LEHRN
LEADING EDGE HR NETWORK

Meeting: Friday, November 2, 2018
Location: Ceridian HQ Atrium
3311 East Old Shakopee Road, Bloomington, MN

AGENDA

8:00  BREAKFAST
      Delicious and provided by Ceridian

8:30  WELCOME
      LEHRN and Leapgen Leaders
      Chelsey Griggs, SVP, Risk Management

     LEHRN UPDATE
      LEHRN Mtg Dec 14 - Mick Joneja, Lifetime Corporate HQ, Chanhassen
      Mickeli Bedore, Bedore Business Group
      LEHRN Mtg Jan 25 - Mary Jo Flan, Robert Half, Bloomington
      HR TECH EXPO19 Wednesday Apr 10 - Cindy Ridley, Expo Director
      LEHRN Hello-Goodbye-Holiday Party 5-BPM Wednesday Dec 05
      Poor Richard’s Commonhouse, Bloomington

9:00  HCM MARKETPLACE
      Scott Berg, Needham Investments, NY, NY
      Special focus: “Public or Private: The Purpose and Personality of the Fundamental
      Financial Engines”

9:15  BYTES_1
      Branko Miskov, VP, Product Marketing
      “Employee needs have evolved. Has your technology?”

9:45  LEHRN 2019
      Announcing: New Name – New Branding – New Leading Edge Programs
      Jason Averbook, CEO and other Leapgen team members

10:15 NETWORKING NEWS - Jobs found/job hunters
      COFFEE BREAK

10:30 BYTES_2
      Deb LaMere, Product Manager, Talent, Ceridian
      “Increasing Adoption of Analytics at the Manager Level: Strategies to Empower
      Managers to make Data-driven Decisions”

11:00 KEYNOTE
      Chris Armstrong, SVP Customer Experience, Ceridian
      “How Customer Experience Drives Design and Service Expectations”

12:00 ADJOURN
      Final Announcements and Reminders

LEHRN THANK YOUs
Thanks to Ceridian for sponsoring today’s meeting venue and breakfast. Since 1992, a global HCM technology company serving over
25 million users in more than 50 countries! Special thanks to past-LEHRN Bd Member Marianne Falk, Ceridian Acct Exec and to Kim
Hasler, Ceridian HCM Sales, for venue & keynote arrangements and for bringing new folks to this LEHRN event.
LEHRN Morning Conference: November 2, 2018
Host: Ceridian, Bloomington MN
Who's New

LEI-HRN
LEADING EDGE HR NETWORK
LEHRN Board of Directors 2018

**Officers**
- Steve Lewis - President *
- Klaus Unger – Vice President
- Bruce Mielke - Secretary
- Paul Tollefsrud — Treasurer
- Rich Martonik - Past President *

**Hearth & Home**

**Mayo Clinic**

**Best Buy**

**OneSource Virtual**

**Travelers**

**Directors**
- Katie Eull
- Mary Jo Flan
- Marianne Falk
- Lori Gross
- Linda Langkos
- Mike Lifto
- Kimmarie Messer
- Open
- Shannon Mulligan
- John Neilson
- Open
- Tina Peterson
- Nash Shaikh
- Katherine Staples

**Staff**
- Fresh Expertise
- Robert Half
- Ceridian
- Mind Tickle
- Aon Hewitt
- Land O’Lakes
- HireRight
- Fairview Health Services
- Frank Change Communications
- Oracle HCM
- Blue Cross Blue Shield
- iCIMS

* LEHRN Incorporator  April 2009
What’s New
• Minnesota not-for-profit corporation  (incorporated April 2009)
• Tax-exempt professional association  (registered 501(c)6)
• 18 member Board of Directors
• ~210 members
• 30 vendor sponsors
• Members & guests meet 6x per year
• 2019 will be the 11th annual LEHRN HR TECH EXPO & CONF
• ~1300 participants expected in CY 2018
A professional community sharing knowledge and experience on the successful alignment of HR/HCM and talent management information systems to support best business practices.

Members at all points on the implementation cycle participate to learn and contribute to understanding how to manage the perspectives that drive HR systems: People, Process, Technology, Structure, & Culture.

Through regular meetings, LEHRN promotes a clearer picture of the marketplace of HCMS vendors and products and creates a professional business network concerned with the successful investment of financial and human capital in HR tools and technology.
LEHRN Official Greeting:

“Keep on Learning”
LEHRN Official Greeting

in Latin:

“Servo Eruditio”
LEHRN Official Greeting for 11/02/18:

“Makes Work Life Better”
LEHRN Official Greeting for 11/02/18
in Latin:

“Opus facit Vita Potius”
LEHRN Official Handshake:
Please Stand and Greet your neighbors with:

“Makes Work Life Better”
Thank You to LEHRN Sponsors 2018
# 2018 Sponsors & Exhibitors

## Leading Edge

- Oracle
- ServiceNow
- Microsoft
- SAP SuccessFactors
- SALO
- LeapGen
- Ultimate Software

## Fast Follower

- Conscious Napping
- Workday
- Benefitfocus
- Cornerstone
- Jobvite
- SyncHR
- PeopleDoc
- StarTribune
- apprize
- Infor
- Structural
- ADP
- Data Solutions International
- Willis Towers Watson
- JDXpert
- Versique
- OnSource Virtual
- Sage
- Mursion
- Mercer

## Exhibitor

- Tango Health
- Sierra-Cedar
- Kronos
- Paylocity
- APRC
- Gr8 People
- Evosys
- Reflektive

## Innovator

- BetterWorks
Thank You 2018
LEHRN Members

133 Company Members (30 companies)
53 Individual Members
LEHRN memberships are calendar year.

Join or Renew online now for CY2019
Or request an invoice by emailing lehrn@lehrn.org
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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| **Friday, September 14, 2018** | University of St. Thomas, Minneapolis Campus  
Focus: *Technologies Driving HCM Analytics*  
Presented by Univ of St. Thomas MBA Faculty |
| **Friday, November 2, 2018** | Ceridian HQ Atrium  
Bloomington  
Keynote: Chris Armstrong, SVP Customer Experience, Ceridian  
“The Second ‘S’ in SaaS: How Customer Experience Drives Design and Service” |
| **Friday, December 14, 2018** | Host: Lifetime Fitness, Chanhassen HQ Auditorium  
“LEHRN In-Depth Member Exchange: A Comprehensive & Detailed Look at the Lifetime HR Tech Portfolio” |
| **Friday, January 25, 2019** | Robert Half International  
Bloomington Office  
Presented by practitioner speakers identified by RH Intl |
| **Friday, March 8th** | Sponsor: Benefitfocus  
Keynote: TBD  
Special venue planned |
| **Wednesday, April 10, 2019** | Leading Edge HR Tech Expo  
St. Paul RiverCentre  
The 11th Annual Leading Edge HR Tech Expo for HR and HRIT Professionals – HCM Expo, Educational Sessions, Product Demos, Professional Networking |
| **Friday, May 17** | Sponsored by: SAP /SF  
Keynote: “Why is it the World’s Largest ERP: Seeing past the Mystery of SAP/SF” |
Friday, December 14, 2018
Lifetime HQ, Chanhassen

Mick Joneja: “A LEHRN In Depth Member Exchange: A Comprehensive & Detailed Look at the Lifetime HR Tech Portfolio”
and
Mickeli Bedore: What HR Can Learn from Sales Professionals: How to Sell Internally to Management
2015 Minnesota HR Tech EXPO
THE REGION'S LARGEST SHOWCASE OF KNOWLEDGE AND PRODUCT FOR HUMAN CAPITAL MANAGEMENT
APRIL 9, 2015 | MARRIOTT CITY CENTER, MINNEAPOLIS | LEHRN.ORG
THEME: TECHNOLOGY AS STRATEGY

Leave with an edge.
LEHRN
LEADING EDGE HR NETWORK
2016 Minnesota HR Tech EXPO
THE REGION'S LARGEST SHOWCASE OF KNOWLEDGE AND PRODUCT FOR HUMAN CAPITAL MANAGEMENT
APRIL 28, 2016 | DOUBLETREE BLOOMINGTON, MINNESOTA | LEHRN.ORG
THEME: MODERN HR. INSPIRED PERFORMANCE.

Leave with an edge.

Register at LEHRN.org today!
2017 LEHRN HR TECH EXPO
THE REGION’S LARGEST SHOWCASE OF KNOWLEDGE AND PRODUCT FOR HUMAN CAPITAL MANAGEMENT

APRIL 12 2017
LEHRN.ORG
TRANSFORMING HR FROM THE INSIDE OUT.
RIVERCENTRE, ST. PAUL

Leave with an edge.
2018 Leading Edge HR Tech EXPO

THE REGION’S LARGEST SHOWCASE OF KNOWLEDGE & TECHNOLOGY FOR HUMAN CAPITAL MANAGEMENT

MARCH 28, 2018 | RIVERCENTRE ST. PAUL, MINNESOTA | LEHRN.ORG
THEME: CHANGING EMPLOYEE EXPECTATIONS ⇒ CHANGING HR TECH

Leave with an edge.

Register at LEHRN.org today!
HR TECH EXPO 2019

Save the Date:
April 10th 2019
@ RiverCentre
December 5th 5-8PM

Goodbye - Hello - Holiday Party

for LEHRN Members & Friends & Guests & MNTRN

@ Poor Richard’s Commonhouse
Bloomington
Activity code for the SHRM-CP:

xxxxxxxx

3.0 hrs

IHRIM – HRIP

Program Number:

xxxxxx

3.0 hrs

Email lehrn@lehrn.org to request today’s event code
Megan Tanner
LEHRN Office Manager
lehrn@lehrn.org
expo@lehrn.org
m) 770-361-8254
LEHRN leading edge HR network

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5G is the name of a class of communications technologies—at a minimum, it means "whatever's next."

Capable of download speeds up to 2.3 Gbps

1. 4G networks cannot meet the connection needs of Everything on Mobile. A 5G network provides up to a million connections per square kilometer. This will bring an exponential increase in the number of connections.

2. Latency. The latency on a 4G network, 50 ms, is half of that of a 3G network. However, applications such as self-driving cars still require much lower latency than a 4G network.

3. The throughput of a 4G network is 10 times higher than that of a 3G network, but once 4K video services become popular, the 4G network cannot meet the new throughput demands.
NiFi is a software project from the Apache Software Foundation designed to automate the flow of data between software systems. It is based on the "NiagaraFiles" software previously developed by the NSA, which is also the source of a part of its present name – NiFi.

NiFi's main purpose is to automate the data flow between two systems.

NiFi is different because of its user-friendly drag-and-drop graphical user interface and the ease with which it can be customized on the fly for specific needs. Think of creating a simple flow chart of what you want to do with your data; that is how easy it is to create a dataflow in NiFi.
“Culture is what people do when no one is looking.”

- Herb Kelleher, Chairman
  Southwest Airlines

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