

71ST ANNUAL

HR CONFERENCE & EXHIBITION

Together Towards Tomorrow



PROUDLY PRESENTING
OPENING KEYNOTE SPEAKER

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO, SHRM

OCTOBER 22-23, 2019
DOUBLETREE BY HILTON
CRANBERRY, PA

For info, tickets & updates visit
PittsburghHRA.org/Event/2019

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All sessions approved for **10 SHRM-CP & SCP** and **General (PHR) HRCI accreditation**
And **7 Business (SPHR) HRCI Credits.** *

**If awarded HRCI Business Accreditation the session will be noted.*



Schedule at a Glance – PHRA 2019 Annual Conference & Exhibition Together Towards Tomorrow

SET-UP: MONDAY, OCTOBER 21

Business Partner Showcase & Conference Set-Up 8:00 PM – 10:00 PM

All business partner tables must be show ready by 7:00 AM on October 22.	Cedar-Dogwood & Atrium
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DAY ONE: TUESDAY, OCTOBER 22

Day One: Conference Opening 7:15 AM – 10:10 AM

Attendee Registration & Breakfast	7:15 AM – 7:45 AM	Cedar-Dogwood
Welcome Remarks: Janet K. Manuel, SHRM-CP, PHR, PHRA President, Director, Human Resources & Civil Service and EEO/Diversity & Inclusion Officer, City of Pittsburgh	7:45 AM – 8:00 AM	Cedar-Dogwood
Opening Keynote: Johnny C. Taylor, Jr., SHRM-SCP, President & CEO, Society for Human Resource Management (SHRM), <i>The Future State: Disrupting HR Like Nothing We've Ever Seen, Approved for Business Credits</i>	8:00 AM – 9:00 AM	Cedar-Dogwood
General Session Keynote: Bonnie Artman Fox, Conflict Resolution & Emotional Intelligence Expert, <i>How Did My Family Get in My Office?!</i>	9:10 AM – 10:10 AM	Cedar-Dogwood
Nancy Furbee, Furbee Consulting, <i>Business Partner Kick-Off</i>	10:10 AM	Cedar-Dogwood

Business Partner Showcase & Solutions Stage 1 10:10 AM – 11:00 AM

Meet & Greet with 50 Industry Experts	10:10 AM – 11:00 AM	Atrium
Karl Bayer, Sentric, <i>Is It Possible to Go 100% Paperless and Remain Compliant?</i>	10:15 AM – 10:35 AM	Cedar
Making the Most of Your PHRA Membership	10:35 AM – 10:55 AM	Cedar

CONCURRENT BREAKOUT SESSIONS 1 11:00 AM – 12:00 PM

Mario Bordogna, Clark Hill, PLC, <i>Everything HR Needs to Know About Conducting Internal Investigations</i>	Aspen-Birch
Kelly Reed, PhD, Managing Director, Global People & Culture Solutions: Lockton, <i>Winning with People Analytics, Approved for Business Credits</i>	Hemlock-Hickory
Carl Lander, C3 Financial Services, <i>Creating a Successful Financial Wellness Program</i>	Dogwood
Joe Kopko, HUB International Limited, <i>Mental Health in the Workplace; How HR & Safety Professionals Can Make an Impact</i>	Elm-Fir

Business Partner Showcase, Lunch & Volunteer of the Year Announcement, Peter Gabriel, PHRA President-Elect 12:00 PM – 1:00 PM

There are new challenges every day in the HR field. During lunch we challenge you to network with new connections. Return to your office ready to blaze new trails.	Cedar-Dogwood
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DAY ONE: TUESDAY, OCTOBER 22

CONCURRENT BREAKOUT SESSIONS 2

1:00 PM – 2:00 PM

Gretchen Woodruff Root, Esq. & Curtis M. Schaffner, Esq. , Buchanan Ingersoll & Rooney PC, #EqualWorkforEqualPay: Avoiding the Next Wave of Litigation under the Equal Pay Act	Aspen-Birch
John Bernatovicz , Willory, LLC, HR Like a Boss <i>Approved for Business Credits</i>	Hemlock-Hickory
Christina Bell , Pittsburgh Business Group on Health, Businesses Transforming Healthcare: Strategies to Reduce Cost	Dogwood
Ryan West , EQualified, LLC, Embracing the Difference: Personality Types in the Workplace	Elm-Fir

Business Partner Showcase & Solutions Stage 2

2:00 PM – 3:00 PM

Meet & Greet with 50 Industry Experts	2:00 PM – 3:00 PM	Atrium
Paul Brahim , BPU Investment Management, Inc., Productivity and Financial Literacy in the Workplace	2:05 PM – 2:25 PM	Cedar
Andrea Flack-Wetherald , &Beyond, Using Improv Skills to Attract, Engage and Retain Fantastic Employees	2:25 PM – 2:45 PM	Cedar
Bryan Kiger , Progress City LLC, Autism at Work	2:45 PM – 3:00 PM	Cedar

CONCURRENT BREAKOUT SESSIONS 3

3:00 PM – 4:00 PM

Karen Baillie , Schnader Harrison Segal & Lewis, That's a Protected Category Now?	Aspen-Birch
Michael Couch , Michael Couch & Associates Inc., Big Data Grows from Little Data: Driving Results through Talent Assessment and Analytics <i>Approved for Business Credits</i>	Hemlock-Hickory
David Plorins , Businessolver, Messages that Matter: Impactful Multi-Generational Communications	Dogwood
Susan DeGregorio & Beth Lewis , STANDING FIRM, Partner Violence, Disclosure, and Workplace Safety	Elm-Fir

CONCURRENT BREAKOUT SESSIONS 4

4:00 PM – 5:00 PM

Bryant Andrews & Bethany Salvatore , Cozen O'Connor, Can I Fire an Employee for That? Social Media in the Workplace	Aspen-Birch
Patrick McNellis , Compression Planning: Accelerating Ideas Into Action...Quickly <i>Approved for Business Credits</i>	Hemlock-Hickory
Jason Youngblood , Cigna, Opioids in the Workplace	Dogwood
Todd Seitz , Justifacts Credential Verification, Inc., Limiting Risk Through the Employment Screening Process	Elm-Fir

Networking Social

5:00 PM – 6:30 PM

There is no better way to solve your challenges than with people who understand HR. Our networking social will provide an environment dedicated to making new business connections.	Cedar
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DAY TWO: WEDNESDAY, OCTOBER 23

Day Two: Conference Opening 7:45 AM – 10:00 AM		
Attendee Registration & Breakfast	7:45 AM – 8:15 AM	Cedar-Dogwood
SHRM State of the Association	8:15 AM – 8:45 AM	Cedar-Dogwood
PHRA State of the Association: Peter Gabriel, PHRA President-Elect, Leadership Consultant, Key Leadership, LLC.	8:45 AM – 9:00 AM	Cedar-Dogwood
Opening Keynote: Dr. Geri Puleo, SPHR, SHRM-SCP, Change Management Solutions, Inc., <i>How to Stop Workplace Burnout and Build Employee Resiliency</i>	9:00 AM – 10:00 AM	Cedar-Dogwood

Business Partner Showcase & Solutions Stage 3 10:00 AM – 10:30 AM		
Meet & Greet with 50 Industry Experts	10:00 AM – 10:30 AM	Atrium
Mark Weber, Lockton, <i>Mom...Healthcare Stole My Lunch Again!</i>	10:00 AM – 10:15 AM	Cedar
Making the Most of Your PHRA Membership	10:15 AM – 10:30 AM	Cedar

CONCURRENT BREAKOUT SESSIONS 5 10:30 AM – 11:30 AM		
Abigail Green, Cozen O'Connor, <i>The Current Status of Medical Marijuana Laws & the Effect on Company Policies</i>		Aspen-Birch
Kelly Radomski, Alisa Spector Angelo, Compass Business Solutions & Harris N. Ferris, Pittsburgh Ballet Theatre, <i>Dancing into a Comprehensive HR Strategy</i> <i>Approved for Business Credits</i>		Hemlock-Hickory
Phyllis Hartman, PGHR Consulting, Inc., <i>If You Train Them They Will Come - Using Career Development as a Recruiting Tool</i>		Dogwood
Len Petrancosta, Sandler Training/The Leadership Quest, <i>Effective Communication in the Workplace</i>		Elm-Fir

Business Partner Showcase, Lunch: 11:30 AM – 12:55 PM	Cedar-Dogwood
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CONCURRENT BREAKOUT SESSIONS 6 12:55 PM – 1:55 PM		
Albert S. Lee, Tucker Arensberg, P.C., <i>#MeToo: What HR Professionals & Employers Need to Know to Thrive in a Post-Harvey Weinstein World</i>		Aspen-Birch
Paul Gormas, Breakthrough Performance Group, <i>The Employee Utilization Quotient (EUQ)</i> <i>Approved for Business Credits</i>		Hemlock-Hickory
Adam Primi, Oncology Nursing Society, <i>Problem Solving in HR: A Design Thinking Approach</i> <i>Approved for Business Credits</i>		Dogwood
Judy Johnson, PhD, Aspirant, <i>Is Your Organization Ready for 2030?</i> <i>Approved for Business Credits</i>		Elm-Fir

Conference Conclusion 2:00 PM – 3:30 PM		
Closing Keynote: Joyce A. Bender, CEO, Bender Consulting Services, Inc., <i>Paychecks Not Pity@: Accelerating the Pace of Inclusion, Employment & Engagement of People with Disabilities</i>		Cedar-Dogwood
Conference Conclusion: Business Partner Prize Distribution and Grand Prize PTP Winner Announced		Cedar-Dogwood

Dear HR Professionals,

The **Pittsburgh Human Resources Association (PHRA) 71st Annual Conference & Exhibition: Together Towards Tomorrow** provides proven, comprehensive learning that will boost your professional and personal potential whether you are new to the HR profession, hoping to supplement your workplace experience with strategic and tactical education, or seeking to increase your competencies for career growth.

This year we are excited to launch our **NEW Solutions Stage**. The purpose of the Solutions Stage is to provoke thoughts and new ideas so that when it comes time to network you will find many people offering different perspectives based on their experience or ideas.

The speakers on our Solutions Stage will get you thinking outside the box and envision the changes you can make in your workplace. If HR professionals want to change the landscape of HR, especially if we really want to solidify that stance of being a “true strategic partner” then we need to take advantage of every opportunity out there to uncover new ideas.

No matter how long you've been in HR or what position you hold, chances are that there is still something you want to learn. Our comprehensive programs will help you overcome challenges or develop new solutions and help you make connections that will motivate and energize you. It is our intention that you will find a number of educational opportunities at our Annual Conference & Exhibition: **Together Towards Tomorrow!**

With over **30 sessions** that encompass the full scope of a well-rounded HR education, from business essentials to human resources innovations, you will be able to choose the sessions that provide you with the tools and resources you need to achieve your professional and personal goals.

The PHRA Annual Conference is a lot of learning packed into a short amount of time, so have fun, enjoy learning and networking, and let's work **Together Towards Tomorrow!!**

Regards,

Liz Lamping, PHRA Executive Director



Day One: Keynote Session Descriptions

Johnny C. Taylor, Jr., SHRM-SCP, SHRM

The Future State: Disrupting HR Like Nothing We've Ever Seen

October 22, 2019, 8:00 AM – 9:00 AM

Approved for Business (SPHR) Credits

As an HR professional, you can play a significant role in promoting the success of your organization by understanding your business objectives and the changing environment – nationally and globally – in which you compete. In this session, you will learn about the past, present, and future state of HR, and how to be(come) a strong contributor to the “bottom line.” Through the lens of the President & CEO of the Society for Human Resource Management (SHRM), Johnny C. Taylor, Jr., we will take a deep dive into how our profession plays a key role in three specific areas -- the work, the worker, and the workplace.

Johnny C. Taylor, Jr., SHRM-SCP, is President and Chief Executive Officer of the Society for Human Resource Management (SHRM), the world’s largest HR professional society. Under his leadership, the Society has grown to a record 300,000 members in over 165 countries who impact the lives of 115 million workers every day.



Bonnie Artman Fox, Conflict Resolution & Emotional Intelligence Expert

How Did My Family Get In My Office?!

October 22, 2019, 9:10 AM – 10:10 AM

Is there someone at work you avoid because they're difficult to get along with? Do you spend a good deal of your time dealing with the aftermath of employee conflict? Do you sometimes feel like a parent at work dealing with children who are constantly fighting?

If you relate to any of the above struggles, you're not alone. In fact, unresolved conflict costs organizations approximately \$359 billion in paid hours or the equivalent of 385 million working days. How conflict is handled can make the difference between a profitable, productive organization and one that closes its doors due to disputes that never get resolved. In this eye-opening program, you will learn surprising ways your upbringing has impacted your conflict style – for better or for worse – and how you can keep what works and change what doesn't.

With over 25 years as a psychiatric nurse and Licensed Family Therapist, **Bonnie Artman Fox** is passionate about uncovering the unexpected ways conflict can make teams stronger and more cohesive. Bonnie is an Accredited Boss Whisperer® specializing in coaching leaders to replace abrasive behaviors with productive management strategies.



Day Two: Keynote Session Descriptions

Dr. Geri Puleo, SPHR, SHRM-SCP,
Change Management Solutions, Inc.

How to Stop Workplace Burnout and Build Employee Resiliency

October 23, 2019, 9:00 AM – 10:00 AM

Burnout is an international epidemic that threatens organizational sustainability by depleting employee engagement and enthusiasm. Based on extensive research, Dr. Geri Puleo created the Burnout During Organizational Change Model (B-DOC) to identify burnout's causes and recovery. By expanding upon her Burnout Triumvirate, B-DOC challenges the idea that workplace burnout is the result of a worker's maladaptive response to stress. By understanding how 10 workplace stressors interact with employee personality to create burnout, organizational leaders can create a sustainable environment that decreases burnout and builds employee resiliency.

Dr. Geri Puleo is the creator of the Burnout During Organizational Change (B-DOC) Model, a research-based solution that defines the descent and recovery of workplace burnout.

Change
Management
Solutions, Inc.



Joyce A. Bender, Bender Consulting Services, Inc.,
Paychecks Not Pity®: Accelerating the Pace of Inclusion,
Employment and Engagement of People with Disabilities

October 23, 2019, 2:00 PM – 3:00 PM

Today, more than ever before, employers are looking to harness the talents and abilities of people with disabilities. Trendsetting tools such as the Disability Equality Index are changing the way employers are engaging with this talent pool. Join Joyce Bender, CEO of Bender Consulting Services, and host of the internet talk show, *Disability Matters*, in a discussion of how to take employment and engagement of people with disabilities to the next level, including discussion of creating a welcome and engaging culture for people with visible and hidden disabilities, digital accessibility, sustainable training, and the global factors influencing accessibility and employment.

Joyce A. Bender is the founder and CEO of Bender Consulting Services, Inc., a firm that provides disability employment expertise in the areas of recruitment, workplace mentoring, strategic planning, training, and digital accessibility to drive innovation and realize business value for customers. Bender partners with corporations and federal agencies in order to assist them with achieving their diversity and workforce inclusion initiatives across the U.S.



Solutions Stage Descriptions

The speakers on our **NEW Solutions Stage*** will get you thinking outside the box and envisioning the changes that you can make in your workplace. The **Solutions Stage** will provide new ideas to provoke thoughts so that when it comes time to network, you will find different perspectives based on experiences and ideas that you may have not considered a possibility! ***NOTE: Solutions Stage presentations are not eligible for SHRM or HRCI credits.**

DAY ONE: BUSINESS PARTNER SHOWCASE & SOLUTIONS STAGE		
<p>Meet & Greet with 50 Industry Experts Complete your PTP</p> <p>50 exhibitors will be showcasing their products and services to meet your needs as an HR professional. Visit all 50 exhibitors on the Passport to Prizes (PTP) to get your card marked by the exhibitor to validate your visit. When your card is complete, drop it in the collection box near the registration area. <i>To be entered to win the \$500 Visa Gift Card grand prize, you must visit all of the exhibitors on the PTP.</i></p>	10:10 AM – 11:00 AM	Atrium
<p>Karl Bayer, Sentric, <i>Is It Possible to Go 100% Paperless and Remain Compliant?</i></p> <p>We live in a digital world and there are digital tools to make every job more efficient. HR is no exception. And many HR departments are transitioning from physical documents to paperless systems. But why? In this presentation, we will discuss the reasons why your business should go 100% paperless and demonstrate how you can achieve this goal and maintain compliance.</p> <p>Karl Bayer is a Regional Manager for SentricHR - an all-in-one HR software developer and service provider with thousands of clients across the country.</p>	10:15 AM – 10:35 AM	Cedar
<p>Kori Amos, SHRM-SCP, Past PHRA President, Making the Most of Your PHRA Membership</p> <p>PHRA is always looking for dedicated volunteers to collaborate & create with us by volunteering alongside fellow Members, the Executive Committee, Board of Directors & Staff. Learn how you can Build Your Network Perfect a Skill Learn Something New!</p>	10:35 AM – 10:55 AM	Cedar
<p>Meet & Greet with 50 Industry Experts Complete your PTP</p>	2:00 PM – 3:00 PM	Atrium
<p>Paul Brahim, BPU Investment Management, Inc., <i>Productivity and Financial Literacy in the Workplace</i></p> <p>The Society of Human Resource Management (SHRM) has stated that 70% of HR professionals believe that personal financial challenges have either a large or some impact on overall employee performance. Further, employees increasingly look to their employers for resources to help them manage the income and benefits provided by you. Personal Financial Education in the workplace can improve productivity, lower turnover and increase loyalty by improving the financial wellness of employees in small and large businesses, as well as nonprofits and public entities.</p> <p>Paul J. Brahim, CFP®, Chairman and CEO, is a shareholder of BPU Investment Management, Inc., serving as CEO, CIO and Chairman of BPU's Board of Directors.</p>	2:05 PM – 2:25 PM	Cedar
<p>Andrea Flack-Wetherald, &Beyond, <i>Using Improv Skills to Attract, Engage and Retain Fantastic Employees</i></p> <p>Improv is about listening diligently, supporting your scene partner and exploring an ever-changing set of circumstances through a lens of curiosity instead of judgement; improv is successful when players find a balance between humility to hear each other's ideas and courage to add their own. When companies learn how to harness these skills, they create environments where bright, motivated people want to come and stay. This session will provide attendees with strategies for improving employee experience by infusing improv skills into three key areas: workplace confrontation, leadership development and creating space for authenticity.</p> <p>Andrea Flack-Wetherald is the founder of &Beyond, a corporate culture consulting and coaching firm based in Pittsburgh, PA.</p>	2:25 PM – 2:45 PM	Cedar

<p>Bryan Kiger, Progress City LLC, <i>Autism at Work</i></p> <p>This session will focus on changing the image of autism in the workplace. Based on the documentary, <i>The Rain Man Effect</i>, by Brian Kluchurosky (co-presenter), participants will hear some of the challenges this population faces in finding meaningful, sustainable employment. We will also present some solutions to creating a more inclusive hiring process, and supportive work environment.</p> <p>Bryan Kiger is the CEO of Progress City LLC. He has more than 15 years of experience in both nonprofit and for-profit leadership settings and has a passion for creating workplaces that focus innovation.</p>	2:45 PM – 3:00 PM	Cedar
<p>DAY TWO: BUSINESS PARTNER SHOWCASE & SOLUTIONS STAGE</p>		
<p>Meet & Greet with 50 Industry Experts Complete your PTP</p>	10:00 AM – 10:30 AM	Atrium
<p>Mark Weber, Lockton, Mom...Healthcare Stole My Lunch Again!</p> <p>Healthcare costs continue to rise and eat into the rewards budget of organizations large and small in the US. How big is the problem, how did we get here and what can we do to keep this bully in check?</p> <p>Mark is a founding partner of the Pittsburgh office for Lockton, the world's largest privately held risk management advisory firm. Mark has been an early architect of Lockton's HR and Rewards consulting practice in Western Pennsylvania and works with clients to improve their organizations utilizing innovative and evidence-based strategies focused on protecting their people, property and reputations enabling optimized business outcomes and growth.</p>	10:00 AM – 10:15 AM	Cedar
<p>Kori Amos, SHRM-SCP, Past PHRA President, Making the Most of Your PHRA Membership</p> <p>PHRA is always looking for dedicated volunteers to collaborate & create with us by volunteering alongside fellow Members, the Executive Committee, Board of Directors & Staff. Learn how you can Build Your Network Perfect a Skill Learn Something New!</p>	10:15 AM – 10:30 AM	Cedar
<p>Conference Conclusion Business Partner Prize Distribution and Grand Prize <i>*PTP Winner Announced</i></p>	3:00 PM – 3:30 PM	Cedar-Dogwood

Concurrent Breakout Sessions Descriptions Day One: Tuesday, October 22

Concurrent Breakout Sessions 1 11:00 AM – 12:00 PM

<p>Mario Bordogna, Clark Hill, PLC, <i>Everything HR Needs to Know About Conducting Internal Investigations</i></p> <p>With legal action lurking behind almost every corner for HR these days, it's imperative that t's be crossed and i's be dotted when it comes to human resource functions which particularly tend to breed lawsuits. While there are many of those functions, a fertile area rife with legal landmines for HR is internal investigations, whether they are done to rectify harassment, eradicate theft, or for some other purpose. While conducting internal investigations would seem to be straightforward, often it is not, and to keep your company out of needless legal action, they must be done thoroughly and correctly. This engaging session will detail the essential steps in conducting internal investigations – including what you must do before you start and what you do after an investigation is completed. Along the way, case studies where investigations went wrong will be examined to illustrate the real-life consequences of not doing them properly.</p> <p>Mario Bordogna is a Member in Clark Hill's Labor and Employment Practice Group partnering with employers in Pennsylvania and West Virginia to keep them in legal compliance with labor and employment laws.</p>	Aspen-Birch
<p>Kelly Reed, PhD, Managing Director, Global People & Culture Solutions, Lockton, <i>Winning with People Analytics, Approved for Business Credits</i></p> <p>The field of people analytics is growing rapidly, and organizations that are strategically and effectively harnessing their people data are winning big. But for all its promise and potential, this field also presents some unique perils. In this session, we will discuss people analytics trends and hot topics, as well as review select technologies, business cases, and cautionary tales. This session is designed for any HR professional interested in learning more about people analytics, regardless of where your organization is on its people analytics journey. Participants will gain actionable insights on how to use people analytics to build and sustain winning organizations, teams, and associates.</p> <p>Kelly leads the Global People and Culture Solutions service line at Lockton. This practice helps organizations worldwide improve their talent, culture and business outcomes using people data and work science.</p>	Hemlock-Hickory
<p>Carl Lander, C3 Financial Services, <i>Creating a Successful Financial Wellness Program</i></p> <p>Do you know how much your employees' financial stress affects your bottom line? Did you know every month you're writing the check to cover your employees' financial worries? Companies are realizing the need to focus on employees' financial wellness given the measurable impact it has on their levels of stress and productivity. Learn how financial wellness has improved the lives of others who are just like your employees. This program will show you an unconventional approach to improve productivity by equipping you to help your employees better manage their personal finances. This will help improve productivity of your employees, which in turn adds employees to your organization without increasing payroll. Learn the key elements of a financial wellness program and how they are most effective when implemented together. Because every organization has unique needs this presentation focuses on providing an overview of options and resources available to create a successful financial wellness program that will empower employees to improve their overall financial health and well-being. You will leave feeling invigorated, informed, and inspired to bring financial wellness to your organization!</p> <p>Carl Lander is a financial wellness speaker, trainer, and author of <i>Bite-Size Budgeting: Making Your Budget Work for You</i>.</p>	Dogwood
<p>Joe Kopko, HUB International Limited, <i>Mental Health in the Workplace; How HR and Safety Professionals Can Make an Impact</i></p> <p>Establishing culture is difficult, yet many organizations have embraced cultural changes and reaped the benefits of improved employee health and safe working conditions. Mental health remains a large opportunity as the stigma of “setting” someone off prevents many supervisors and leaders from meeting the problem head-on. Adding an additional responsibility or point of attention to anyone's busy schedule is rarely met with welcome arms, however with today's workforce and the increasing amount of “stress” on our employee's it has become of critical importance to take action. Mental health issues that present themselves in the workplace are often misread or avoided entirely out of convenience, or a sense of feeling helpless to assist. Human resources and safety professionals are uniquely equipped to step forward and positively contribute to improving the response and subsequent corrective actions when a mental health concern arises. Identification and intervention must not be confused with diagnosing. Mental health issues manifest in</p>	Elm-Fir

many ways and not all are work related, however harassment and bullying at work are commonly reported problems and can have a substantial adverse impact on mental health. Depression and anxiety have a significant economic impact; the estimated cost to the global economy is \$1 trillion per year in lost productivity.

Joe Kopko has nearly 20 years of experience proactively managing safety, risk, and employee health.

Concurrent Breakout Sessions 2

1:00 PM – 2:00 PM

Gretchen Woodruff Root, Esq. & Curtis M. Schaffner, Esq., Buchanan Ingersoll & Rooney PC, **#EqualWorkforEqualPay: Avoiding the Next Wave of Litigation under the Equal Pay Act**

Aspen-Birch

This presentation will discuss the Equal Pay Act, recent statistics and trends in the case law, and best practices and tips for conducting an effective pay audit while maintaining privilege. The presenter will also briefly touch upon the new EEO-1 reporting requirements.

John Bernatovicz, Willory, LLC, **HR Like a Boss, Approved for Business Credits**

Hemlock-Hickory

During this interactive presentation, the audience will be challenged to look at their HR department from the view of a CEO (aka boss). Learn about what leaders really care about and what means nothing to them. Bosses want effectiveness, results, productivity, and adding value. Participants will collaborate about how to effectively influence change that positively impacts the entire organization. Tactics will be reviewed that will ensure HR is in the front seat of key decisions by being brutally honest, obsessing (in a good way) about your organization, truly serving the needs of your company, and adding value with key HR initiatives that will yield results for your organization.

John Bernatovicz is the President and Founder of Willory, a staffing and consulting firm solely focused in HR and payroll. The firm helps clients transform their organization through people, process and technology.

Christina Bell, Pittsburgh Business Group on Health, **Businesses Transforming Healthcare: Strategies to Reduce Cost**

Dogwood

Healthcare continues to be a significant problem for employers creating budget constraints and challenges with controlling cost. Corporate leadership is making healthcare a top priority due industry expectation indicating an average of 5.5% growth in the national health spend from 2018-2027. Key leaders such as human resources professionals are being tasked to bring understanding as to how to manage healthcare cost projections and identify ways to reduce cost.

As Director of Programs, **Christina Bell** holds primary responsibility for the operations and fiscal responsibility of the non-profit, Pittsburgh Business Group on Health

Ryan West, EQualified, LLC, **Embracing the Difference: Personality Types in the Workplace**

Elm-Fir

The MBTI® continues its reign as the world's most widely used personality assessment tool, and for good reasons. At its core, the MBTI® is a self-awareness tool that aims to improve intra and interpersonal communication and understanding in one's life. It is a well-developed and intricate psychological theory that seeks to understand human behavior born out of personal "preference". Thus, unlike some other personality instruments that are only useful in a business setting, the Myers-Briggs is equally useful at work, at school, and at home.

Upon completion, participants will possess a basic working knowledge of the MBTI® and learn how to "Type Watch" for introverted and extraverted types through body language and speech (in addition to thinking and feeling types). Common myths and misconceptions about the MBTI® are also addressed as are the rules for proper application of the instrument.

Ryan West, MS, CFI, has spent the past twelve years applying his expertise of nonverbal communication and personality theories to the workplace, focusing on leadership development, team building, and customer service.

Concurrent Breakout Sessions 3

3:00 PM – 4:00 PM

Karen Baillie, Schnader Harrison Segal & Lewis, *That's a Protected Category Now?*

Aspen-Birch

This seminar uses interactive scenarios to introduce new developments in for federal, state and local regulation, including new requirements for policies and documentation of the interactive process.

Karen Baillie is an attorney with Schnader Harrison Segal & Lewis LLP.

Michael Couch, Michael Couch & Associates Inc., *Big Data Grows from Little Data: Driving Results through Talent Assessment and Analytics, Approved for Business Credits*

Hemlock-Hickory

The role that HR plays in organizations is undergoing a major shift with HR metrics and methods of measurement taking center stage. Big Data, Human Capital Analytics, Optimization Analytics . . . it all can be a little daunting. This presentation will bring the challenge down to earth by describing a place to start - a robust approach to gathering strategy-driven talent data (talent reviews) and employing simple analytics that organizations of any size can employ. The approach can help gather and analyze information to answer questions like, "Do we have the talent we need to drive the business?", "Are our selection and promotion processes effective?" and "Where should we focus our limited resources on developing talent?"

Michael Couch has made a career out of improving the performance of leaders, teams and organizations.

David Plorins, Businessolver, *Messages that Matter: Impactful Multi-Generational Communications*

Dogwood

Effective employee communication is top of mind for HR pros. Education is key, but with multiple generations in the workforce, the challenge has become more complex. We need to connect with people with personal communications and one size wont fit all. People of different generations in the workforce are at different life stages and have different needs. Understanding where employees are in their life cycle will help you begin to tailor the more personalized messaging that drives to engagement and appreciation and empowers employees to make wiser decisions. We will provide examples of how we work with our clients to move toward better health and improved benefits literacy through insights based communications.

Dave has been training HR leaders on great communication techniques for over ten years. In his latest workshop series, Dave has leveraged his extensive experience in HR to challenge audiences across America to begin thinking strategically about benefits communication. This presentation will be an excerpt from that workshop.

Susan DeGregorio & Beth Lewis, STANDING FIRM, A National Program of the Women's Center & Shelter of Greater Pittsburgh, *Partner Violence, Disclosure, and Workplace Safety*

Elm-Fir

Almost one-third of all violent events in the workplace are tied to some form of partner violence. 95% of employers say that leadership should be trained on partner violence and its impact on the workplace and yet only 20% have policies and formal training programs. This session provides organizations with the latest information on the impact of partner violence in the workplace and the steps necessary to create a culture where victims will be more likely to disclose knowing they have the support of their employer. Disclosure facilitates the employer's ability to develop a safety plan for the employee and a safety plan for the workplace. The bottom line for employers is that they cannot mitigate an unknown risk — therefore, supportive environments need to be created to promote disclosure.

Susan DeGregorio, M.S., J.D., STANDING FIRM's Employer Service Coordinator, has 30 years of HR consulting experience including extensive training experience.

Beth Lewis, M.Ed., Director of STANDING FIRM, has leadership experience in the non-profit sector including organizational development and program direction at Children's Hospital of Pittsburgh and consulting roles with Magee Women's Research Institute.

Concurrent Breakout Sessions 4
4:00 PM – 5:00PM

<p>Bryant Andrews & Bethany Salvatore, Cozen O'Connor, <i>Can I Fire an Employee for That? Social Media in the Workplace</i></p> <p>Millennials are now the largest generation in the United States labor force. This is a generation that has grown up using social media as part of their everyday lives. How can, and should, employers handle employee social media use on and off the clock? When does an employee's Facebook post amount to a verbal threat against another employee? When does an Instagram comment on a co-worker's picture border on sexual harassment? When is an employee's twitter message considered protected under the law? Can I issue a written warning, suspend, or even terminate the employee? This program aims to address these questions, among others, so HR and management know how to respond when an employee says: "Hey Google, update my timeline."</p> <p>Bryant and Bethany focus their practice on representing employers in all aspects of labor and employment law, including agency investigations, state and federal single-plaintiff actions, class and collective actions, and arbitrations, covering harassment, discrimination, retaliation, wage and hour, constructive discharge, breach of fiduciary duty, restrictive covenants, and breach of contract actions.</p>	<p>Aspen-Birch</p>
<p>Patrick McNellis, <i>Compression Planning: Accelerating Ideas Into Action...Quickly, Approved for Business Credits</i></p> <p>Compression Planning is a seven-step visual planning process with roots in the Disney storyboarding system. It has been helping innovative leaders accelerate their ideas into action since September of 1978. It is being used in 37 of the top Fortune 200 companies as well as across countless K-12 and higher education institutions. If you look at planning from the viewpoints of sharing information, making decisions and strategy, the philosophy of Compression Planning maximizes strategy so smart decisions are made based off of strategic information. Compression Planning systematizes respect...for people, for ideas and for process.</p> <p>Pat's role when sharing Compression Planning is that of "an experiential learning guide." His Institutes create real-world learning experiments and are based on a "learn by doing" approach versus "sit back, listen and hope that something sticks" (i.e. Lectureshops).</p>	<p>Hemlock-Hickory</p>
<p>Jason Youngblood, Cigna, <i>Opioids in the Workplace</i></p> <p>This presentation will focus on the opioid epidemic, their societal impact, behavioral links to addiction, ways to help those suffering from addiction, and actions being taken in the marketplace to control opioids.</p> <p>Jason Youngblood is the Director for Cigna's Behavioral Center of Excellence. Jason is responsible for facilitating behavioral health (mental health and substance abuse) clinical integration and clinical programs.</p>	<p>Dogwood</p>
<p>Todd Seitz, Justifacts Credential Verification, Inc., <i>Limiting Risk Through the Employment Screening Process</i></p> <p>Employment screening is vital to limiting your risk when hiring. However, navigating the complex patchwork of federal, state, and local laws implicating employment screening is tough. You'll be made aware of rules and responsibilities under the FCRA, EEOC guidelines, and "ban-the-box"/"fair chance hiring" initiatives incl. individualized assessment requirements.</p> <p>Todd Seitz is a licensed PA attorney with 10+ years of human resources (employee and labor relations) and finance (payroll) management experience with a large manufacturing company.</p>	<p>Elm-Fir</p>

Concurrent Breakout Sessions Descriptions Day Two: Wednesday, October 23

Concurrent Breakout Sessions 5 10:30 AM – 11:30 AM	
<p>Abigail Green, Cozen O'Connor, <i>The Current Status of Medical Marijuana Laws and the Effect on Company Policies</i></p> <p>The presentation would provide an overview of the current status of medical marijuana laws in the 50-states and how these laws affect employer policies such as the FMLA, ADA and drug and alcohol testing policies.</p> <p>Abigail helps employers avoid litigation and/or business interruption through training and counseling on issues such as compliance with discrimination and leave laws; evaluating and discharging employees; drug and alcohol testing; and developing legally sound personnel policies and employee handbooks.</p>	Aspen-Birch
<p>Kelly Radomski, Alisa Spector Angelo, Compass Business Solutions & Harris N. Ferris, Pittsburgh Ballet Theatre, <i>Dancing into a Comprehensive HR Strategy, Approved for Business Credits</i></p> <p>Non-profit organizations are uniquely challenged in creating a comprehensive approach to human resources –this is even more apparent in arts organizations. Compass Business Solutions partnered with Pittsburgh Ballet Theatre to develop an HR strategy for the organization and implement key components to help employees thrive. From artists to administrators to students to board members, care for people within all areas of the organization is paramount for art, culture and education to flourish. Typical HR practices required a nuanced approach to foster an art form and allow for artistic expression and teaching to take precedent over traditional process. This year-long project incorporated policy development, compliance training, performance management, diversity and inclusion focus, harassment and discrimination prevention, employee engagement assessment, talent acquisition, onboarding and a leadership development program. Join us to explore this unique project and how strong human resources practice enhances an organization committed to creating beauty and art.</p> <p>Alisa Spector Angelo is the President of Compass, a boutique agency that drives organizational performance with proven HR and business strategies. Kelly Radomski is the V.P. of Client Solutions for Compass. Ms. Radomski's areas of expertise include training, organizational development and process improvement. Harris N. Ferris joined Pittsburgh Ballet Theatre as the Executive Director in 2006. His focus on elevating the company's profile, fortifying financial health and expanding the artistic vision of the organization has strengthened the organization under his leadership.</p>	Hemlock-Hickory
<p>Phyllis Hartman, PGHR Consulting, Inc., <i>If You Train Them They Will Come - Using Career Development as a Recruiting Tool</i></p> <p>Today's candidates expect training and development to be a part of the workplace environment. For your organization to attract and retain the brightest and the best you need to have T&D programs. Besides helping you get and keep good employees, development of employees helps to ensure the organization is ready for dealing with rapid and constant change in the business world. But often training and development are the worst funded and first cut expenses. In addition, smaller and not-for-profit organizations have limits on available resources for employee development. This session will use audience participation and the speaker's 30 years of HR and employee development experience to provide participants with tips and ideas they can take back to the workplace to create a good, and attractive development plan.</p> <p>Phyllis G. Hartman, SHRM-SCP, the founder and President of PGHR Consulting, Inc., has 25+ years in HR.</p>	Dogwood
<p>Len Petrancosta, Sandler Training/The Leadership Quest, <i>Effective Communication in the Workplace</i></p> <p>This session will help participants develop a truly engaging and responsive communication style, leading to positive results for them, their people, and their organization.</p> <p>Before starting The Leadership Quest, Len was the President and CEO of the Pittsburgh division of Sysco after having grown the company to 300 employees and 300 million in annual revenue. He currently is COO for Sandler Training by Peak Performance Management/The Leadership Quest, a sales and leadership training and coaching company in Pittsburgh utilizing his sales and leadership experience.</p>	Elm-Fir

Concurrent Breakout Sessions 6
12:55 PM – 1:55 PM

Albert S. Lee, Tucker Arensberg, P.C., *#MeToo: What HR Professionals and Employers Need to Know to Thrive in a Post-Harvey Weinstein World* Aspen-Birch

In October 2017, articles published by the New York Times and The New Yorker about Harvey Weinstein started a worldwide reckoning regarding sexual harassment and the dynamics of gender and power. Although it is easy to see this as a movement that targets harassers, the real focus is on the institutions - like employers - who have created and maintained cultures that have allowed these harassers to harass with impunity for decades. Albert Lee, an employment attorney, educator and professional speaker, will lead a fast-paced, legalese-free, and interactive discussion about what employers and their HR staffs need to do to understand this movement, keep pace with the legal changes that it will bring, and thrive in this new world.

A longtime member of the PHRA, **Albert Lee** is a management-oriented employment/labor law attorney who has helped employers understand and handle a wide range of human resources issues for nearly thirty years.

Paul Gormas, Breakthrough Performance Group, *The Employee Utilization Quotient (EUQ), Approved for Business Credits* Hemlock-Hickory

This presentation introduces the EUQ (Employee Utilization Quotient) Assessment, the first statistically validated assessment to measure the percentage of employee utilization in an organization. The Employee Utilization Quotient (EUQ) Assessment is based on the principles of Lean Enterprise and the Toyota Production System. LEAN is all about the identification and elimination of wastes. According to LEAN principles there are eight major wastes in an organization. Unused Employee Creativity or Unutilized Employees is typically identified as the eighth waste. The EUQ Assessment is the first assessment known to measure this significant performance metric. It assesses whether an organization is utilizing its employees to their fullest potential and whether it is fully harnessing the talents of its best asset—its people. Attendees will learn how to assess and improve employee utilization overall and in six subscale categories: Culture and Development, Opportunities for Input, Job Fit, Supervisory Relations, Efficiency, and Readiness and Expectations.

Paul Gormas has 47 years of professional business experience, 32 in industry and 15 in consulting and training. His industry experience includes Fortune 500 and privately held companies in manufacturing, service, retailing, and healthcare.

Adam Primi, Oncology Nursing Society, *Problem Solving in HR: A Design Thinking Approach, Approved for Business Credits* Dogwood

This session will give HR professionals the methodology and tools to become innovators in designing solutions for people and organizations by using the power of design thinking. Organizations are collections of human beings who are motivated by varying perspectives and emotions and the design thinking approach to problem solving emphasizes engagement, dialogue, and learning. Participants will learn how to examine assumptions about what's critical to solving problems, address the challenges faced in reaching superior solutions, and gain buy-in by involving employees and other stakeholders in the development of those solutions.

Adam Primi, SHRM-SCP, SPHR, is the Director of Human Resources for Oncology Nursing Society and has 15 years experience as an HR practitioner, leader, educator, and innovator.

Judy Johnson, PhD, Aspirant, *Is Your Organization Ready for 2030? Approved for Business Credits* Elm-Fir

From futurists, technical experts, strategy consultants and real-estate planners, everyone agrees the workplace will look significantly different by 2030. Innovation, technological advances, generational shifts and changes in customer expectations are accelerating the pace of change. By all accounts, that pace will only continue to accelerate, and many predict the workplace will look very different by 2030. Through our research, we've identified 10 trends that will have a significant impact on an organization's effectiveness. This session discusses each of the 10 trends, the impact of those trends on the workplace, and how HR and business leaders can prepare for them today. Join us to learn about each of the trends, assess how ready your organization is to compete in 2030, and determine what steps you can take to advance your position today. Participants will leave the session with concrete actions they can take to position their organizations for future success.

Judy Johnson is a recognized author, speaker, consultant and trusted advisor in the fields of leadership development, strategy execution, organizational effectiveness and behavior change. Judy partners with executives and leadership teams to engage and inspire employees in a way that delivers sustainable strategic results.

FULL SPEAKER BIOS

Bryant Andrews, Cozen O'Connor

Can I Fire an Employee for That? Social Media in the Workplace

Bryant and Bethany focus their practice on representing employers in all aspects of labor and employment law, including agency investigations, state and federal single-plaintiff actions, class and collective actions, and arbitrations, covering harassment, discrimination, retaliation, wage and hour, constructive discharge, breach of fiduciary duty, restrictive covenants, and breach of contract actions. In addition to representing clients in employment litigation matters, they help clients avoid the courthouse steps by developing preventative strategies to keep employers compliant with labor, employment, and wage and hour laws. Bryant and Bethany also counsel employers on a variety of personnel issues, including but not limited to compliance with discrimination laws, family and medical leave laws, and wage and hour laws. They provide on-site management and employee training on these topics as well. They also draft executive agreements, restrictive covenant and confidentiality agreements, severance packages, and personnel policies and procedures.

Bonnie Artman Fox, Conflict Resolution & Emotional Intelligence Expert

How Did My Family Get in My Office?!

Bonnie knows the skills and nuances of resolving conflict without blame. With 20+ years in the healthcare and psychology fields, she's had a front row seat helping individuals and organizations change conflict patterns and implement solutions. As an accredited Boss Whisperer®, she specializes in coaching leaders to replace inappropriate behaviors with productive management strategies.

Karen Baillie, Schnader Harrison Segal & Lewis

That's a Protected Category Now?

Karen is an attorney with Schnader Harrison Segal & Lewis LLP. She is co-chair of the Higher Education Practice Group, and she is a member of three additional practice groups - the Litigation Practice Group, the Labor and Employment Practice Group and the Internal Investigations Practice Group. She is experienced in counseling and defending educational institutions and businesses in all matters related to employees.

Karl Bayer, Sentric

Is It Possible to Go 100% Paperless and Remain Compliant?

Karl is a Regional Manager for SentricHR - an all-in-one HR software developer and service provider with thousands of clients across the country. Karl has worked in the human resources technology space for more than two decades during which time he has experienced firsthand the shift from niche software solutions to all-in-one HRIS platforms as well as the movement from paper-intensive processes to the digital era with ESIGN legislation. Throughout his career Karl has held various roles supporting HR teams at organizations of all sizes with solutions including: payroll, tax filing, compliance, benefits as well as many others. For the last several years, with a focus on solving real world business problems, Karl has consulted with and assisted HR stakeholders at hundreds of organizations with choosing HR technology.

Christina Bell, Pittsburgh Business Group on Health

Businesses Transforming Healthcare: Strategies to Reduce Cost

As Director of Programs, **Christina** holds primary responsibility for the operations and fiscal responsibility of the non-profit, Pittsburgh Business Group on Health. Her role consists of being instrumental in the educational programming produced by the organization, overall membership growth, satisfaction, and retention along with engaging sponsors. Other duties related to her position is overseeing the marketing (both print and digital) and any special projects which the organization participates in ranging from grants, pilot opportunities, initiatives, and/or collaborations.

Prior to joining PBGH, Christina was a Program Manager for the Allegheny County's Department of Human Services Community-based Care Transitions Program, where she held responsibility for the program's strategic, tactical, budgetary, profitability, and overall performance to reduce avoidable readmissions across multiple care settings. In her first six months, the program was rewarded a CMS contract renewal and reached Top Performer designation out of 100 programs nationally. Under Christina's supervision, her team successfully reduced 30-day readmission rates for Medicare Fee-For-Service by 13% across 5 hospitals while growing a staff of 5 to 17 direct reports. Within a year, the program increased target enrollment by an average of 18.8%, expanded footprint 8.1% to 15.9%, and achieved 166% increase in monthly revenue.

From 2011 to 2014, Christina was a Senior Product Analyst at Highmark, Inc. managing the day-to-day operations and performance of the largest Medicare Advantage HMO product with \$2.74B in annual revenue within Western Pennsylvania. Her responsibilities extend to overseeing product life-cycle, risk assessment, market research, financial analysis, federal/state regulations, data research, project management, and strategy development within the managed care and indemnity lines of business.

Christina cultivated and led a comprehensive reengineering project worth \$600K, assisted with the development \$1.3M program for seniors, and championed an expanded member network for Pittsburgh-based pharmacy chains.

Previous to this, Christina has seven years of experience within the pharmaceutical industry. She was an Account Manager at CVS Caremark, where she gained experience in sales, performance analysis, forecasting of trends, utilization management, billing, and project management. During her time there, she generated up to 1.2M in annual revenue through direct sales of new products and solutions to create cost savings, manage utilization, and increase drug therapy adherence. Her hands-on leadership and commitment to being customer-focused resulted in receiving the Outstanding Performance award and People Choice nominations. Prior to CVS Caremark, Christina held various positions within Eckerd Health Services and Pharmacare.

Christina holds a Bachelor of Public Administration degree from University of Pittsburgh and a Master of Health Care Management from University of Phoenix. She is also a recipient of the New Pittsburgh Courier's 2012 Fabulous 40 under 40 award.

Joyce A. Bender, *Bender Consulting Services, Inc.*

Paychecks Not Pity®: Accelerating the Pace of Inclusion, Employment and Engagement of People with Disabilities

Joyce A. Bender is the founder and CEO of Bender Consulting Services, Inc., a firm that provides disability employment expertise in the areas of recruitment, workplace mentoring, strategic planning, training, and digital accessibility to drive innovation and realize business value for customers. Bender partners with corporations and federal agencies in order to assist them with achieving their diversity and workforce inclusion initiatives across the U.S.

Joyce began her career in 1979 as a search consultant, and in 1988 founded Bender and Associates International, Inc., an executive search firm specializing in technology and management search. In 1985, Joyce had a life-threatening accident due to epilepsy that caused a cerebral hemorrhage that required subsequent brain surgery. Against all odds, Joyce recovered from this accident that left her with a 60 percent hearing loss in one ear and a realization that she had epilepsy. As a result of her personal experience, she developed a passion for helping people with disabilities and established Bender Consulting Services in September 1995.

Joyce is the vice chair of the American Association of People with Disabilities (AAPD) and the former chair of the national Epilepsy Foundation board of directors. Joyce is a member of the Geneva College Advancement Board. She is the chair of the Epilepsy Association of Western and Central PA, and a board member of Disability Rights Pennsylvania, Variety the Children's Charity of Pittsburgh, and the Pittsburgh Civic Light Opera. Additionally, Joyce is on the Board of Advisors for the Homeless Children's Education Fund, is a member of the President's Advisory Board of Carlow University, a member of the National Advisory Group of the National Technical Institute for the Deaf, and of the medical and academic advisory group for RapidSOS. She is the host of "*Disability Matters with Joyce Bender*", a radio show on www.voiceamerica.com, and speaks across the United States and internationally as a representative of the State Department on disability employment in Panama, South Korea, Indonesia Japan and Kazakhstan. Joyce has been featured in various periodicals including the "Pittsburgh Business Times", "New York Times", "Investor's Business Daily", "Pittsburgh Post-Gazette", "Chicago Tribune", "Computerworld", and "Reader's Digest".

She holds a bachelor of science degree in psychology from Geneva College.

John Bernatovicz, Willory, LLC

HR Like a Boss

John is the President and Founder of Willory, a staffing and consulting firm solely focused in HR and payroll. The firm helps clients transform their organization through people, process and technology. Willory ensures our clients have the best talent in their HR and payroll department, their employee life cycle process is effective and compliant, and they are optimizing their HR technology. With over 22 years' experience within the payroll and HR niche, John has focused his working career on understanding the needs of his clients, candidates, and partners. Plus, he thrives to grow, challenge, and develop the Willory team. Willory has achieved great results including NorthCoast 99, Weatherhead 100, Crain's 52, and Inc. 5000

Mario Bordogna, Clark Hill, PLC

Everything HR Needs to Know About Conducting Internal Investigations

Mario is a Member in Clark Hill's Labor and Employment Practice Group partnering with employers in Pennsylvania, West Virginia and elsewhere on the front end to keep them in legal compliance with labor and employment laws, and on the back end if they need a strong, experienced litigation advocate. For almost 25 years, Mario has represented employers in sectors like health care, energy, hospitality, manufacturing, education and others helping them with HR/employment counseling, labor-management relations, employment litigation, wage and hour, sexual harassment, policy development and more. Mario's wealth of skill and experience in the labor and employment arena has been regularly recognized by his clients and the legal community. He has been named a Super Lawyer three times, and recognized as a Best Lawyer in America continuously since 2016. He is a Board Member of the Pittsburgh Human Resources Association and chairs the West Virginia Manufacturers' Association's HR Committee.

Paul Brahim, BPU Investment Management, Inc.

Productivity and Financial Literacy in the Workplace

Paul is a shareholder of BPU Investment Management, Inc., serving as CEO, CIO and Chairman of BPU's Board of Directors. Paul joined BPU in 1997 as Managing Director of Wealth Management. In that capacity, Paul led the firm's efforts to provide fee-based, comprehensive financial planning and asset management services to individual clients, retirement plans and non-profits. He also developed and introduced BPU's Personal Financial Education (PFE) program and now teaches a certificate program in financial wellness for financial advisers through the American College of Financial Services. Paul was promoted to Executive Vice President in 2006, Chief Compliance Officer in 2011, CEO and CIO in 2013; and, elected as Chairman of the Board in 2014. Paul often serves as an expert witness in financial services related cases, providing research and testimony for legal counsel and their clients in both FINRA arbitration and court cases. He is frequently interviewed by local and national media and has been named one of western Pennsylvania's top financial advisors for eight consecutive years through a survey in Pittsburgh Magazine.

Michael Couch, Michael Couch & Associates Inc.

Driving Results through Talent Assessment and Analytics

Michael has made a career out of improving the performance of leaders, teams and organizations. His unique background in operations, business unit management, human resources, and organization effectiveness allows him to collaborate with people throughout a company to build strategy-driven leaders and organizations.

Susan DeGregorio, STANDING FIRM

Partner Violence, Disclosure, and Workplace Safety

Susan, M.S., J.D., STANDING FIRM's Employer Service Coordinator, has 30 years of HR consulting experience including extensive training experience. Susan has worked with organizations of all sizes and in all industries to design and implement employee benefit and well-being strategies. Susan is an Executive Service Corps volunteer, a Court Appointed Special Advocate, and a member of the Three Rivers Adoption Council Board.

Harris N. Ferris, Pittsburgh Ballet Theatre

Dancing into a Comprehensive HR Strategy

Harris N. Ferris joined Pittsburgh Ballet Theatre as the Executive Director in 2006. His focus on elevating the company's profile, fortifying financial health and expanding the artistic vision of the organization has strengthened the organization under his leadership.

Andrea Flack-Wetherald, &Beyond

Using Improv Skills to Attract, Engage and Retain Fantastic Employees

Andrea is the founder of &Beyond, a corporate culture consulting and coaching firm based in Pittsburgh, PA. Her passion is to use the foundations of improv and the strengths-based perspective inherent to her background in Social Work to create more joy, positivity and productivity in work environments. She does this through highly engaging leadership trainings, confrontation trainings and coaching programs designed to help clients attract, engage and retain fantastic employees as they grow. Andrea still performs with several improv troupes at Arcade Comedy Theater in the cultural district, and lives in the East End with her husband Kyle and their two sweet children. You can find more information about coaching and consulting with &Beyond here: www.andbeyondimprov.com

Paul Gormas, Breakthrough Performance Group

The Employee Utilization Quotient (EUQ)

Paul has 47 years of professional business experience, 32 in industry and 15 in consulting and training. His industry experience includes Fortune 500 and privately held companies in manufacturing, service, retailing, and healthcare. Paul has held positions in IT, Production Management, and 25 years heading up both Human Resources and Process Improvement. He was the VP of Human Resources and Director of Process Improvement at Robbins, Inc. for 8 years. As a consultant and trainer Paul has worked with over 50 client companies and has conducted dozens of training programs representing all industries. Paul has a BA in Economics from Miami University, Oxford, Ohio and an MBA from Xavier University in Cincinnati, Ohio. He is a Certified Lean Six Sigma Master Black Belt. Paul also has certifications in Lean Manufacturing, Human Systems for Lean, and has the SPHR (Senior Professional in Human Resources) certification.

Adrienne G. Gossert, United Concordia

Abigail Green, Cozen O'Connor

The Current Status of Medical Marijuana Laws and the Effect on Company Policies

Abigail helps employers avoid litigation and/or business interruption through training and counseling on issues such as compliance with discrimination and leave laws; evaluating and discharging employees; drug and alcohol testing; and developing legally sound personnel policies and employee handbooks. When disputes are inevitable, Abigail defends employers in matters such as state and federal single-plaintiff actions involving harassment, discrimination, retaliation, violations of wage and hour law, and restrictive covenant issues. Abigail also assists and defends employers through agency investigations. She also has experience defending employers in federal and state class actions.

Phyllis Hartman, PGHR Consulting, Inc.

If You Train Them They Will Come - Using Career Development as a Recruiting Tool

Phyllis, SHRM-SCP, SPHR, the founder and President of PGHR Consulting, Inc., has 25+ years in HR. Phyllis is a frequent speaker on HR topics for business and HR groups. She has served as a visiting professor and HR department chair for LaRoche College teaching undergraduate and graduate courses. Phyllis has written 3 books: *A Managers Guide to Developing Competencies in HR Staff*, released in 2017; *Looking to Hire Looking to Hire an HR Leader?* and *Never Get Lost Again: Navigating Your HR Career* all published by SHRM. She has served in numerous volunteer leader roles with SHRM and is currently a SHRM A-team Captain for Pennsylvania's 12th Congressional District. She does volunteer work for the Ward Home and the Bayer Center for Non-Profit Management and lives in Freedom, PA.

Judy Johnson, PhD, Aspirant

Is Your Organization Ready for 2030?

Judy is a recognized author, speaker, consultant and trusted advisor in the fields of leadership development, strategy execution, organizational effectiveness and behavior change. Judy partners with executives and leadership teams to engage and inspire employees in a way that delivers sustainable strategic results. She brings deep expertise and creative ideas to solve organizational effectiveness issues and closely collaborates in a way that builds internal capabilities. As a member of the Aspirant consulting team, Judy works with a team of diverse experts to combine proprietary technology with deep expertise to help companies address challenging organizational issues in new, innovative ways.

Bryan Kiger, Progress City LLC

Autism at Work

Bryan is the CEO of Progress City LLC. He has more than 15 years of experience in both nonprofit

and for-profit leadership settings and has a passion for creating workplaces that focus innovation.

Brian Kluchurosky, Progress City LLC

Autism at Work

Brian is the founder of Pittverse Magazine, a publication produced entirely by adults with ASD; and the director of The Rain Man Effect, a documentary focused on demystifying the Autism Diagnosis. He has more than 10 years of experience working with individuals with autism.

Joe Kopko, HUB International Limited

Mental Health in The Workplace; How HR and Safety Professionals Can Make an Impact

Joe has nearly 20 years of experience proactively managing safety, risk, and employee health. Prior to joining HUB, Joe spent 11 years in private industry working with leaders in the manufacturing, distribution, and construction sectors. He was awarded the National Safety Council "Top 40 under 40, Rising Star of Safety". He was also recognized by Indiana University of Pennsylvania as an "outstanding young alumni", for his work in the field of injury prevention and risk management.

Joe oversees the strategic servicing of our clients to overlap their insurance program with the appropriate technology and service strategies that will create a proactive risk management experience. As an experienced risk management professional, Joe provides a cyclical "prevent and control" methodology to help keep his clients focused on leading indicators and integrating calibration points to prevent loss, monitor engagement, and deliver savings. Joe is a published thought leader and regular speaker leading discussions on leveraging innovation and holistic risk management to establish sustainable companies. He works extensively with analytics partners to fine tune and integrate the correlations between employee health and workers compensation programs to provide; better outcome management, monitor absence, and predict future sources of loss. Your workforce and balance sheet will appreciate Joe's watchful eyes on your organization.

His primary specialty is in developing leadership and management teams to support a sustainable, culture of prevention and resiliency. Additional areas of specialization are in; safety, ergonomics, holistic population health management productivity enhancements, organizational culture, training, and predictive analytics.

Mr. Kopko is an active member of the American Society of Safety Professionals, including past chapter President, a professional member of RIMS, Boys Scouts of America, and Indiana University of Pennsylvania Alumni Association Board of Director

Carl Lander, C3 Financial Services

Creating a Successful Financial Wellness Program

Carl Lander works with organizations that want to equip employees with financial peace of mind so they can be more productive and engaged. Carl seeks to increase employee engagement and productivity in every organization he works with.

Carl has a diverse background, which includes a BA in Communication and a BS in Management-Accounting. He traveled the country as an auditor for the United States Navy. These experiences developed his skills for analyzing problems and developing practical and well-designed solutions.

Carl is proud he doesn't owe anyone money, but this wasn't always the case. He was "just like everyone else" with tens of thousands of dollars of debt and lived paycheck to paycheck. He developed a plan to get out of debt and achieve his financial goals. He knows the sacrifices required to accomplish those objectives. He went on to found C3 Financial Services so he could help people who are just like he was.

Now as a personal finance expert, he is a highly effective speaker and consultant helping people reach their financial dreams. His programs are known for engaging the audience, humor, and presenting subject matter in an easy to understand and apply format. Carl is an affiliate member of the Pittsburgh Chapter of the National Speakers Association, a member of a national personal finance mastermind group, and author of *Bite-Size Budgeting: Making Your Budget Work for You*.

To find out more, visit www.carllander.com.

Beth Lewis, STANDING FIRM

Partner Violence, Disclosure, and Workplace Safety

Beth brings to STANDING FIRM in-depth leadership experience in the non-profit sector including major organizational development and program direction at Children's Hospital of Pittsburgh of UPMC and consulting roles with the Magee Women's Research Institute and Foundation. After starting her career in victim advocacy and service delivery design for rape and child sexual abuse response systems, she joined the for-profit arena in the Employee Assistance field, implementing multinational corporate EAP's and local employer programs across western PA. Beth is a member of the Ethics Committee at Children's Hospital and has published articles and presented at national conferences on Patient and Family-centered Care"

Patrick McNellis

Compression Planning: Accelerating Ideas into Action... Quickly

Pat's role when sharing Compression Planning is that of "an experiential learning guide." His Institutes create real-world learning experiments and are based on a "learn by doing" approach versus "sit back, listen and hope that something sticks" (i.e. Lectureshops). His specialty is helping organizations and individuals cut through the clutter to laser in on a strategic target, make smart decisions and develop and an action plan quickly and effectively. Has designed and led over 200 plus Strategic Planning Sessions using Compression Planning with clients ranging from multi-billion dollar corporations to community based non-profits to strategic planning sessions for community colleges across the country. He is the author of "The Compression Planning® Advantage: A Blueprint for Resolving Complex Issues."

Len Petrancosta, Sandler Training/The Leadership Quest

Effective Communication in the Workplace

Before starting The Leadership Quest, **Len** was the President and CEO of the Pittsburgh division of Sysco after having grown the company to 300 employees and 300 million in annual revenue. He retired from Sysco in July 2011. He currently is COO for Sandler Training by Peak Performance Management/The Leadership Quest, a sales and leadership training and coaching company in Pittsburgh utilizing his sales and leadership experience. He has initiated a world-class leadership curriculum in partnership with The Leadership Challenge. He also is certified with Patrick Lencioni's company for The Five Behaviors of a Cohesive Team and has partnered for the Center For Creative Leadership (CCL) in Atlanta.

David Plorins, Businessolver

Messages that Matter: Impactful Multi-Generational Communications

Dave has been training HR leaders on great communication techniques for over ten years. In his latest workshop series, Dave has leveraged his extensive experience in HR to challenge audiences across America to begin thinking strategically about benefits communication. This presentation will be an excerpt from that workshop.

Adam Primi, Oncology Nursing Society

Problem Solving in HR: A Design Thinking Approach

Adam, SHRM-SCP, SPHR, is the Director of Human Resources for Oncology Nursing Society and has 15 years of experience as an HR practitioner, leader, educator, and innovator. He holds an MA in Industrial and Labor Relations and has received training in Human Centered Design from LUMA Institute and Agile HR from iCAgile. Adam is passionate about changing the way HR professionals approach problem solving, moving away from the prescribed and traditional towards the impactful and innovative.

Dr. Geri Puleo, Change Management Solutions, Inc.

How to Stop Workplace Burnout and Build Employee Resiliency

Dr. Puleo is the creator of the Burnout During Organizational Change (B-DOC) Model, a research-based solution that defines the descent and recovery of workplace burnout. A frequent and popular keynote speaker, her TEDx Talk on Burnout v. PTSD: More Similar Than You Think has been viewed over 300,000 times on YouTube. She is the President/CEO of Change Management Solutions, an eLearning and coaching company dedicated to eradicating workplace burnout in order to build employee resiliency. Holding both SPHR and SHRM-SCP senior HR certifications, she has been an entrepreneur for over 25 years, an author, blogger, career coach, university professor, and researcher.

Kelly Radomski, Compass Business Solutions

Dancing into a Comprehensive HR Strategy

Kelly is the V.P. of Client Solutions for Compass. Ms. Radomski's areas of expertise include training, organizational development and process improvement. Ms. Radomski earned a B.S. from Baldwin-Wallace University and an M.A. from New York University.

Kelly Reed, Lockton

Winning with People Analytics

Kelly leads the Global People and Culture Solutions service line at Lockton. This practice helps organizations worldwide improve their talent, culture and business outcomes using people data and work science. Kelly also leads the People X Institute at Lockton, which focuses on advancing workplace practices at the community level by fostering mutual learning and growth among HR and business leaders. Prior to joining Lockton, Kelly spent more than a decade with a boutique management consulting firm in a variety of roles, ultimately as vice president and market leader.

Kelly serves in various leadership roles for charitable organizations and industry associations in the community. She also presents at conferences and events nationwide on topics related to talent, culture and organization effectiveness. Outside of work, she enjoys spending time with her husband and two daughters and seeing as much of the world as possible through travel. Kelly is a licensed psychologist in Missouri.

Albert S. Lee, Tucker Arensberg, P.C.

#MeToo: What HR Professionals and Employers Need to Know to Thrive in a Post-Harvey Weinstein World

A longtime member of the PHRA, **Albert** is a management-oriented employment/labor law attorney who has helped employers understand and handle a wide range of human resources issues for nearly thirty years. For example, he has defended clients in wage-and-hour/compensation lawsuits and federal employment discrimination trials, resolved government agency investigations, negotiated union contracts, audited wage-and-hour pay practices/procedures, revised employment handbooks,

conducted workplace harassment investigations, trained management and supervisors on employment law compliance, drafted and enforced non-competition and other employment agreements, etc. Albert also devotes substantial time to teaching and training employers. He is a member of the adjunct faculty of the University of Pittsburgh - Johnstown, Penn State University - New Kensington, La Roche College, and St. Francis University. Albert received his law degree from the University of Pittsburgh School of Law, and two a Bachelor degrees (in mathematics and computer science and engineering) from the University of Pennsylvania.

Bethany Salvatore, Cozen O'Connor

Can I Fire an Employee for That? Social Media in the Workplace

Bethany focuses her practice on representing employers in all aspects of labor and employment law, including agency investigations, state and federal single-plaintiff actions, class and collective actions, and arbitrations, covering harassment, discrimination, retaliation, wage and hour, constructive discharge, breach of fiduciary duty, restrictive covenants, and breach of contract actions. In addition to representing clients in employment litigation matters, Bethany helps clients avoid the court house steps by developing preventative strategies to keep employers compliant with labor, employment, and wage and hour laws. Bethany counsels employers on a variety of personnel issues, including but not limited to compliance with discrimination laws, family and medical leave laws, and wage and hour laws. She provides on-site management and employee training on these topics as well. Bethany also drafts executive agreements, restrictive covenant and confidentiality agreements, severance packages, and personnel policies and procedures.

Todd Seitz, Justifacts Credential Verification, Inc.

Limiting Risk Through the Employment Screening Process

Todd is a licensed PA attorney with 10+ years of human resources (employee and labor relations) and finance (payroll) management experience with a large manufacturing company. He works with employers to help implement or update their employment screening/background check processes to meet their unique needs while remaining compliant and limiting risk. He acts as a conduit between HR Professionals and the Justifacts Account Management Teams that support their daily screening needs, providing specialized training and consultative services.

Todd earned a J.D. from Duquesne University's School of Law in 2005 and a B.S. in Biology from Bucknell University in 2002, both magna cum laude. He holds National Association of Professional Background Screeners (NAPBS) FCRA Advanced Certification.

Alisa Spector Angelo, Compass Business Solutions

Dancing into a Comprehensive HR Strategy

Alisa co-founded Compass Business Solutions, a boutique agency that drives organizational performance with proven human resource and business strategies. Ms. Angelo brings direct operations, corporate training and executive coaching expertise to clients in a wide array of industries and organizational sizes ranging from start-ups to Fortune 500 companies. Prior to starting Compass in 2003, Ms. Angelo was the Director of Human Resources, Safety and Environmental for Shandon, Inc. as well as several subsidiaries of Life Sciences International. Ms. Angelo earned a B.A. from the University of Pittsburgh and an M.B.A. from the University of Massachusetts.

Johnny C. Taylor, Jr., SHRM

The Future State: Disrupting HR Like Nothing We've Ever Seen

Johnny C. Taylor, Jr., SHRM-SCP, is President and Chief Executive Officer of SHRM, the Society for Human Resource Management.

SHRM drives social and economic change in the workplace and fosters mutually beneficial work environments that serve both business and employees. Under Mr. Taylor's leadership, the Society has grown to a record 300,000+ members in over 165 countries who impact the lives of more than 110 million workers every day.

As a global leader on all matters affecting work, workers and the workplace, Mr. Taylor is a sought-after voice by C-suite executives as well as state and federal elected policy makers. He frequently is invited to testify before Congress on critical workforce issues—from sexual harassment to paid leave—and authors a weekly column, "Ask HR," in *USA Today*, the country's largest newspaper.

Mr. Taylor was appointed by President Donald Trump as the Chair of the President's Advisory Board on Historically Black Colleges and Universities and as a member of the American Workforce Policy Advisory Board, which advises the National Council for the American Worker on how to ensure that America's students and workers have access to the affordable, relevant and innovative resources needed for success in the global economy.

His 20+ year career as a lawyer, human resources executive and CEO in both the not-for-profit and for-profit space shape Mr. Taylor's knowledge and perspectives. His decades of industry leadership include senior and chief executive roles at IAC/Interactive Corp, Viacom's Paramount Pictures and Blockbuster Entertainment Group, McGuireWoods LLC and Compass Group USA. Most recently, Mr. Taylor served as President and Chief Executive Officer of the Thurgood Marshall College Fund.

He is an active volunteer for education, employment and other social causes, serving on the boards of the University of Miami, Jobs for America's Graduates, and the American Red Cross. He also serves as an adviser to Safe Streets & Second Chances, an initiative to reduce the high rate of recidivism among the formerly incarcerated. Mr. Taylor has served on the corporate board of Gallup, the world's leading public opinion and consulting firm.

Mr. Taylor holds both a Doctor of Jurisprudence and a Master of Arts with honors from Drake University. He obtained a Bachelor of Science with honors from the University of Miami. He is licensed to practice law in Florida, Illinois and Washington, D.C.

Mark Weber, Lockton

Mom...Healthcare stole my lunch again!

Mark Weber is a founding partner of the Pittsburgh office for Lockton, the world's largest privately held risk management advisory firm. Mark has been an early architect of Lockton's HR and Rewards consulting practice in Western Pennsylvania and works with clients to improve their organizations utilizing innovative and evidence-based strategies focused on protecting their people, property and reputations enabling optimized business outcomes and growth.

Ryan West, EQualified, LLC

Embracing the Difference: Personality Types in the Workplace

Ryan has spent the past twelve years applying his expertise of nonverbal communication and personality theories to the workplace, focusing on leadership development, team building, and customer service. Ryan firmly believes that Emotional Intelligence (EQ) is the highway upon which all top-performing teams operate; communication is the vehicle, and a positive attitude the fuel. Fortunately, anyone can increase their EQ through learning and practice, and there are many simple techniques that can boost one's EQ immediately. Ryan is certified to professionally practice the Myers-Briggs® Personality Inventory through Executive Strategies International, Inc., and maintains his Certified Forensic Interviewer® credential through the Center for Interviewing Standards and Assessment, specializing in body language interpretation. Ryan also continues work in the addictions

field for Greenbriar Treatment Center, serving as the Manager of Corporate Trainings & Business Development. He received his bachelor's degree in criminology and his master's degree in psychology with an industrial-organizational concentration.

Gretchen Woodruff Root, Esq. and Curtis M. Schaffner, Esq., Buchanan Ingersoll & Rooney PC,

"#EqualWorkforEqualPay: Avoiding the Next Wave of Litigation under the Equal Pay Act"

Curtis and Gretchen are attorneys in Buchanan Ingersoll & Rooney PC's Labor and Employment Practice Group. Their practice is primarily focused on litigating collective action, class action, and single plaintiff wage and hour claims, discrimination claims, and sexual harassment claims. Both Curtis and Gretchen have litigated employment cases in multiple federal courts across the country, in Pennsylvania federal and state courts, and in front of various administrative agencies. Curtis and Gretchen also provide clients with training and counseling on various employment related topics, including Title VII, the FMLA, the ADA, the FLSA, and the PHRA, and assist clients in investigating internal complaints of discrimination, sexual harassment, hostile work environment, and retaliation. Curtis was named a *Pennsylvania Super Lawyers Rising Star* in the field of employment & labor law in 2017, 2018, and 2019. Gretchen was named a *Pennsylvania Super Lawyers Rising Star* in the field of employment & labor law in 2016, 2017, 2018, and was selected by *The Legal Intelligencer* as one of 32 "Lawyers on the Fast Track" in 2017.

Jason Youngblood, Cigna

Opioids

Jason is the Director for Cigna's Behavioral Center of Excellence. Jason is responsible for facilitating behavioral health (mental health and substance abuse) clinical integration and clinical programs. Jason has been with Cigna for 16 years. He has held positions in Behavioral Health Utilization and Case Management, including Case Manager, Lead Clinician, Clinical Team Leader, and Clinical Account Manager. Jason is a Master's Level Licensed Professional Counselor (LPC). Prior to joining Cigna, Jason provided clinical services in a variety of settings, including inpatient and outpatient treatment. Jason has a clinical sub-specialty in addictions treatment, including providing clinical services to individuals with both mental health and substance abuse concerns. Jason has a Bachelor of Science degree in Biology and Psychology from Juniata College, and a Master of Arts Degree in Psychology, from Towson University. In addition, Jason holds certification as a Personal Trainer, focusing on the link between mind and body, and the impact to overall wellness.