organization. In this interactive presentation, participants will receive an overview of the four key elements necessary to create and sustain a high performance mentality and process throughout any organization. The session will focus on the role of organizational leadership to create, emulate, communicate and reinforce the non-negotiable strategies necessary to sustain business success. This presentation will look at the real-world business challenges facing organizations today, as well as give participants a specific implementation methodology to practice in the workplace.

Mega 3
Applying Lean Principles to Employee Discipline (Session 3 Only)

Pam Goedde, SPHR and Jeff Stucke, LMHC, Human Element Inc., Evansville, Ind.

Value. Waste. Efficiency. Value Stream Mapping. These are terms commonly associated with lean manufacturing principles. What do these concepts, which apply to very standardized processes, have to do with how employee discipline is handled? Our answer is ... a great deal. We will help you think about the process your company uses to handle employee problems, the value you want the process to create and what steps cause the process to be time-consuming. By creating a value stream map of employee discipline, we will identify where there are inefficiencies and how to make the value-creating steps occur in tighter sequence. We will provide you with an effective tool to involve the employee as an integral part of the disciplinary process which will initially shift some of the responsibility from the manager to the employee. An HR professional and a behavioral therapist will use their expertise to show you how to streamline the employee discipline process and engage the employee more fully.

Mega 6
Future Trends – The Problem Will Be Men (Session 4 Only)

Karl J. Ahlrichs, SPHR, Gregory & Appel, Indianapolis, Ind.
There is a trend in the workforce: the growing social problem of undereducated, unmarried unemployed men. By all

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measures, boys are doing worse than girls at every age in elementary and high school. Women dominate the jobs that are growing, while men, especially those with the least education, are in jobs that are declining. This is an accelerating issue, driven by the recession and the economy. We have always known that men do not necessarily adopt "social behavior" when left to themselves. In this presentation you will learn where the trends may take us, how it impacts both human resources and the organization as a whole, and what actions should be taken to reduce the growing crisis of men as a social problem.

M3 **The Business Case for Wellness**

Mike Campbell, Managing Partner of Health and Productivity, Neace Lukens, Indianapolis, Ind.
Out-of-control health care costs have "brought us to the table," but do we have the tools to stay "in the game", much less "win the game"? This session will cover the critical importance of a culture of wellness essential to survive in tomorrow's business world and positively impact the bottom line. Learn the importance of strategy, sustainability, resilience, measurability and role modeling in health and productivity. Obtain a new paradigm of employer-based wellness as a critical tool to achieve success.

L3 **Social Networking: Employers' Concerns and Responsibilities**

Debra H. Dawahare, Wyatt, Tarrant & Combs, LLP, Lexington, Ky.
Using social networking sites such as MySpace, Twitter and Facebook can be a source of both information and trouble for employers and employees. While the information posted on these sites may give employers candid insights into employees or job candidates, it can also be more than the employer needs or wants to know. Employees risk losing their jobs over unguarded comments or photographs. This session covers recent cases arising from misuse of social networking sites, both by employers and employees and what employers should do to make the most of the information these sites contain, without going too far.

B3 **Stop FMLA Abuse! Make the Regulations Work for You (Session 3 Only)**

Blaine R. Blood, Greenebaum Doll & McDonald PLLC, Louisville, Ky.
Ever have an employee who is sick only on Mondays, Fridays or Tuesdays after a long weekend? Can you recall an employee who called in for leave under the Family and Medical Leave Act (FMLA) and was then seen having a night on the town? What about the employee whose doctor certified him or her for medical treatment once every one to two weeks and is now absent three to four times a week claiming leave under the FMLA? We all recognize the signs of FMLA abuse. The question is how can we stop it? This session will address how employers can best use the FMLA regulations to set up a system for administering employees' FMLA requests to minimize abuse and maximize efficiency.

THURSDAY, SEPTEMBER 30, 2010

Session Three — 10:30 a.m. – 12:00 p.m.

and repeated in

Session Four — 12:45 p.m. – 2:15 p.m.

A3 ★pre-approved for 1.5 strategic credit hours★ **Health Care Reform – PPACA**

Howard W. Blackburn, Jr., MA, SPHR, Community Trust Bank, Inc., Pikeville, Ky.

The passage of the Patient Protection and Affordable Care Act (PPACA) changed many things, including pay or play, high-risk state pools, grandfathered plans, tax credits for small employers, personal responsibility training, the Community Living Assistance Services and Support Act, FSAs, MSAs, MRAs, and HSAs and much more. This session will guide participants through provisions of the bill to help them in learning strategies for evaluating the impact of the PPACA on companies, developing strategies for compliance and for estimating fines for non-compliance. You'll also receive an overview of the changing structure of health care providers and the impact on employers and employees.

Mega 4 **Influencing With Integrity (Session 3 Only)**

Todd Arwood, Principal and Facilitator, Todd Arwood Performance Partners, Inc., Louisville, Ky.

If you walk the walk, practice what you preach, stand up for your beliefs and follow through on your promises you and your organization will thrive. You will also be trusted, more powerful, more personally and professionally successful, have more loyal and committed people and be more at peace with yourself. This session will provide tools and skills to help organizational leaders build and sustain a leadership culture of integrity above reproach.

Mega 5 **Managing the Motivation Process (Session 4 Only)**

Rick Underwood, Leadership Management Institute, Louisville, Ky.

As managers, you must contend with the symptoms and side effects of employee motivation every day. In order to have a positive impact, it is important you understand the fundamental characteristics of human needs and how they are related to work motivation and job satisfaction. In this presentation, Maslow's classic "need hierarchy" model of human motivation and Frederick Herzberg's "hygiene-motivator" theory of job satisfaction are combined to provide managers with a clear understanding of the motivational process and to define ways in which you can manage that process.

M4 **Coaching Skills for Leaders – How to Motivate, Empower and Engage Your Team for Improved Productivity and Retention**

Michael Duke, Michael Duke & Associates, Louisville, Ky.
HR Professionals are called upon daily to solve challenging employee problems. Coaching is a one-on-one leadership strategy that balances the need for relationship and accountability. Coaching represents an enlightening change in perspective that will revolutionize traditional leadership methods. This approach to leadership applies to all levels of management from the front line supervisor to the CEO.

L4 **Wage and Hour Update**

James D. Cockrum, Frost Brown Todd LLC, Louisville, Ky.
Courts and administrative agencies continue to issue important rulings covering all aspects of wage and hour law. The filing rate of class and collective actions continues.

This program will provide an update on the most recent developments in wage and hour law, including overtime exemptions, "off the clock" and "working time" issues and new initiatives aimed at evaluating whether independent contractors are, instead, employees entitled to wage payments and overtime. We will provide practical, day-to-day advice for employers of all sizes and industries, arming employers in this critical area where "an ounce of preventative medicine" is worth at least a "pound of cure."

B4 **401(k) Plans—What's New (Session 4 Only)**

Deborah H. Tudor, Frost Brown Todd LLC, Lexington, Ky. and Alison Stemler, Frost Brown Todd LLC, Louisville, Ky.

Want to create a competitive, compliant 401(k) plan for your employees? We'll give you tips for selecting the right design and vendor for you, based on the current trends and legal requirements.

THURSDAY, SEPTEMBER 30, 2010

Session Five — 3 p.m. – 4 p.m.

and repeated in

Session Six — 4:15 p.m. – 5:15 p.m.

A4 ★pre-approved for 1 strategic credit hour★ **Going Toe to Toe with Your CFO**

Tim Guthrie, Hanna Resource Group, Lexington, Ky.
Have you ever found yourself in a conversation with your CFO and been confused by the terms and concepts being used? In order to become a strategic contributor as a member of executive management, you must be able to understand and interpret key financial information related to the organization's performance and financial health. This session will guide you through the language of finance and provide you with real-world examples to better equip you for the next encounter with your CFO.

A5 ★pre-approved for 1 strategic credit hour★ **We Know Next (Session 5 Only)**

Lyle Hanna, SPHR, Hanna Resource Group, Lexington, Ky.
SHRM's new logo is "We Know Next!" What does it take to "know next," and what is the value of "knowing next"? As an HR professional you should know what is coming next, both internally and externally, and prepare your organization. Learn the strategic determinant factors including the business environment, industry practices and developments, technological developments, economic environments and the labor pool so that you are able to prepare your organization for the future. You'll be inspired to return to your workplace to begin preparing your organization for what is NEXT.

A6 ★pre-approved for 1 strategic credit hour★ **Building Best Places to Work in Kentucky: How To Be the BEST! (Session 6 Only)**

Peter B. Burke, Best Companies Group, Harrisburg, Pa.
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 Places to Work in Kentucky" 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 on the eight core focus areas which define the level of employee engagement in the workplace and the steps needed to become an employer of choice.

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Mega 7 **Leading at the Speed of Trust (Session 5 Only)**

Kent Vaughn, Franklin Covey, Knoxville, Tenn.

Everyone contributes to a high-trust organization. Often, results are hindered by a simple lack of trust among individuals. But when individuals trust each other – and are trusted by others – communication improves and productivity accelerates as attention is redirected toward objectives instead of suspicion about others' intentions. This program will help you identify and address "trust gaps" in your own personal credibility and relationships at work.

Mega 8 **Developing a Learning Culture (Session 5 Only)**

Alfonso N. Cornish, Norton Healthcare, Louisville, Ky.

Have you ever wondered how some organizations have a culture of learning, professional and personal growth, and development while others do not? This session will show you how to develop a learning culture in your organization – regardless of size or developmental budget. You'll learn what a learning organization is and the elements necessary to create one. We'll showcase the process used in the conceptualization and development of Norton University, the system learning and organizational development department for Norton Healthcare. You'll receive useful techniques that you implement immediately.

Mega 9 **Spirituality in the Workplace (Session 6 Only)**

Cathy Fyock, CSP, SPHR, Resources Global Professionals, Louisville, Ky.

Are you and your employees looking for the opportunity to find more meaning and purpose in work? Doesn't it make sense for organizations to connect the mission and purpose of their organizations with the personal mission and passions of its people? This thought-provoking session, will explore what it means to bring spirituality into the workplace. We'll share examples of how organizations are attempting to bring spirit into the workplace and discuss how these strategies can enhance engagement, commitment and loyalty among employees.

Mega 10 **Strategy Deployment: How HR and OD Professionals Can Drive This Process (Session 6 Only)**

Sara Smith, Louisville, Ky.

It is important in today's business environment for organizations to develop sound business strategies and then figure out a process to engage and involve all levels of the organization in achieving these objectives. Strategy Deployment provides a structured process for focusing on the vital few objectives with tools which visually represent what is being done and by whom to push the strategy forward. This process needs a driver and organizer. Taking on this challenge allows HR and Organizational Development (OD) professionals to get actively involved in the business strategy and provide a neutral examination, critique and support for the process. This case study provides one example of "how to" get involved and drive the business.

M5a **HR on Trial – Part One (Session 5 Only)**

George Miller and LaToi D. Mayo, Wyatt, Tarrant & Combs LLP, Lexington, Ky.

The job of a HR professional can be demanding and stressful, especially when an employment dispute results in litigation. Not only will you be expected to testify at depositions and at trial, but at trial the jury will scrutinize and second-guess your decisions and actions. In this session, you will have a chance to be a juror and sit in judgment at the mock trial of a terminated employee suing his company for being

mistreated and wrongfully discharged by the HR manager. The facts of the case will be presented to you by a "judge," who will also give your "jury" instructions. Then two experienced trial attorneys – one representing the employee and the other the company – will passionately argue why you should rule for their client. After hearing the evidence, the jury instructions and the arguments of counsel, you will retire, deliberate with a panel of other jurors and try to reach a verdict.

M5b **HR on Trial – Part Two (Session 6 Only)**

George Miller and LaToi D. Mayo, Wyatt, Tarrant & Combs LLP, Lexington, Ky.

Did the HR manager do the right thing, or did she violate the employee's rights? You will decide in the second half of the mock trial case. With a jury of your peers, you will decide the fate of this case and ultimately learn how future litigation regarding your employees might be seen through the eyes of others. After the verdict is rendered, you will have the opportunity to dissect the case with the "experts" through an extensive question-and-answer period.

M6 **Avoiding and Surviving Surprise Union Organizing in the New Legal Environment**

John T. Lovett, Frost Brown Todd LLC, Louisville, Ky.

Quietly, unions have increased the number of NLRB elections by over 30% and now enjoy a union win rate of over 60%. In 2010, President Obama appointed the most pro-union NLRB in 50 years. The combined effect creates a new, hostile environment for employers who want to remain union-free. Do not fall victim to a union surprise attack. Learn what to expect from the new NLRB and today's aggressive union organizers. Know the early signs of union organizing and how to respond. Find out what you need to do now to have a "union-resistant" workplace.

L5 **FMLA Update**

Demetrius Holloway, Stites & Harbison PLLC, Louisville, Ky.

This session will discuss the FMLA as amended, as well as devote time to discussing key issues such as serious health conditions, collecting medical information, meeting notification deadlines, curbing abuse and preventing claims.

L6 **Don't Forget About GINA – Practical Advice for Complying with the Genetic Information Non-Disclosure Act (Session 5 Only)**

Thomas J. Birchfield, Fisher & Phillips LLP, Louisville, Ky.

GINA makes it an unlawful employment practice for employers, employment agencies, labor organizations and training programs to refuse to hire or discharge any applicant or employee or otherwise discriminate against any employee with respect to compensation, terms, conditions or privileges of employment based on that employee's genetic information. The definition of "genetic information" is broad, and, as a result, there are many pitfalls for employers trying to comply with this law. This session will discuss the legal and practical implications of GINA for HR professionals and will provide useful advice for the development of policies and procedures for administering employee-related health programs that comply with this law.

L7 **Performance Evaluations, Job Descriptions and Effective Documentation for HR Managers (Session 6 Only)**

William C. Vail, Jr., Fisher & Phillips LLP, Louisville, Ky.

In today's workplace effective managers know that they must first define the job appropriately and hire for the skills

needed. Counseling and coaching to achieve the best results and evaluating an employee's performance on those key functions appropriately are also important elements in getting the most from your employees. This session will focus on these effective management techniques.

B5 **COBRA and HIPAA Update: Related Health Reform Legislation (Session 5 Only)**

C. Joseph Beavin, Stoll Keenon Ogden PLLC, Lexington, Ky.

This program will cover the fundamentals of COBRA with updates on current legislative and regulatory developments and case law. A HIPAA update will also be provided. This session addresses immediate and significant administrative and procedural issues facing employers. Aspects of the recent health reform legislation relative to COBRA and HIPAA requirements also will be discussed.

B6 **409A "Deferred Compensation" Rules Revisited (Session 5 Only)**

Debbie Reiss Hardesty, Alison Stemler and Laura Boyett, Frost Brown Todd LLC, Louisville, Ky.

Code Section 409A changed the landscape for the design of, and raised the stakes for compliance for, many executive compensation programs. No one wants to tell their executives they owe excise taxes. Now, almost two years after the compliance deadline, what do you do if you find a mistake in operation or in plan documents? Learn about the limited IRS correction program so you can take action, if needed, before the correction program expires at the end of 2010. This program will also discuss how executive compensation practices have been changed by 409A.

B7 **The ADA and Reasonable Accommodations: Recognizing and Responding to Accommodation Requests (Session 6 Only)**

Erin Roark, Dinsmore & Shohl, LLP, Louisville, Ky.

This program will review the basics of the ADA and analyze the significant amendments to the ADA to ensure that your company is in compliance. We will explore how to recognize and respond to a request for an accommodation under the ADA, including whether an accommodation constitutes an undue burden and whether accommodations are required in "regarded as" cases under the ADA. You will learn what triggers the interactive process and how to navigate and document the process. We will work through real-life accommodation scenarios, giving you the tools and information necessary to navigate the accommodation process.

B8 **ERISA Litigation Update: Lessons for Retirement Plan Sponsors (Session 6 Only)**

Benjamin J. Evans, Greenebaum Doll & McDonald PLLC, Louisville, Ky.

Volatile financial markets and increasing government regulation, along with changes in how plan services are provided to sponsors, pose risks to employers seeking to offer retirement benefits to their owners and employees. Several recent trends in ERISA litigation will be discussed, with particular focus on 401(k) fee cases, plan document errors and beneficiary issues. After important recent cases are reviewed, various suggestions will be discussed for minimizing or mitigating the risk of fiduciary liability and for identifying and correcting compliance issues.

CONCURRENT WORKSHOPS

FRIDAY, OCTOBER 1, 2010

Session Seven — 10:30 a.m. – 11:30 a.m.

and repeated in

Session Eight — 1:15 p.m. – 2:15 p.m.

A7 ★pre-approved for 1 strategic credit hour★ Identifying HR Lessons Learned in Light of the Economic Crises

Lori J. Wilson, PHR, Alstom Power, Erlanger, Ky.

While the economic downturn proved to be challenging for business, we might discover there were significant insights that we can take into the future as lessons learned. This session will examine various HR functions (i.e. recruitment, training and employee relations) in an effort to consider what strategic changes were made to help sustain our businesses. We will discuss the insights that came about as a result of these changes, and we will reflect on how HR professionals can continue to become more conscious of fresh ways to influence our companies for the better – regardless of business climate.

Mega 11

Discover the Power of Love@Work – How to Move Your Culture From “Gotcha” to “Getcha” in Three Minutes Or Less (Session 7 Only)

Michael Duke, Michael Duke & Associates, Louisville, Ky.

Don't let the title fool you. The secret is getting out. Love is the most powerful motivator in the world. Not the warm and fuzzy kind, but the tough, honest straightforward kind. Learn what you, as an HR professional, can do to create a powerful culture based on love@work.

Mega 14

Trendsurfing: Catching the Waves of the Future (Session 8 Only)

Lee Cowherd, M.Ed., SPHR, Cowherd Consulting, Frankfort, Ky.

We can't know what's going to happen in the years ahead. And the farther out we look, the less certain things become. But we can look around at what's going on now and discern patterns and movements, products and events that may be harbingers of the future. In this session we will take a look at those trends – national and global, obvious and emerging – that will shape our future 10, 15 even 20 years from now. We will examine key trends in several major currents or waves: technology, demographics, workplace and culture. The goal is to help you gain a clear view of the future so you are able to develop strategies for your life and business that are robust enough to adapt to whatever future emerges.

M7

Driving Business Results with a Strong Performance Management System

Nancy Skiba, SPHR, Hanna Resource Group, Lexington, Ky.

Performance management systems are the “achilles' heel” of the human resource function, yet a majority of employees argue their worth to the organization's bottom line. Effective performance management programs clarify job responsibilities and expectations, develop employee capabilities to the fullest extent and drive behavior to align with the organization's core values, goals and strategy. In this workshop, we will discuss the process for developing, implementing and evaluating effective performance management systems so that your organization is able to grow and develop its talent.

L8

Conducting an In-House Investigation

Richard G. Griffith, Stoll Keenon Ogden PLLC, Lexington, Ky.

HR professionals are regularly called upon to investigate workplace misconduct and ensure their companies deal successfully with the related legal risks and challenges. This session will focus on the steps each professional should take, both before an issue arises – from employee training to the implementation of sound policies – and after it's clear there is a problem. We'll focus on, among other issues, the overarching legal risks, as well as more practical concerns, including public relations dynamics that HR professionals face when conducting an investigation.

FRIDAY, OCTOBER 1, 2010

Session Seven — 10:30 a.m. – 12 p.m.

and repeated in

Session Eight — 12:45 p.m. – 2:15 p.m.

A8 ★pre-approved for 1.5 strategic credit hours★ Uncommon Sense: Secret HR and CFO Strategies for Surviving a Strange Economy

Karl J. Ahlrichs, SPHR, Gregory & Appel, Indianapolis, Ind.

Set the direction of your HR strategies by attending this presentation, which compares national survey results about human capital between a CFO population and a group of senior HR professionals. Don't waste a good crisis. HR Practitioner and Consultant Karl Ahlrichs has studied CFOs, and will share his findings in this fast-paced presentation aimed at bridging the gap with HR.

Mega 12

Health Care Reform's Impact on Small Businesses (Session 7 Only)

Mark C. Blackwell, Theodore (Tad) T. Myre, Jr. and Jason L. Lee, Wyatt, Tarrant & Combs, LLP, Louisville, Ky.

The Patient Protection and Affordable Care Act (PPACA) is frequently labeled as “health care reform,” but only a portion of the Act consists of actual health care laws. Largely in furtherance of the goal of expanding health insurance coverage in this nation, there are a number of provisions that apply directly to employers, and some of those vary depending on the size of the employer. Many of these provisions were passed as bare-boned statutes, with an accompanying directive that regulations are to be issued quickly. While some of these regulations have already been proposed, others are on the way. This session will focus on employers and their HR departments, and take a look at the new laws as well as certain decisions to be made in light of those laws. There will also be a short section on how PPACA will reshape the provider and health insurance landscape.

Mega 13

Equality and Diversity – What Everyone Must Know (Session 8 Only)

Deborah Mettling, CDP/AP, TKT & Associates, Inc., Louisville, Ky.

In today's workplace, it is essential that employers inform and educate employees as it relates to equal employment opportunity, affirmative action and diversity. Employers must also prevent harassment and behaviors contributing to a hostile work environment. To establish a culture of respect, all employees must know and understand these concepts, principals and the laws that protect all employees.

M8

Creating a Culture of Execution (Closing the Execution Gap)

Kent Vaughn, Franklin Covey, Knoxville, Tenn.

Are you executing on your highest priorities? As a leader, the more important question may be: Is anyone else in your organization executing on your highest priorities? This powerful 90-minute program will help your team and organization achieve its most important goals by applying the essential leadership disciplines that create focus, engagement and accountability.

L9

Update on Significant Legal Decisions for Kentucky Employers

Cynthia Blevins Doll, Esq., Fisher & Phillips LLP, Louisville, Ky.

This program will feature a comprehensive update of the most important judicial decisions of the past year and their practical effects on day-to-day HR practices for Kentucky employers. We will cover recent decisions of the U.S. Supreme Court, as well as state and federal courts hearing Kentucky cases. This is “must know” information for HR professionals.

B9

Unemployment Compensation in Kentucky (Session 7 Only)

Angela McCorkle Buckler, Wyatt, Tarrant & Combs, LLP, Louisville, Ky.


This session will provide an overview of the unemployment compensation system, including recent statistics about jobless rates and employer obligations under the system. We will also discuss the standards applied in unemployment cases and provide tips for how to evaluate and defend unemployment claims.

B10

Symptom Magnification, Malingering and Fraud: What Human Resources Professionals Need to Know (Session 8 Only)

H. Douglas Jones and Kenneth J. Dietz, Jones Dietz, PLLC, Florence, Ky.

Workers' compensation employee, employer and medical services fraud cost billions annually. Learn the signs to look for in detecting fraud, strategies for performing a thorough investigation after a work-related injury and what to do if you suspect that someone is committing workers' compensation fraud.



HRCI Credits
KYSHRM is an approved provider of recertification credit hours toward PHR, SPHR and GPHR through the Human Resource Certification Institute (HRCI). For any program submitted for pre-approval, you will receive one (1) credit hour for each course-hour completed.

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www.kyshrmconference.com

More Information
For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

WORKSHOPS CALENDAR

		Advanced Strategic (pre-approved for HRCI strategic credits)	Mega Workshops	Management and Motivation	Personnel Law	Benefits & Compensation
Wednesday, September 29	12:30 p.m. to 2 p.m.	A1—Era of Transparency	Mega 1—Creating a Healthy Workplace	M1—Right Questions for Hiring	L1—Drug-Free Workplace	B1—HIPAA HITECH Act
				M2—Generational Lenses	L2—Navigating Bermuda Triangle	
	2:30 p.m. to 4 p.m.	A1—Era of Transparency	Mega 2—HR Competencies	M1—Right Questions for Hiring	L1—Drug-Free Workplace	B2—USERRA
				M2—Generational Lenses	L2—Navigating Bermuda Triangle	
Thursday, September 30	10:30 a.m. to 11:30 a.m.	1 Hour track A2—Operational Excellence	Mega 3—Employee Discipline	M3—Business Case for Well-ness	L3—Social Networking	B3—Stop FMLA Abuse!
	10:30 a.m. to 12 p.m.	1.5 Hour track A3—Health Care Reform – PPACA	Mega 4—Influencing with Integrity	M4—Coaching Skills	L4—Wage and Hour Update	
	12:45 p.m. to 2:15 p.m.	1.5 Hour track A3—Health Care Reform – PPACA	Mega 5—Managing Motivation	M4—Coaching Skills	L4—Wage and Hour Update	B4—401(k) Plans
	1:15 p.m. to 2:15 p.m.	1 Hour track A2—Operational Excellence	Mega 6—Future Trends	M3—Business Case for Well-ness	L3—Social Networking	
	3 p.m. to 4 p.m.	A4—Toe to Toe with CFO	Mega 7—Leading	M5a—HR on Trial (part 1)	L5—FMLA	B5—COBRA/HIPAA Update
		A5—We Know Next	Mega 8—Learning Culture	M6—Union Organizing	L6—GINA	B6—409A Deferred Comp
4:15 p.m. to 5:15 p.m.	A4—Toe to Toe with CFO	Mega 9—Spirituality in the Workplace	M5b—HR on Trial (part 2)	L5—FMLA	B7—ADA Reasonable Accommodations	
	A6—Building Best Places to Work in KY	Mega 10—Strategy Deployment	M6—Union Organizing	L7—Performance Evaluations	B8—ERISA Litigation Update	
Friday, October 1	10:30 a.m. to 11:30 a.m.	1 Hour track A7—HR Lessons Learned	Mega 11—Love@Work	M7—Performance Management	L8—In-house Investigation	
	10:30 a.m. to 12 p.m.	1.5 Hour track A8—Uncommon Sense	Mega 12—Health Care Reform	M8—Culture of Execution	L9—Legal Decisions	B9—Unemployment Comp
	12:45 p.m. to 2:15 p.m.	1.5 Hour track A8—Uncommon Sense	Mega 13—Equality and Diversity	M8—Culture of Execution	L9—Legal Decisions	B10—Workers' Comp Fraud
	1:15 p.m. to 2:15 p.m.	1 Hour track A7—HR Lessons Learned	Mega 14—Trendsurfing	M7—Performance Management	L8—In-house Investigation	

CONFERENCE HOTEL INFORMATION

Louisville Marriott Downtown — 280 West Jefferson Street, Louisville, KY 40202
 Phone: 502-627-5045 Room Rate: \$132*

1 To register, please complete the following.

To process your order, the entire registration form must be completed.

Name	Designation	Title
Company	Address	City, State Zip
E-mail	Telephone	Fax
Principle Line of Business	Number of Employees	Chapter Name National SHRM No.

CANCELLATIONS/SUBSTITUTIONS: Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions welcome. *Special accommodations made upon request.*

2 Registration options.

- REGISTER ME FOR THE THREE (3) DAY CONFERENCE.**
 - Wednesday, Thursday and Friday — Sept. 29 - Oct. 1, 2010
 SHRM and/or Kentucky Chamber Member \$499 or \$449 Non-profit
 All Others \$599 or \$549 Non-profit
 - UPGRADE** your conference experience and earn 7.5 strategic credit hours.
Preconference Workshop: Strategic Consulting Skills for HR Business Partners
 Wednesday, Sept. 29
 \$100 additional cost for all attendees
- REGISTER ME FOR TWO (2) DAYS OF THE CONFERENCE.**
 - Wednesday and Thursday — Sept. 29 - 30, 2010
 SHRM and/or Kentucky Chamber Member \$399 or \$349 Non-profit
 All Others \$499 or \$449 Non-profit
 - UPGRADE** your conference experience and earn 7.5 strategic credit hours.
Preconference Workshop: Strategic Consulting Skills for HR Business Partners
 Wednesday, Sept. 29
 \$100 additional cost for all attendees
 - Thursday and Friday — Sept. 30 - Oct. 1, 2010
 SHRM and/or Kentucky Chamber Member \$399 or \$349 Non-profit
 All Others \$499 or \$449 Non-profit
- REGISTER ME FOR ONE (1) DAY OF THE CONFERENCE.**
 - Wednesday — Sept. 29, 2010
 SHRM and/or Kentucky Chamber Member \$299 or \$249 Non-profit
 All Others \$399 or \$349 Non-profit
 - UPGRADE** your conference experience and earn 7.5 strategic credit hours.
Preconference Workshop: Strategic Consulting Skills for HR Business Partners
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 - Friday — Oct. 1, 2010
 SHRM and/or Kentucky Chamber Member \$299 or \$249 Non-profit
 All Others \$399 or \$349 Non-profit

- KYSHRM WELCOME RECEPTION AND DINNER CRUISE**
 Wednesday — Sept. 29, 2010
 - FREE for registered conference attendees
 - \$75 per guest — Guest name: _____

- ONLINE MATERIALS**
 Sorry, I will be unable to attend this year's conference.
 I would like to purchase access to the online materials.
 - \$145 SHRM and/or Kentucky Chamber Member
 - \$175 All Others

CUTOFF DATE FOR HOTEL ROOMS IS SEPT. 7, 2010.

Please reference KYSHRM Conference when making your reservation.

*The advertised KYSHRM Conference room rate cannot be guaranteed after the cutoff date.)

3 Payment information.

- Check enclosed payable to: Kentucky SHRM Conference
 Amount \$ _____ Check no. _____
- Bill my company (PO # _____)
- Charge to: VISA _____ MC _____ AMEX _____
 Account # _____
 Exp. Date _____ 3-Digit Security Code _____
 Name on card _____
 Signature (required) _____

4 Please select from the workshop options below.

DAY ONE – WEDNESDAY, SEPTEMBER 29

PRECONFERENCE WORKSHOP

9/29 – 8 a.m. - 4:30 p.m.

PRE Preconference Workshop: Strategic Consulting Skills for HR Business Partners

▲ Choose from Preconference Workshop OR Sessions 1 & 2 ▼

SESSION 1

9/29 – 12:30 - 2 p.m.

- A1 Era of Transparency
- Mega 1 Creating a Healthy Workplace
- M1 Right Questions for Hiring
- M2 Generational Lenses
- L1 Drug-Free Workplace
- L2 Navigating Bermuda Triangle
- B1 HIPAA HITECH Act

SESSION 2

9/29 – 2:30 - 4 p.m.

- A1 Era of Transparency
- Mega 2 HR Competencies
- M1 Right Questions for Hiring
- M2 Generational Lenses
- L1 Drug-Free Workplace
- L2 Navigating Bermuda Triangle
- B2 USERRA



DAY TWO – THURSDAY, SEPTEMBER 30

SESSION 3 – 1 HR

9/30 – 10:30-11:30 a.m.

- A2 Operational Excellence
- Mega 3 Employee Discipline
- M3 Business Case for Wellness
- L3 Social Networking
- B3 Stop FMLA Abuse!

◀ CHOOSE FROM ONE ▶

SESSION 3 – 1.5 HR

9/30 – 10:30 a.m - 12 p.m.

- A3 Health Care Reform – PPACA
- Mega 4 Influencing with Integrity
- M4 Coaching Skills
- L4 Wage and Hour Update

SESSION 4 – 1 HR

9/30 – 1:15 - 2:15 p.m.

- A2 Operational Excellence
- Mega 6 Future Trends
- M3 Business Case for Wellness
- L3 Social Networking

◀ CHOOSE FROM ONE ▶

SESSION 4 – 1.5 HR

9/30 – 12:45 - 2:15 p.m.

- A3 Health Care Reform – PPACA
- Mega 5 Managing Motivation
- M4 Coaching Skills
- L4 Wage and Hour Update
- B4 401(k) Plans

SESSION 5

9/30 – 3-4 p.m.

- A4 Toe to Toe with CFO
- A5 We Know Next
- Mega 7 Leading
- Mega 8 Learning Culture
- M5a HR on Trial (part 1)
- M6 Union Organizing
- L5 FMLA
- L6 GINA
- B5 COBRA/HIPAA Update
- B6 409A Deferred Comp

SESSION 6

9/30 – 4:15 - 5:15 p.m.

- A4 Toe to Toe with CFO
- A6 Building Best Places to Work KY
- Mega 9 Spirituality in the Workplace
- Mega 10 Strategy Deployment
- M5b HR on Trial (part 2)
- M6 Union Organizing
- L5 FMLA
- L7 Performance Evaluations
- B7 ADA Reasonable Accommodations
- B8 ERISA Litigation Update

DAY THREE – FRIDAY, OCTOBER 1

SESSION 7 – 1 HR

10/1 – 10:30-11:30 a.m.

- A7 HR Lessons Learned
- Mega 11 Love @ Work
- M7 Performance Management
- L8 In-house Investigation

◀ CHOOSE FROM ONE ▶

SESSION 7 – 1.5 HR

10/1 – 10:30 a.m - 12 p.m.

- A8 Uncommon Sense
- Mega 12 Health Care Reform/Small Business
- M8 Culture of Execution
- L9 Legal Decisions
- B9 Unemployment Comp

SESSION 8 – 1 HR

10/1 – 1:15 - 2:15 p.m.

- A7 HR Lessons Learned
- Mega 14 Trendsurfing
- M7 Performance Management
- L8 In-house Investigation

◀ CHOOSE FROM ONE ▶

SESSION 8 – 1.5 HR

10/1 – 12:45 - 2:15 p.m.

- A8 Uncommon Sense
- Mega 13 Equality and Diversity
- M8 Culture of Execution
- L9 Legal Decisions
- B10 Workers' Comp Fraud

Kentucky SHRM Conference
464 Chenault Road
Frankfort, KY 40601



26TH ANNUAL KENTUCKY SHRM CONFERENCE

September 29 - October 1, 2010
Louisville, Kentucky

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2010!**

PRECONFERENCE WORKSHOP – one full day of strategic training. Come to Wednesday's Strategic Consulting Skills for HR Business Partners and receive 7.5 strategic credits towards your SPHR or GPHR certification!