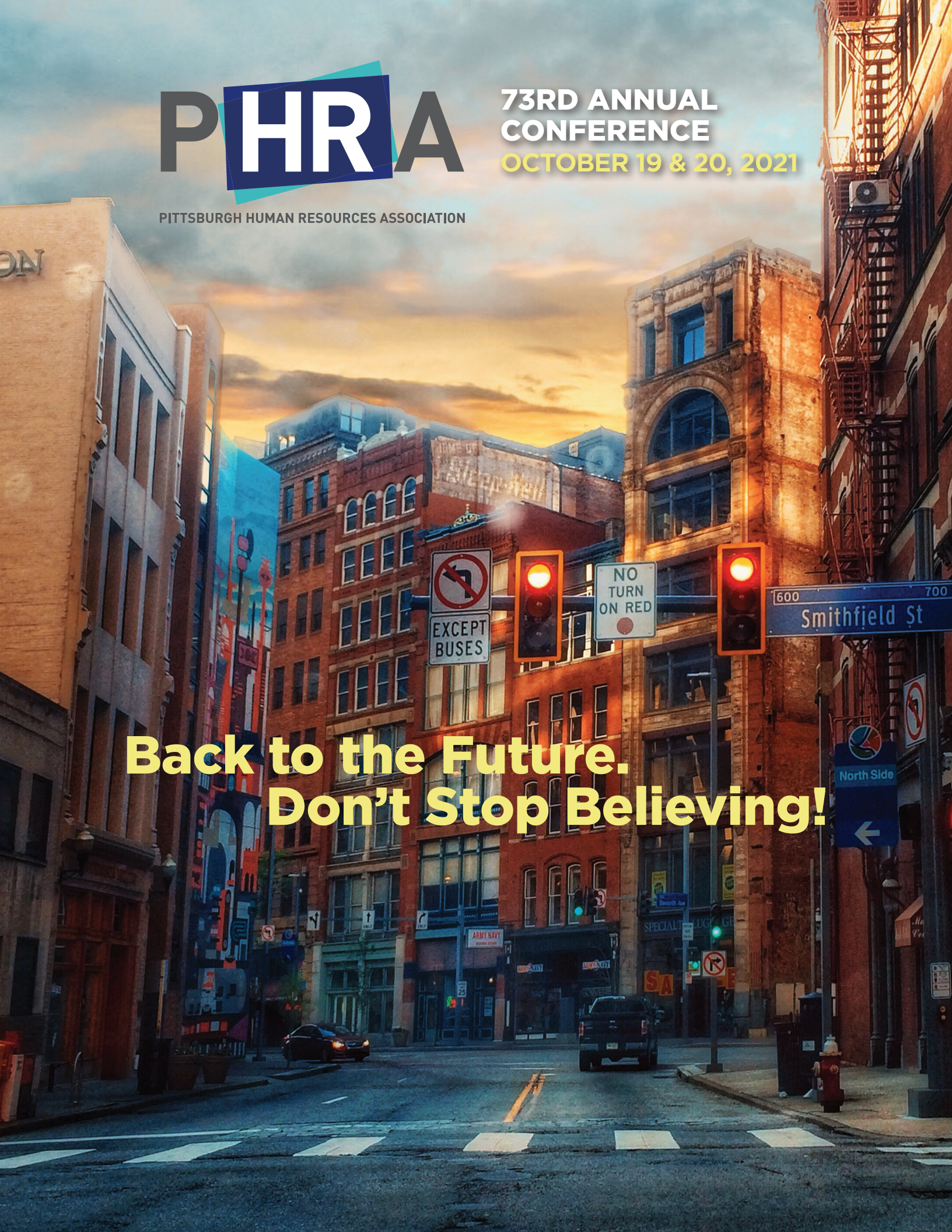




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CONFERENCE**
OCTOBER 19 & 20, 2021

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12

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Pay Increases

21.4

Average
Employee
Tenure (Years)

3.6

Average Pay
Increase This
Year (%)

Active Employee Counts

All Companies

Department

As of Today



- 11 Accounting (0100)
- 11 Administrative Staff (Support) (0200)
- 7 Customer Service (0300)
- 8 Executive (0400)
- 6 Human Resources (0500)
- 12 Information Services (0600)
- 6 Management (0700)
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Dear HR Professionals,

In 2020, we witnessed our members, volunteers, and resource partners each navigate truly unexpected scenarios brought on by a global health crisis. We watched professionals adjust and adapt to working remotely or adopting new protocol to continue to work safely in the field. It wasn't easy and we are still dealing with these challenges. At PHRA we have taken these lessons into high consideration when creating our 73rd Annual Conference and Exhibition.

Welcome to the Pittsburgh Human Resources Association's 73rd Annual Conference and Exhibition! This year's conference **Back to the Future. Don't Stop Believing!** will provide proven, comprehensive learning that will boost your professional and personal potential. This year's conference will provide you a connection to your past, opportunities for the present day, and new ideas to shape your future with greater ease and clarity.

The PHRA Annual Conference and Exhibition is the best HR learning, sharing and developmental opportunity in the region that is designed specifically to provide you the stage to find your breakthrough moment and shape your future.

Your breakthrough moment may happen as you listen to one of our 3 keynote speakers, who are leaders in business and HR. It may come during one of the many learning opportunities from over 25 educational sessions. Our sessions 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.

You may find your moment in our exhibition hall, where 20 companies will have solutions to your toughest problems. Or you may find it with a connection you make with a professional from across the region. You never know where you may find the breakthrough moment that will shape your future.

Today, the top challenges facing organizations are those that involve people management. Workplace issues are at the forefront of all conversations. Moreover, the changing nature of employment and employees will continue to put HR out in front to lead business. This means you must be well-positioned to shape your future.

Our 73rd annual PHRA Annual Conference is a lot of learning packed into a short amount of time, so have fun, enjoy learning and networking, and shape your future!

Regards,

Liz Lamping

PHRA Executive Director



2021 ANNUAL CONFERENCE & EXHIBITION

October 19-20, 2021

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The conference has been pre-approved for **9.0 hours of SHRM and HRCI** recertification credits, including up to **16 additional credits** by watching all conference sessions on demand. That's right - you have the **opportunity to earn up to 25 hours of credit** by watching the entire conference!

10.5 CONTINUING
EDUCATION
CREDITS

VIRTUAL SESSIONS
DECEMBER
1-17, 2021

EMPLOYMENT LAW MONTH

FULL CONFERENCE INVESTMENT:
\$199 PHRA MEMBERS | \$219 NON MEMBERS

INDIVIDUAL SESSIONS:
\$79 PHRA MEMBERS | \$99 NON MEMBERS

Let PHRA be your guide to understanding the legal landscape that affects your organization. You'll gain an insider's look at the current public policy issues that impact the workplace. When you ensure that you are operating in compliance with legislative regulations, you're creating a better workplace by protecting not only your employer, but also your entire staff.

THIS IS A MULTI-LEVEL CONFERENCE THAT WILL BE OF VALUE REGARDLESS OF YOUR DEGREE OF EXPERIENCE!



Your Employees Are Our Focus.

VBA can help you choose the best coverage for your employees by designing custom vision and dental plans that are a perfect match for your benefits package.

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- A growing network of over **46,000** ophthalmologists, optometrists and retail locations
- Access to the DenteMax Plus dental network*
- Over **50 years** of experience

Strike up a conversation with us during PHRA's Virtual Conference to learn more about our comprehensive plans. When you stop by, don't forget to enter for your chance to win a portable fire pit!

Don't have time to stop by? **Visit us anytime at VBAPPlans.com**



*VBA dental plans are administered and underwritten by TruAssure and are offered in association with the DenteMax Plus dental network arrangement, which includes participating dentists from the United Concordia, DenteMax and Connection dental networks in all states but North Carolina, where the DenteMax Plus network arrangement includes DenteMax and Connection dental networks.

CONFERENCE SCHEDULE: OCTOBER 12-20, 2021

Pre-Conference Events: Tuesday, October 12-18, 2021

- October 12, 12:00 PM: Core Competencies for Leadership in a Post-COVID World
- October 13, 8:30 AM: Listening to Create Engagement in All Environments: A Lesson from Improv
- October 14, 12:00 PM: Shared-Work, an Alternative to Layoffs
- October 15, 12:00 PM: How to Create Relationship-centered, Inclusive Workplaces
- October 18, 8:30 AM: HR 101 for Departments of One & Small Business
- October 18, 4:45 PM: Meet your PHRA colleagues Virtual Networking Event

Day One: Tuesday, October 19, 2021

8:30 - 9:30 AM

Opening Keynote: Navigating the Cs of Collaborative Teams in a Post Pandemic Environment, *Kathy Parry, Corporate Energy Expert*

Concurrent Breakout Session 1

9:40 - 10:40 AM

- What the Pandemic Did FOR Us: Leadership Lessons from 50 Top Executives
- Unlocking Value with Analytics, *Approved for Business Credits*
- Best Leadership Practices for Managing Multiple Generations

Concurrent Breakout Session 2

10:50 - 11:50 AM

- What You Need to Know And Do About The 5 Ways 2020/COVID Permanently Changed
- HR Human Capital Reporting: Present with Impact in the Boardroom, *Approved for Business Credits*
- Pay for Performance: Can Incentives Work?

Virtual Vendor Hall

11:45 AM - 1:45 PM

Our exhibitors are industry experts and solution-providers who truly know what is happening in the world of HR and business. Discovering innovative products and services is necessary to stay competitive in today's business world.

Wellness Session

12:00 - 12:30 PM

This session is perfect for anyone looking to bond breath and movement in a mindful way connecting the body and mind at a peaceful, slower pace.

Concurrent Breakout Session 3

1:50 - 2:50 PM

- Family and Medical Leave Act
- Improve Emotional Well-Being and Better Your Bottom Line

Concurrent Breakout Session 4

3:00 - 4:00 PM

- You Can't Smoke That! Or Can You? Clearing the Air on Cannabis in the Workplace
- Creating Lasting Change in the Workplace, *Approved for Business Credits*
- An in-depth look at best practices for hiring in the age of Social Media and COVID-19

Day 1 Concludes

CONFERENCE SCHEDULE: OCTOBER 20, 2021

Day Two: Wednesday, October 20, 2021

8:30 - 9:30 AM

Opening Keynote: Let's Try Something New: Managing Change in an Evidence-Based Way, *Denise M. Rousseau (Ph.D., UC Berkeley), Carnegie Mellon University*, ***Approved for Business Credits***

Concurrent Breakout Session 5

9:40 - 10:40 AM

- The Workplace Wellness Platform: Influence Your Employees Lifestyle Factors That Impact Their Wellbeing
- Diversity Equity & Inclusion: Tips and Pitfalls
- Keeping Cool as Social Media Heats Up

Concurrent Breakout Session 6

10:50 - 11:50 AM

- The Architecting Human Resources - Building Excellence through Human Capital, ***Approved for Business Credits***
- HR/Recruiting Trends for 2022 and Beyond
- Remote or In-Person? Effectively managing a dual-modality workforce

Virtual Vendor Hall

11:45 AM - 1:45 PM

Our exhibitors are industry experts and solution-providers who truly know what is happening in the world of HR and business. Discovering innovative products and services is necessary to stay competitive in today's business world.

Michael R. Toney Volunteer of The Year Announcement

12:00 - 12:30 PM

The Michael R. Toney Volunteer of the Year Award recognizes PHRA volunteers who are highly involved in a PHRA Committee, support the PHRA programming and events, and generally have an enthusiasm for the PHRA and its activities.

Conference Conclusion

2:00 - 3:00 PM

Closing Keynote: This session will be live! The Call of Now: Equity as an Action, *Jessica Brooks, PHR, MPM, President & Chief Executive Officer, Pittsburgh Business Group on Health, Co-Founder E.A.R.N. and EARN Staffing Solutions, Founder, Health Desk*

3:00 PM

Conference Concludes
Business Partner Prize Distribution and Grand Prize Winner Announced

The conference has been pre-approved for **9.0 hours of SHRM and HRCI** recertification credits, including up to **16 additional credits** by watching all conference sessions on demand. That's right - you have the **opportunity to earn up to 25 hours of credit** by watching the entire conference!

PRE-CONFERENCE SESSIONS

All Pre-Conference Sessions are Live!

October 12, 2021 | 12:00 PM-1:00 PM



Phyllis G. Hartman

PGHR Consulting, Inc.

Core Competencies for Leadership in a Post-COVID World

This session will focus on the core competencies necessary to be a successful leader in the post-COVID business world. The most critical competencies necessary to manage and lead will be described along with the rationale for their value driven by the new world of work. In addition, tips and techniques for developing your own management and leadership competencies will be explored.

Phyllis G. Hartman, SHRM-SCP, President, PGHR Consulting, Inc. has 30+ years in HR. Her work includes Recruiting and Outplacement, Harassment Prevention training, Employee Development, Employee Relations, Affirmative Action. Clients include engineering, medical, service, not-for-profit and manufacturing. Prior to PGHR she worked in management in manufacturing and not-for-profit. She holds an MS in HR from LaRoche University. Phyllis is a frequent speaker presenting sessions for the Society for HR Management (SHRM) and business groups, including engineers, architects, and medical professionals. An adjunct instructor, she has served as a full time Visiting Professor in HR for La Roche University. She has authored: A Managers Guide to Developing Competencies in HR Staff, 2018; Looking to Hire Looking to Hire an HR Leader? and Never Get Lost Again: Navigating Your HR Career all published by SHRM. Phyllis does volunteer work for the SHRM and the Bayer Center for Non-Profit Management.

October 13, 2021 | 8:30-9:30 AM



Beth Sanchez

Impactful Improv

Listening to Create Engagement in All Environments: A Lesson from Improv

This presentation introduces a few key principles of improv with a focus on improving active listening and adaptive thinking skills to improve collaborative relationships with team members and colleagues in virtual and in-person environments. Since the session is facilitated through improv inspired activities, laughter is an additional bonus. Improv is not just for comedy clubs. On stage, improvisers must be present in the moment, adapt to audience suggestions and build upon the ideas of fellow performers. The activities utilized to prepare improvisers through practice can also be used to develop skills and capabilities for business professionals.

Beth Sanchez is the Founder and CEO of Impactful Improv. Beth was introduced to the concept of improv for skill development while earning her MBA at Duke University, The Fuqua School of Business. Beth facilitates interactive experiences to help individuals and teams stretch beyond their comfort zones to improve active listening, effective networking, adaptive thinking, and creativity. Prior to founding Impactful Improv, Beth held positions with Highmark, The Walt Disney Company, Government Contractors, UPMC, Ariba and Accenture. Beth also has a commitment to education and serves as the President of the Board of Trustees for the Shaler Area Education Foundation.

October 14, 2021 | 12:00 PM-1:00 PM



Alan B. Robinson

PA Department of Labor and Industry, Office of UC Benefits Policy
Shared-Work, an Alternative to Layoffs

Shared-Work allows an employer to temporarily reduce the work hours of a group of employees and divide the hours equally rather than laying off any employees. Employees covered by a Shared-Work plan receive a percentage of their UC benefits. This UC program will explain what Shared-Work is, the qualifications for employer participation, employer responsibilities, how the program operates, and benefit charging.

Alan Robinson is the Shared Work Outreach Coordinator for the Department of Labor and Industry. Al is responsible for explaining employers throughout Pennsylvania about the benefits and requirements of the Shared Work program and how it can help an employer who has a temporary downturn in employment maintain the full-time staff for future business growth and reduce the hiring and retraining costs. Immediately prior to his retirement from Labor and Industry in December 2017, Al was Chief of Customer Services for the Office of UC Service Centers for 13 years. In this position Al worked with a team of specialists and analysts to develop web pages, brochures and presentations to ensure that the unemployment compensation program is easily understood by employers and employees. Al has a degree in sociology from Edinboro University of Pennsylvania and lives in Mechanicsburg, PA.

October 15, 2021 | 12:00 PM-1:00 PM



Daniel Horgan

CoLabL

How to Create Relationship-Centered, Inclusive Workplaces

This session will highlight strategies and tactics on how to create relationship-centered, inclusive workplaces based on our work with employers representing diverse industries and programs serving under-represented talent across North America. We will highlight effective practices and programming across talent acquisition, engagement, and development from employers including LinkedIn, Starbucks, E*TRADE, Cisco, Taco Bell, and Gap Inc. that can be applicable to any size company interested in diversifying talent pipelines, increasing employee engagement, and advancing greater equity at work. The case studies and solutions that we will elevate are applicable for virtual and hybrid workplaces.

At 18, **Daniel Horgan** pioneered the first youth-led America's Promise effort in Pittsburgh under Retired General Colin Powell, landing him a seat on the national board of directors and recognition from President George W. Bush. Daniel has 20+ years of experience working in the business and nonprofit sectors, fueled by his commitment to increasing others' access to relationships and growth opportunities. At CoLabL, Daniel is working at the intersection of talent development and community building, creating and facilitating brand, relationship and skill-building experiences that support existing and future talent. He has worked with brands including Starbucks, Nike, Apple and LinkedIn, schools, nonprofits and government agencies. Daniel has served on boards including City Year DC, Community Foundation of the National Capital Region, Team Kids, and Greater Pittsburgh Nonprofit Partnership. Named one of Pittsburgh's 40 Under 40 Honorees, Daniel has facilitated hundreds of training experiences, published articles on Forbes.com, and authored Tell Me I Can't...and I Will.

October 18, 2021 | 8:30-9:30 AM



Christie Engler

Consolidated Employer Services

HR 101 for Departments of One & Small Business

This session will highlight strategies and tactics on how to create relationship-centered, inclusive workplaces based on our work with employers representing diverse industries and programs serving under-represented talent across North America. We will highlight effective practices and programming across talent acquisition, engagement, and development from employers including LinkedIn, Starbucks, E*TRADE, Cisco, Taco Bell, and Gap Inc. that can be applicable to any size company interested in diversifying talent pipelines, increasing employee engagement, and advancing greater equity at work. The case studies and solutions that we will elevate are applicable for virtual and hybrid workplaces.

Christie Engler is an HR practitioner with over 15 years' experience in the field. Christie has worked with hundreds of small and mid-sized businesses, primarily in the outsourcing space. Her areas of specialty include employee relations, employment law and compliance, training and development, coaching, process improvement, risk management, and payroll and benefits administration. Christie is the graduate of The Ohio State University and the Keller Graduate School of Management at DeVry University. She has earned the SPHR and SHRM-CP certifications. Christie is a member of SHRM. Christie lives in Columbus, Ohio with her wonderful husband, James, and their two daughters, Avery and Emily. She spends a lot of time at Orangetheory Fitness and is a fanatic of Ohio State football.

2021 KEYNOTE SPEAKERS & SESSIONS

Day One: Tuesday, October 19, 2021 | 8:30–9:30 AM



Kathy Parry

Corporate Energy Expert

Navigating the Cs of Collaborative Teams in a Post Pandemic Environment

Professionals forget the power of a cohesive team, especially in remote environments. In this fast-paced session Kathy Parry will take you down the rapids of discourse and towards the smoother seas of a productive teamwork. While most organizations believe in promoting collaboration, often teamwork is viewed as a value more than a skill. And with the big changes brought on by the COVID19 pandemic, our teamwork looks different each day. By implementing collaboration training, teams learn how to communicate, contribute, and celebrate effectively. Navigating the C's of Collaborative Teams gives participants skills to implement with their teams and critical self-evaluation tools. Participants will travel the white waters of communication, sail the swells of shared goals and float through channels of contribution.

Kathy Parry, A recognized authority in personal energy, productivity, and resilience, Kathy Parry uses her passion to ignite positive changes for professional leaders. Prior to launching her own speaking and consulting business, Kathy was a trainer for a super-regional bank on their merger and acquisition team. In this role, she helped others integrate new technology and transition through organizational transformation. Kathy works with corporate leaders, association executives and talent development specialists to help professionals plan for resilience to positively move through disruptive circumstances. Attendees leave her sessions with an action list to power-up their lives and create positive mindsets towards change. Kathy holds degrees in Business and Food Management from Miami University, a Certification in Plant Based Nutrition from T. Colin Campbell Program at eCornell University and a coaching certification from WellCoaches. She holds the designation of professional speaker from the National Speakers Association and speaks at events nationwide. Ms. Parry has authored three books and lives in Pittsburgh, PA.

Day Two: Wednesday, October 20, 2021 | 8:30–9:30 AM



Denise M. Rousseau

Professor, Heinz College & Tepper School of Business, Carnegie Mellon University

Let's Try Something New: Managing Change in an Evidence-Based Way Approved for Business Credits

Decisions in businesses and organizations are too often based on fads, fashions and the success stories of famous CEOs. At the same time, traditional models and new cutting-edge solutions often fail to deliver on what they promise. This situation leaves managers, business leaders, consultants and policymakers with a profound challenge: how can we stay away from trends and quick fixes, and instead use valid and reliable evidence to support the organization? In response to this problem, evidence-based management has evolved with the goal of improving the quality of decision-making by using critically evaluated evidence from multiple sources - organizational data, professional expertise, stakeholder values and scientific literature. This session will explain the specific skills needed to gather, understand and use evidence to make better-informed organizational decisions.

Denise M. Rousseau continued on next page

Denise M. Rousseau continued

Denise M. Rousseau (Ph.D., UC Berkeley) is the H.J. Heinz II University Professor of Organizational Behavior and Public Policy at Carnegie Mellon's Heinz College and the Tepper School of Business. Her teaching and research focus on evidence-based management and positive organizational practices in managing people and change. Her award-winning books describe how psychological contracts and idiosyncratic deals affect the contemporary workplace. Rousseau won the 2019 SHRM's Michael Losey Career Award for Contributions to HR and the 2020 Society for Industrial/Organizational Psychology Career Scholarship Award.

Day Two: Wednesday, October 20, 2021 | 2:00–3:00 PM



Jessica Brooks

President & Chief Executive Officer Pittsburgh Business Group on Health, Co-Founder E.A.R.N. and EARN Staffing Solutions, Founder, Health Desk
The Call of Now: Equity as an Action

These past 18 months, we have had an awakening in this country, and so much more awareness and understanding of disparities, issues of inequity, and justice. There's tremendous opportunity for change, and tremendous desire for change and tremendous pressure on employers to play a big role in creating that change. We're going to talk specifically about the role that benefits, and HR leaders can play in correcting racial disparities in our country, particularly around topics including healthcare.

Jessica Brooks is the President & Chief Executive Officer of the Pittsburgh Business Group on Health, where she leads the effort to redefine and advance the discussion around healthcare value, access and quality on behalf of employers.

Jessica is responsible for the vision of the Pittsburgh Business Group on Health – spearheading new initiatives and measures, which have improved the organization's visibility and growth in the health care market space. Under her leadership, PBGH has enjoyed consistent financial gains, the growth of the organization's class-leading prescription drug management program – delivering more than \$25 million in annual savings to employers, as well as intervention programs, which have saved employees more than \$6 million in copays and out-of-pocket expenses since its launch.

She leads the deployment of a comprehensive data strategy – enabling employers to better leverage healthcare and benefits information with health plans, providers and other partners. This data strategy helped inform the development of a roadmap as Covid-19 unfolded, allowing for insights on mental health, chronic condition management, Covid 19 cases and utilization insights – all driving strategic engagement prioritization for employers.

She also created a transformative health equity tool, Health Desk, a platform unifying technology and human compassion to bring patients, employers, hospitals, human resources and patient advocates together to address bias and its impact on the patient experience.

Jessica Brooks continued on next page

Jessica Brooks continued

Jessica co-founded the Executive Action Response Network (E.A.R.N) and launched EARN Staffing Solutions as a crucial resource for the business community to advance the culture, procedures, policies and practices to lead sustainable economic empowerment for the African-American workforce and community.

She is a graduate of the Pennsylvania State University and Carnegie Mellon University, where she received her Master's in Public Management. Jessica serves on the board of governors for the University of Pittsburgh Institute of Entrepreneurial Excellence, Adagio Health, the Pittsburgh Regional Health Initiative, and the Patient Health Action Network, served on the transition team for the newly-elected PA Auditor General, Tim DeFoor; as well as serves as an appointee to the Pennsylvania Health Insurance Exchange Board, Pennie.

She served as a member of the inaugural cohort of the Advanced Leadership Initiative – an Executive Leadership Program designed for African-American Executives at the Carnegie Mellon University Tepper School of Business. She also serves on the board of directors of Maitri Medicinals (medical cannabis company) and chairs the advisory board of the Professional Women's Network. She also serves as a board member of the National Alliance of Healthcare Purchaser Coalitions, where she led a series of national Town Halls on Race, Health, & Equity amongst 50 coalitions across the United States., Through Jessica's leadership, PBGH received the 2020 National Alliance Membership Leadership Award.

She is a recipient of the 2019 Pittsburgh Women of Influence Award and led the Pittsburgh Business Group on Health for its recognition as a Healthcare Purchasing Collaborative Award winner, sponsored by the Validation Institute and the World Healthcare Congress. She has contributed to numerous news stories, opinion editorial pieces, and has appeared on National Public Radio, and in national health care and benefits publications. She has been recognized by the Pittsburgh Business Times as a Fast Tracker and was also named to the 2015 Smart 50 class by Smart Business magazine.

CONFERENCE SESSIONS

All sessions on October 19th - 20th will be recorded and available on-demand for 30 days. All speakers will be live during their session to engage in chat and Q&A.

Day One: Tuesday, October 19

Concurrent Breakout Session 1 | 9:40 - 10:40 AM



Michael A. Couch, Richard Citrin

Michael Couch and Associates Inc., Richard Citrin, Citrin Consulting

What the Pandemic Did FOR Us: Leadership Lessons from 50 Top Executives

Much has been written and said about what the pandemic has done TO organizations. However, in our recent Leadership Cafe webcast discussions with over 40 C-Suite executives from 12 different industries, we started asking the leaders what the pandemic has done FOR them and their organizations. The results were impressive and enlightening. Join us as we summarize the insights from these remarkable leaders and present recommendations on the lessons that you or your organization can apply to make sure you are a survivor.



Michael Couch SPHR, HCS has more than 35 years experience improving the performance of leaders, teams and organizations. His unique background in operations, business unit management, human resources, and organization development allows him to collaborate with people throughout a company to build strategy-driven leaders and organizations and to translate evidence into practice. Michael has a Masters in IO Psychology and is certified as a Senior Professional in Human Resources and as a Human Capital Strategist. In addition, he was selected as a member of the Forbes Coaches Council for 2020/2021. He is the author of many business and talent management articles and is the co-author of *Strategy-Driven Leadership: The Playbook for Developing Your Next Generation of Leaders*, published by Taylor Francis in 2020. You can learn more about Michael and his work with over 50 clients in a variety of industries on his website: www.mcassociatesinc.com.

Richard Citrin, Ph.D., MBA is passionate about helping individuals and organizations identify and use their best talents to achieve success. He uses his skills as a psychologist, corporate executive, and entrepreneur to assist clients and their organizations to create unique solutions to both every day and complex challenges. With over 30 years experience, Richard brings a unique blend of business knowledge, workplace solutions and understandable approaches to helping people and organizations achieve their goals. Richard is the co-author of *Strategy-Driven Leadership: The Playbook for Developing Your Next Generation of Leaders* and *The Resilience Advantage: Stop Managing Stress and Find Your Resilience*. You can learn more about Richard at his website, <http://www.citrinconsulting.com>.



Christopher Antypas, Mike Freas

Henderson Brothers

Unlocking Value with Analytics

Approved for Business Credits



Data is the most critical component of any strategic decision, and employers that are looking to manage workforce health risk and control cost require clear and organized claims data to be successful. Enhanced member-level healthcare data, analyzed with the help of artificial intelligence and predictive modeling, gives employers the ability to develop highly customized health intervention programs with precision and confidence. Join Henderson Brothers to learn more about how Clinical Risk Scores, Social Determinants of Health, and Quality Metrics are used to stratify risk and create population specific programming that enhances the member experience and improves the overall health of the workforce. The result of decisive action with health analytics is better health outcomes, lower healthcare costs, and more productive and loyal employees.

Christopher Antypas is currently serving as the Director of Pharmacy Solutions for Henderson Brothers, Inc. A native of Pittsburgh, Chris earned his Doctor of Pharmacy from the University of Pittsburgh School of Pharmacy and has extensive experience in a variety of pharmacy practice settings. As the Director of Pharmacy, he is responsible for supporting the development and implementation of high-quality and cost-effective strategies surrounding pharmacy, wellness, and medical care. Chris brings a diverse set of thoughts and recommendations because of his tenure as a clinical pharmacist, consultant, and pharmacy owner. By combining his clinical expertise with his business sense and industry knowledge, Chris impacts clients of all sizes. In addition to his role with Henderson Brothers, Inc., Chris owns and operates three pharmacies in Pittsburgh, PA that each serve a unique patient population. His pharmacies include a retail pharmacy that specializes in chronic disease state management, a long-term care pharmacy that services patients residing in a facility, and a nationally licensed, dual-accredited specialty pharmacy that supports patients suffering from complex conditions requiring specialty therapies.

Mike Freas began his career at Henderson Brothers working in the financial underwriting department. He later transitioned into a role within data analytics. Michael is responsible for providing data driven analysis and solutions for Henderson Brother clients. Michael is a data interpretation specialist. He will leverage the predictive modeling and robust reporting capabilities of our analytics platform to inform the strategic guidance provided by our consulting team.



Jan Ferri-Reed

KEYGroup

Best Leadership Practices for Managing Multiple Generations

Managers have been leading multiple generations in the workplace since the advent of workforce planning. But what have we really learned over the years that truly maximizes our leadership impact? In this fun and informative session, Jan Ferri-Reed, Ph.D., author of two books on multiple generations in the workplace, will share leadership techniques that bring out the best in you and your multigenerational teams.

Jan Ferri-Reed is a seasoned consultant and President of KEYGroup®, a 35-year international speaking, training, coaching and assessment firm and co-author of *Keeping the Millennials: Why Companies are Losing Billions in Turnover to This Generation and What To Do About It*, and the author of *Millennials 2.0: Empowering Generation Y*. Jan's work focuses on creating productive workplaces and retaining talent while increasing the bottom line. Publications and media that have called on Jan and KEYGroup® for advice and guidance include Industry Week, TIME, Diversity Executive, NPR and Forbes, to name a few.

Concurrent Breakout Session 2 | 10:50 - 11:50 AM



Mario Bordogna

Clark Hill PLC

What You Need To Know And Do About The Five Ways 2020/COVID Permanently Changed Legal Risks for HR

About eighteen months ago, HR was prepared to usher in a new decade with hope for the path to be charted in the next 10 years in workplaces everywhere. Then, 2020 happened, COVID arrived, and nothing has been the same since. While HR has been adjusting to what seems like nonstop legal developments in the aftermath, those changes have taken on different forms. Some of them, like layoffs and unemployment compensation adjustments, were immediate and temporary. Others, however, like telework, safety requirements, leave approaches, and more, are settling in as more permanent. This engaging session will identify the top 5 ways 2020/COVID permanently changed legal risk for HR, review prior best practices in these areas to illustrate where we have been, and suggest some actual and potential strategies for employers and HR professionals to handle these new, more permanent changes going forward in the near future and long term.

Mario Bordogna 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.



Bob Greene

Ascentis

*Human Capital Reporting: Present With Impact in the Boardroom
Approved for Business Credits*

Human Resource professionals have been fighting to increase their influence in the corporate boardroom for decades now. Finally, we are seeing those efforts pay off, with a higher representation than ever before. Publicly traded corporations even have the new revisions to SEC Regulation SK bolstering the need for HR participation at the highest levels of executive review and disclosure. Now that we've "arrived" in the boardrooms and executive planning sessions, how do we contribute meaningfully and press the case for ongoing involvement? For most organizations, this boils down to data -- these companies are data-driven and need top HR executives to produce not just relevant, "bullet-proof" data, but also present it in a compelling way that makes their case. This principle pervades all of HR's domains -- from compensation planning to benefit program management, to attracting and retaining top talent, and now, to workforce management responses to the coronavirus pandemic.

Bob Greene currently serves as Senior HR Industry Analyst at Ascentis. Bob's 40 years in the human capital management industry have been spent in practitioner, consultant and vendor/partner roles. As practitioner, he managed payroll for a 5,000-person bank in New Jersey. As consultant, he spent 8 years advising customers in HRMS, and payroll and benefits system design as well as acquisition strategies. Bob also built a strategic HCM advisory practice for Xcelicor (later acquired by Deloitte Consulting.)



Shari Dunn

Gallagher

Pay for Performance: Can Incentives Work?

Employee performance reviews are like the weather ... everyone talks about them but no one does anything about them! Media reports indicate that more and more employers are abandoning the traditional, textbook approaches to annual performance "reviews," "appraisals," and other forms of employee ratings because they not only don't work, but often create negative impacts on the business. So, if not the traditional approach, what should one do instead?

"Pay for performance" has been on employers' minds for many years as a tool to motivate improved business outcomes. As we emerge from the pandemic this year, employers of all kinds are also re-evaluating their pay for performance options, especially as they consider how to attract new employees and continue to engage existing staff with competitive pay packages that include variable or "at risk" compensation elements. Whatever the reasons, linking pay to performance requires (1) defining what it means, and (2) objectively measuring it.

This presentation will examine what performance really is in the workplace, what employers are seeking to achieve, and how they can decide whether or not to link any form of compensation to measures of performance in a motivational, competitive, equitable, legal, and cost-effective way.

Shari Dunn continued on next page

*Shari Dunn continued***By attending this session, you will:**

- Learn a new, strategic way to think about performance management, one focused on defining and measuring the performance elements that are important to your company
- Be able to systematically assess whether, and in what ways, you can use performance indicators to influence and/or drive compensation decisions, whether applicable to executive, sales, or broad-based positions
- Create a customized checklist of criteria you can use to plan your own company's updated performance management approach

Shari Dunn, a managing director in the HR and Compensation Consulting Practice (HRCC) within Gallagher, specializes in the design and development of strategic base pay plans, performance-based incentive programs and general human resources consulting. Working with private sector for-profit and nonprofit clients, she is known for her innovative, highly effective approach to job evaluation, salary administration and performance measurement. She is a frequent presenter at professional conferences, and serves as a guest lecturer at the Haas School of Business at her alma mater, the University of California, Berkeley. Dunn was in compensation management in banking, consumer goods, and manufacturing companies, as well as two global consulting firms, McKinsey and Deloitte, prior to starting her own consulting firm in the San Francisco Bay Area. She was the founder and principal of CompAnalysis for many years prior to its acquisition by Gallagher in 2010.

Concurrent Breakout Session 3 | 1:50 - 2:50 PM

**Rachel Tserkovniak**

Manufacturer & Business Association

Family and Medical Leave Act

Proper FMLA administration is a vital component to a company's HR services to ensure compliance with federal law. In this session we will discuss the ins and outs of FMLA including, the forms required for compliance, how to manage employee leave absences and how some request may be covered under ADA. Additionally, we will cover dealing with intermittent leave and how to curb abuse.

Rachel Tserkovniak, SPHR, is a Human Resources Consultant and Trainer at the Manufacturer & Business Association specializing in supporting both professional and manufacturing Association member firms in all areas of human resources. Specialties include training, recruiting, hiring, and writing and reviewing employee handbooks, job descriptions and compensation packages. Additionally, she helps oversee unemployment and benefit administration. Rachel also teaches the Human Resources classes at the Manufacturer & Business Association and answers hotline calls. She has her degree from Penn State Behrend and holds her SPHR.



Monique DeMonaco

Coach Monique, LLC

Improve Emotional Well-Being and Better Your Bottom Line

Employee emotional well-being is inherently tied to the profitability and productivity of a business. Businesses that suffered during the COVID-19 pandemic and don't support the emotional well-being of their employees are much more likely to see both a short-term and long-term impact. Learn about the cost of stress, anxiety, and other negative emotions in the workplace, and discover how you can improve and support the emotional well-being of your employees.

Coach Monique DeMonaco is a multi-certified, internationally trained Change Management Expert who specializes in innovative tools, techniques and strategies to help her clients make long-term sustainable changes. All of her work is based in Emotional Intelligence, Innovation, Brain Science and The Psychology of Happiness. She works with individuals, executives, teams, and family-owned businesses to overcome their obstacles, sharpen their focus, and Unlock Bold Change™ in themselves and their organizations. She is also the author of *Most People Don't Need A Therapist, They Just Need A Change: An Easy-to-Use Guide for Positive Sustainable Change*.



Leah Sell

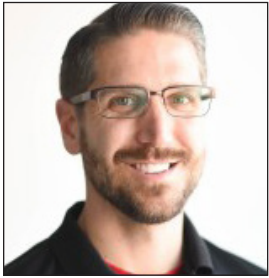
Leech Tishman Fuscaldo & Lampl

You Can't Smoke That! Or Can You? Clearing the Air on Cannabis in the Workplace

Not quite a prescription, but not yet over the counter, both legal and illegal depending on the condition and form, cannabis is a unique substance that presents continuous challenges for Pennsylvania employers. In this presentation we will explore how employers can classify cannabis and what effects this may have on the workplace. We will review Act 16 discrimination protections for medical marijuana card holders employers need to know and recent case law that may expand these protections. Finally, we will discuss cannabis related restrictions, in and out of the workplace, and whether employers can enact them.

Leah K. Sell is an employment law attorney, providing legal counseling and advice to human resources professionals, managers, and business owners. As a part of Leech Tishman Fuscaldo & Lampl's Pittsburgh office, Leah regularly analyzes complex regulations to provide risk analysis and liability limiting solutions. She helps employers navigate complex employment law issues from hiring through separation, including hour and wage, leave, accommodation, harassment, discrimination, safety, discipline, and termination matters. Leah also manages employment aspects of corporate transactions, including negotiating and drafting relevant agreements and advising on successor responsibilities. By providing practical legal guidance, Leah helps clients improve and protect their workplace.

Concurrent Breakout Session 4 | 3:00 - 4:00 PM



Steve Wize

Mental Fitness, LLC

Creating Lasting Change in the Workplace

Approved for Business Credits

Most motivational speakers have it wrong. They promote strategies to increase productivity and decrease turnover, but ignore the real problem - that morale sucks. In this presentation, we'll discuss strategies to improve and maintain morale through team building exercises and leadership strategies. Using these approaches will help create collisions between team members which will produce connections that increase morale and creativity. As a result, turnover reduces and productivity increases as a byproduct, creating lasting change in the workplace.

Steve Wize is a counselor, speaker, and motivational trainer who specializes in helping companies and individuals reach their full potential. After graduating with his Master's degree from Pitt, Steve went on to become a licensed clinical social worker and has spent the last five years working in private practice. During this time, Steve designed his own unique curriculum in which he has used to create his upcoming book and his business, Mental Fitness, LLC. Steve believes that every person has the potential for improvement in their lives, regardless of their backgrounds or current circumstances. By utilizing a non-judgmental, solution-focused approach, Steve helps clients master their thinking in order to master their lives.



Mariah Passarelli, Esq., Tiffany Jenca, Esq.

Cozen O'Connor

An In-Depth Look at Best Practices for Hiring in the Age of COVID-19

In this session, we will discuss the best practices for hiring in the tough post-COVID-19 job market. Our discussion will include tips and pitfalls to avoid in the areas of job postings, interviews, selection, pre-employment drug testing, and COVID testing.



Mariah Passarelli, Esquire, Cozen O'Connor, Mariah focuses her practice on a variety of labor and employment law matters, from employment contracts to complex litigation. Mariah handles matters in administrative proceedings, state, and federal courts. She has represented employers in claims under Title IX, Title VII, 42 U.S.C. § 1981, PHRA, ADA, ADEA, FMLA, FLSA, NLRA, FCRA and OSHA, and she has defended universities, hospitals and oil and gas companies in state-wide class and collective actions. Mariah also counsels companies on litigation avoidance, anti-discrimination, and anti-bullying and she reviews and drafts employee handbooks and personnel policies.

Tiffany A. Jenca, Esquire, Cozen O'Connor, counsels employers on a wide range of issues arising under both federal and state law. She routinely conducts internal investigations, provides staff and managerial training, advises on day-to-day employment decisions, and drafts resources tailored to specific business needs, such as handbooks, restrictive covenant agreements, separation agreements, and bonus plans. Tiffany also represents employers in administrative proceedings, alternative dispute resolution, and state and federal litigation. She is experienced in restrictive covenant litigation and defends employers against various common law and statutory discrimination, retaliation, wage and compensation claims.

CONFERENCE SESSIONS

Day Two: Wednesday, October 20

Concurrent Breakout Session 5 | 9:40 - 10:40 AM



Janet K. Manuel

City of Pittsburgh

The Workplace Wellness Platform: Influence Your Employees Lifestyle Factors That Impact Their Wellbeing

The conversation around mental health often cites genetics or neurochemical imbalance however, the Coronavirus (COVID-19) pandemic has given us valuable insight that we would be remiss not to integrate. The workplace wellness platform cannot change genetic vulnerabilities or past traumas, but it can influence your employee's lifestyle factors that impact their wellbeing. As HR professionals, we have witnessed firsthand the impact in the workplace on ourselves and our employees during the Coronavirus pandemic. As we return to a new normalcy, the focus to assist our employees and our own wellbeing should continue to be a top priority for the workplace. This focus will ultimately have a positive impact in the workplace.

During this session, you will learn about different types of lifestyle factors i.e. social isolation, stress and grief etc. You will also learn about no-cost, low-cost, some-cost and high-cost wellness platform activities that you can implement to influence you and your employee's lifestyle factors to impact your and their wellbeing. As HR professionals, let us keep ourselves, our employees and our workplaces well and I look forward to seeing you in this session!

Janet K. Manuel is Director of Human Resources & Civil Service and EEO/D&I Officer for the City of Pittsburgh. Ms. Manuel leads the City's Department of Human Resources and Civil Service & EEO/Diversity and Inclusion initiatives. In addition to overseeing the Human Resources/EEO & D&I functions for over 3,500 City employees, she also leads employment and training opportunities for City residents through the Pittsburgh Partnership and in conjunction with the Pennsylvania Department of Human Services' Employment and Retention Network (EARN) and targeted City Community Development and Block Grant Funds. Prior to joining Mayor Peduto administration, she held the positions of Vice President, Director, Regional Manager and Manager of Human Resources, for Fortune 500 for profit companies and a local non-profit company. Ms. Manuel is a SHRM Executive Network Member and a SHRM Volunteer Leader and serves as Director, Workforce Readiness for the PA State SHRM Council supporting 26 chapters and over 5,500 employers.



Alyesha Asghar Dotson

Littler Mendelson PC

Diversity, Equity & Inclusion: Tips and Pitfalls

After a year of full throated commitment to Diversity Equity and Inclusion in corporate America, we can identify successful avenues to foster DEI and other strategies that can cause an employer to stumble. In this session, we discuss both, and strategize for a path forward.

Alyesha Asghar Dotson continued on next page

Alyesha Asghar Dotson continued

With over a decade of experience as an employment litigator and legal trainer, **Alyesha Asghar Dotson** adeptly navigates clients through the legal landscape, including in the Diversity, Equity & Inclusion space. She brings deep employment litigation experience and an innate understanding of business to her role as a diversity consultant and an employment attorney. Company executives in a broad spectrum of industries, including healthcare, manufacturing, retail, and professional services, look to her for Diversity, Equity, and Inclusion programming and counsel that emphasizes recruitment, equity-building engagement, productivity, and retention.



Marcia DePaula, Zack Bombatch

Step toe & Johnson PLLC

Keeping Cool as Social Media Heats Up

Abusive and aggressive social media posts have no place in the business world. In the absence of carefully crafted social media policies, many employees may believe their social media posts made outside working hours and on their personal devices are out of bounds for their employer's human resources department. Current events dictate that employers squarely address social media posts made by employees that can harm workplace morale and the employer's brand. This session will review the latest legal authority governing social media policies and procedures. Emphasis will be placed on proper investigations and authentication of social media posts made by applicants, employees, and other employer stakeholders. The presenters will provide scenarios based upon real cases to engage attendees.



Marcia DePaula is the Practice Group Leader of Step toe & Johnson's Labor and Employment Department. With a focus on employment law, her practice is a unique blend of litigation prevention and avoidance and litigation defense. Rarely is there a human resources situation that Marcia has not helped an employer work through, including ADA, FMLA, discrimination, discipline, termination, and sexual harassment. In addition to a traditional employment practice, Marcia advises public and private universities on Title IX and Title VII. Marcia understands that face-to-face contact is crucial with clients so she is often found making on-site visits to clients or providing on-site training. Success in counseling clients is rooted in her willingness to listen to her client in order to understand the legal situation, as well as the impact on business operations and workplace environment.

Zack Bombatch practices labor and employment and higher education law with Step toe & Johnson PLLC. Zack is known for taking the time to explain difficult and complex legal issues in a comprehensive, yet easy to digest manner. He helps employers navigate the ocean of employment laws affecting compensation issues, anti-discrimination efforts, and disputes arising from them. His goal is to help employers avoid costly and disruptive litigation, but Zack is as comfortable representing clients in the courtroom as he is the boardroom should the need for litigation arise. Zack counsels clients on the potential domino effects that employment actions and policies can have on both business operations and employee morale, making him a trusted advisor. Zack is actively assisting employers with guidance on how to navigate the medical marijuana/cannabis laws in Pennsylvania and the impact on not only employment law, but also compliance with industry specific safety regulations.

Concurrent Breakout Session 6 | 10:50 - 11:50 AM



Ron Kubitz

Forms+Surfaces

HR/Recruiting Trends for 2022 and Beyond

This session will briefly review HR Trends of the past and identify HR trends going forward. These forward-looking trends impact recruiting, onboarding, training, employee engagement, and other HR areas. Employee ghosting, artificial intelligence (AI), usage of Chatbots, Gamification, and data analytics will be discussed along with their impacts on HR. Real-life practical examples will be discussed as well as numerous takeaways that can be used for the benefit of all in attendance. All of these trends will be viewed with “post-Covid” eyes and their impacts measured as we chart an updated course for 2022 and beyond.

Ron Kubitz is currently the Director, Recruiting & Human Resources for Forms+Surfaces located here in Pittsburgh. Ron has been instrumental in the hiring, onboarding, and training of over 800 individuals in his 13+ years of corporate HR after having spent 20 years within varied recruiting, sales, and management roles for both local and national recruiting firms. An accomplished presenter Ron is sought after in regard to his expertise within the world of Recruiting, Employee Engagement, HR, and Social Media. Ron has spoken on diverse topics to groups such as the PHRA, SHRM, WHRA, ISCEBS, DisruptHR, and the Master Builders Association, as well as at many local colleges, law firms, and networking groups. Ron is a Past President of the PHRA and remains very active with PHRA serving on their Board of Directors as well as being actively involved with numerous committees. Ron also volunteers his time offering career counseling at various high schools in the Westmoreland County area.



David Baker

Human Capital Advisors, Inc.®

The Architecting Human Resources – Building Excellence through Human Capital

Approved for Business Credits

Population demographics are forcing companies to manage their workforces differently in order to remain competitive. Whether you are a Fortune 100, a non-profit organization, a family-owned business or a start-up company, the talent you recruit, manage, retain and develop will determine your success. Architecting your HR solutions now will provide a solid foundation on which to maintain and grow your organization in the face of significant future challenges.

David J. Baker, the Founder, President and CEO of Human Capital Advisors, has over 35 years of corporate and executive entrepreneurial leadership and business experience spanning multiple industries and functions. He is particularly adept at linking human capital strategy and operations with organizational goals and objectives. His first book, *The Everything HR Kit* was published in August 2010 by the American Management Association. Dave holds an MA in Human Resource Management from Saint Francis University in Loretto, PA and a BA in Psychology and Industrial Relations from Saint Vincent College. Dave is a board member of Adelphoi Village, Provident Charter School, the shuttered Quigley Catholic High School, and has served on the Board of Directors for the Pittsburgh Human Resource Association the Marcellus Resource Group and the Pittsburgh Venture Capital Association, McGuire Home, and other organizations focused on advancing the field of human resource management. He is a frequent speaker on current human capital best practices, including empirically based metrics and analytics, compliance and litigation, human capital technology, effective executive coaching in a dynamic market, and the impact of changing workforce demographics. In 2003, Dave was awarded Lifetime Distinction as a Senior Professional in Human Resources (SPHR) by the Human Resource Certification Institute and in 2014 was awarded the Senior Certified Professional (SCP) designation by the Society of Human Resource Management in Alexandria, Virginia, which recognizes extraordinary leadership within the human resources.



Mariah Passarelli, Esq.

Cozen O'Connor

Remote or In-Person? Effectively Managing a Dual-Modality Workforce

In this session, we will discuss the new and difficult decisions facing employers as they examine whether and to what extent employees will be permitted (or even asked) to continue working remotely, even as the pandemic subsides. In particular, we will focus on best practices and avoiding legal liability when some employees are working remotely while others are working in-person (i.e., managing a dual-modality workforce).

Mariah Passarelli, Esquire, Cozen O'Connor, Mariah focuses her practice on a variety of labor and employment law matters, from employment contracts to complex litigation. Mariah handles matters in administrative proceedings, state, and federal courts. She has represented employers in claims under Title IX, Title VII, 42 U.S.C. § 1981, PHRA, ADA, ADEA, FMLA, FLSA, NLRA, FCRA and OSHA, and she has defended universities, hospitals and oil and gas companies in state-wide class and collective actions. Mariah also counsels companies on litigation avoidance, anti-discrimination, and anti-bullying and she reviews and drafts employee handbooks and personnel policies.



Cozen O'Connor is a proud sponsor of the 2021 PHRA Annual Conference.

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BUSINESS PARTNER SHOWCASE



Ascentis

Service Category: HRIS, Training & Development
SILVER CONFERENCE SPONSOR

As a fast-growing leader in the Software as a Service (SaaS) Human Capital Management (HCM) space, Ascentis offers easy-to-use HCM, HRIS, online payroll, talent management, recruiting and timekeeping solutions. With 35 years in the industry, Ascentis has supported an ongoing commitment to delivering an unsurpassed client-centric service model mid to large size companies. To enable companies to maximize management of their best assets – their people!

Jamie Till: 330-692-8444

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Automated Card Systems, A Division of IdentiSys

Service Category: Photo ID, Visitor Management, Security & Physical Access
SILVER CONFERENCE SPONSOR

Automated Card Systems, a Division of IdentiSys, has been helping local companies for over 21 years. We provide a comprehensive line of employee photo identification and credential management solutions. We specialize in personnel identification solutions; Photo ID Systems; Automated Visitor Management; Access Control; Tracking Solutions for People, Places & Things; PC, Database and Physical Access. Our solutions include visual, physical, and logical Access Control – to include the best prices on Prox or Smart cards available! We are Manufacturer Independent and thus can provide the best solution to meet your needs vs the best solution from a single manufacturer. We are the only local provider with onsite installation, training, and **Technical Support & ON-SITE SERVICE from Factory Certified Technicians.**

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Calfe & Associates

Service Category: Outplacement & Executive Coaching, Consultant & Training
GOLD CONFERENCE SPONSOR

With close to 20 years of experience in Leadership Coaching, Career Transition and Career Management, Calfe & Associates LLC has been helping people achieve their career dreams. Throughout the variety of programs, an emphasis is made on creating custom plans to fit the company and individual needs while keeping focus on candidate success. Calfe & Associates LLC is Hub Zone, NWBOC, and DBE Certified. They are also an Everything DiSC Authorized and Certified Partner.

Celeste Calfe: 412-760-1619

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Cigna®
Cigna

 Service Category: Health and Wellness, Insurance
SILVER CONFERENCE SPONSOR

Cigna's work is rooted in our mission to improve the health, well-being, and sense of security of those we serve. Cigna is a fully integrated health services company offering group solutions in medical, pharmacy, behavioral, dental, disability, life, voluntary, and global benefits.

Patrick Brady: 216-218-2981

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**COZEN
O'CONNOR**
Cozen O'Connor

 Service Category: Employee Law
PLATINUM CONFERENCE SPONSOR

Ranked among the top 100 law firms in the country, Cozen O'Connor has more than 775 attorneys in 29 cities across two continents. We are a full-service firm with nationally recognized practices in labor & employment, litigation, business law, and government relations, and our attorneys have experience operating in all sectors of the economy. Cozen O'Connor's Labor & Employment Department boasts a team of more than 75 lawyers based in offices in eight states and Washington, D.C. We have 10 attorneys in Pittsburgh dedicated to labor & employment that handle the full range of employment law needs for our clients – from drafting onboarding documents, to advising on day-to-day employment decisions, to defending in administrative and litigation proceedings.

Mariah Passarelli: 412-620-6502


**DUQUESNE
UNIVERSITY**
Duquesne University

 Service Category: Education
SILVER CONFERENCE SPONSOR

At Duquesne University, we're in the Business of Difference Making®. The Palumbo-Donahue School of Business helps students become ethical business professionals who have a positive impact on their organizations as well as society. Advance your career with Duquesne's graduate business degrees, certificates, and executive education programs.

Chris Rouhier, MS, 412-396-6244



Gallagher Benefit Services, Inc.

Service Category: Insurance

GOLD CONFERENCE SPONSOR

The ideals, principles and values embodied by the founder whose name still appears on our door are part of our corporate DNA. Gallagher's approach to business, fostered through three generations of family leadership, has always centered on creating relationship value as true partners to our clients.

Your Gallagher team understands that they can make a genuine difference in protecting and supporting your human capital only if they fully engage in your business. We take the time to ask the right questions so that we can offer you the best recommendations. By specifically addressing your unique challenges, benefit objectives and business goals, your consultants gain the insights they need to help you act strategically in the present with a long-term view of success.

Mission

- To build the best benefits services practice with brokers and consultants who understand the value of building relationships and trust and creating experiences and results that inspire our clients' confidence.
- To provide superior, cost-effective benefit products and services that meet the ever-changing needs of employers, while striving for the highest professional excellence in the delivery of those solutions.
- To measurably help organizations manage and grow their businesses through our benefit services expertise and counsel.

We will accomplish our mission with the kind of leadership that grows our company by enriching our culture. We will honor the moral and ethical standards that are vital to gaining organizations' trust, and their confidence in our ability to continually build and develop a Gallagher benefit services team that excels at what we do.

Dan Gissin: 412-880-4926



Henderson Brothers

Service Category: Insurance

SILVER CONFERENCE SPONSOR

Henderson Brothers designs cost effective health & retirement benefit programs that attract and retain top talent. We provide advice, analytics, and expertise to hundreds of the region's top businesses. Since 1893, we have been recognized for our entrepreneurial spirit and unwavering commitment to our clients' success. More than 175 Pittsburgh-based colleagues offer our clients the deepest bench of local resources available in the industry. Are you looking for a proactive customer experience that anticipates your needs?

Contact us at info@hendersonbrothers.com to learn more.



Justifacts Credential Verification, Inc.

Service Category: Pre-Employment Testing & Screening, Safety & Security

SILVER CONFERENCE SPONSOR

Justifacts Credential Verification conducts global background checks for clients' pre-employment verifications. Since 1982, we have provided a cost-effective product with efficient turnaround time, while maintaining an unmatched level of customer service. Justifacts offers over 140 different searches to organizations ranging from small businesses to Fortune-500 companies.

Dan Cubarney: 412-712-1606

Stop by our booth for a chance to win a \$50.00 Target Card!



Lattus

Service Category: Engagement

SILVER CONFERENCE SPONSOR

Lattus empowers leaders to cultivate and encourage the abilities, creativity, and initiative of their teams. Lattus unlocks mentoring engagement through a platform that enables people to help other people. We do this by analyzing truthful conversations to better inform leadership on human resource strategy and decisions through data-driven engagement metrics. This leads to higher retention, increased engagement, improved performance, and a revitalized sense of community and belonging.

Lattus is a one-stop-shop for engagement and mentorship. We help organizations attract, engage, develop, and retain their people. This software solution creates private, trusted communities to inspire opportunity, cultivate accountability, and ignite the potential of teams through the power of people helping people. Lattus is working with groups across the country to increase engagement and decrease turnover. Users can...

1. Create a profile and identify topics of interest (to learn about or teach on)
2. Set their availability (office hours)
3. Get matched and have 1:1 video conversation (on Lattus, no Zoom/Skype/Teams)
4. Track notes and action items as well as feedback (all in one place)

Pete Schramm: pete@lattus.org



Pathways Wellness Program

Service Category: Wellness

SILVER CONFERENCE SPONSOR

Pathways is your Partner in Wellness! We are a leading wellness provider in Pittsburgh, offering biometric screenings, immunizations, health coaching, online and onsite wellness workshops, health fairs, walking challenges, incentive campaign design, TB Tests, CPR/AED training and more.

Pathways Wellness Program offers a comprehensive approach to onsite and online employee wellness. Pathways has a national audience of employers, education systems, communities and affordable housing developments.

Pathway's programs are designed to educate group members about their current state of health and to empower them to create achievable goals that promote a long term healthy lifestyle. Our hands-on approach allows organizations to implement tailored wellness initiatives that work within their corporate culture to produce results.

Pathways works closely with your current health insurance vendors and broker to ensure a cohesive program that can include both employers and their families.

Pathways is Wellness – it's a commitment to adopting a healthy lifestyle in the work place, it's enabling employees to access information and programming needed to eat real food, move more and better manage themselves.

Liz Kanche: 412-818-2328



PeopleOne Health

Service Category: Health and Wellness

SILVER CONFERENCE SPONSOR

PeopleOne Health puts PEOPLE at the center of our care model and integrates primary care, medical specialists, health coaches, and behavior change technology to create a new type of healthcare system. Our unique approach empowers our team to truly care for people and sparks members to reach their most meaningful life goals. In addition, we save our clients money (20-30% per year) by eliminating wasteful administration and overhead costs. Those savings also help our members by removing out-of-pocket costs (copays, deductibles, and coinsurance). With just a single, monthly membership fee, our members get access to all our services including primary care, MRIs, physical therapy, and much more.

Karen Pike: 412-302-8614



PSECU

Service Category: Financial Services
SILVER CONFERENCE SPONSOR

PSECU stands for the Pennsylvania State Employees Credit Union. Headquartered in Harrisburg we're the largest credit union in PA with over 480,000 members and 7 billion in assets. While we originally only worked with state agencies, we've expanded over the years to include regular companies into our membership as well. We call these Select Employer Groups and we're currently partnered with over 1,800 organizations in PA. There's no cost to become a SEG and some of the benefits include low rates on loans, minimal fees, outstanding customer service and free financial education for your employees. If you're looking for a great, no-cost addition to your benefits package look no further.

Josh Vasilko: 800-237-7328, ext. 2182



Pittsburgh Post-Gazette & Monster

Service Category: Advertising Specialties, Promotional Products, Communication Services
PLATINUM CONFERENCE SPONSOR

The Pittsburgh Post-Gazette strives to exceed our partners' expectations by developing customized recruitment solutions to reach both active and passive job seekers in the Pittsburgh community and beyond. Our recruitment suite includes the strength of the Post-Gazette's proprietary platforms, along with our digital agency BENN and Monster.

If you are facing recruitment challenges, one of our dedicated recruitment specialists will work with you to customize a strategic plan to maximize and expand your current recruiting efforts.

Deb Hansen: 412-263-1655



Sentric

Service Category: HRIS
GOLD CONFERENCE SPONSOR

Sentric provides all-in-one HR & Payroll software that makes people management easier from day one. Based right here in Pittsburgh, we have more than 26 years of experience helping small and medium-sized businesses power workplace culture. With our industry-leading technology, pre-packaged workflows, and support from real people, we help you automate key processes, manage compliance, and connect with your employees every step of the way.

Tracy Null: 412-253-1315

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Society for Human Resource Management (SHRM)

Service Category: Membership, Education

SILVER CONFERENCE SPONSOR

SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally.

Learn more at [SHRM.org](https://www.shrm.org).



tHRive

Service Category: Leadership Development, Change Leadership & Management

SILVER CONFERENCE SPONSOR

tHRive is designed to elevate the human resources and people-centric practices within nonprofits and contemporary businesses to enhance organizational capacity and community impact.

tHRive was launched during the onset of COVID-19 through the partnership of local HR consultants and Senior Partners at Center for Victory™. tHRive leverages assessments, training HR practices, and coaching techniques to navigate the new normal for organizations of all sizes.

Services Provided:

- Leadership Development
- Change Leadership & Management
- Career Development & Transition Coaching
- Talent Management
- Individual / Team Training & Coaching
- Retreat & Strategic Planning Facilitation
- Succession Planning
- Retirement Coaching
- Custom Projects & Training

Christie Cawley: 412-298-7568

Assessments Provided:

- The Predictive Index™
- Innermetrix™
- 360 Benchmark™
- The Life Options Profile™ (Retirement Readiness)



United Concordia Dental

Service Category: Dental Care, Insurance
SILVER CONFERENCE SPONSOR

United Concordia Dental is a dental solutions partner focused on helping our customers enjoy better total health. With licensed carriers in all 50 states, D.C. and Puerto Rico, the company has more than 8.9 million members, one of the nation's largest networks, an AM Best A (Excellent) rating and recognized expertise in the dental industry. For more information, visit www.UnitedConcordia.com.

Jessica Jensen: 717-260-7474

Stop by our booth for a chance to win a waterpik!



University of Pittsburgh, Joseph M. Katz Graduate School of Business

Service Category: Executive MBA Programs and Center for Executive Education
GOLD CONFERENCE SPONSOR

We are committed to preparing individuals and organizations with the capability and capacity to meet the challenges of the future. Katz is always working to understand our changing world, workforce, and the way we work, through research, by designing innovative strategies and engaging individuals through dynamic instruction. The Executive MBA Programs and the Center for Executive Education welcomes the opportunity to become a strategic partner by:

- Supporting your talent acquisition, retention and succession efforts
- Contributing to your organizational development and culture goals
- Championing a resilient, innovative and change-ready organization
- Addressing key business challenges such as sustainability, operational efficiency and supply-chain
- Discovering how data can be leveraged to inform evidence-based decisions

Explore how you can partner with us today. For more information: executiveprograms@katz.pitt.edu.

Marlene Lynch: 412-500-3089

Stop by our booth for a chance to win a "We've Got Your Back" raffle prize. includes a backpack with the University of Pittsburgh items and books from Pitt Business authors on strategy, corporate sustainability, and mentoring.



USI Insurance Services

Service Category: Health and Wellness, Insurance
SILVER CONFERENCE SPONSOR

Increasing healthcare costs and an evolving regulatory environment demand highly technical benefit expertise. USI, benefits professionals provide the knowledge and resources to optimize our clients, critical benefit decisions for maximum impact. We offer a broad set of benefit solutions that help our clients use their benefit offerings to attract talent and improve retention while maintaining an affordable cost structure.

Peter Stewart: 412-430-6086



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Service Category: Vision Care, Insurance
PLATINUM CONFERENCE SPONSOR

The ability to see clearly is key to optimal living and quality of life for all people and extends beyond health to every person's ability to participate in and contribute to society. VBA's mission is to improve the human experience by utilizing innovative models of service, delivery and advocacy to reduce barriers to high-quality eye care.

VBA offers customized plan designs and custom underwriting for companies of 10 or more employees. Our plans include a vast network of access points—more than 22,000 for vision (including optometrists, ophthalmologists and retailers). To keep your benefits package simple, VBA also offers dental benefits* through its partnership with TruAssure Insurance Company including over 396,000 access points.

*VBA dental plans are administered and underwritten by TruAssure and are offered in association with the DenteMax Plus dental network arrangement, which includes participating dentists from the United Concordia, DenteMax and Connection dental networks in all states but North Carolina, where the DenteMax Plus network arrangement includes DenteMax and Connection dental networks.

Matthew Cuomo: 412-881-4900 ext. 204

INTERESTED IN BEING NAMED A TOP WORKPLACE?



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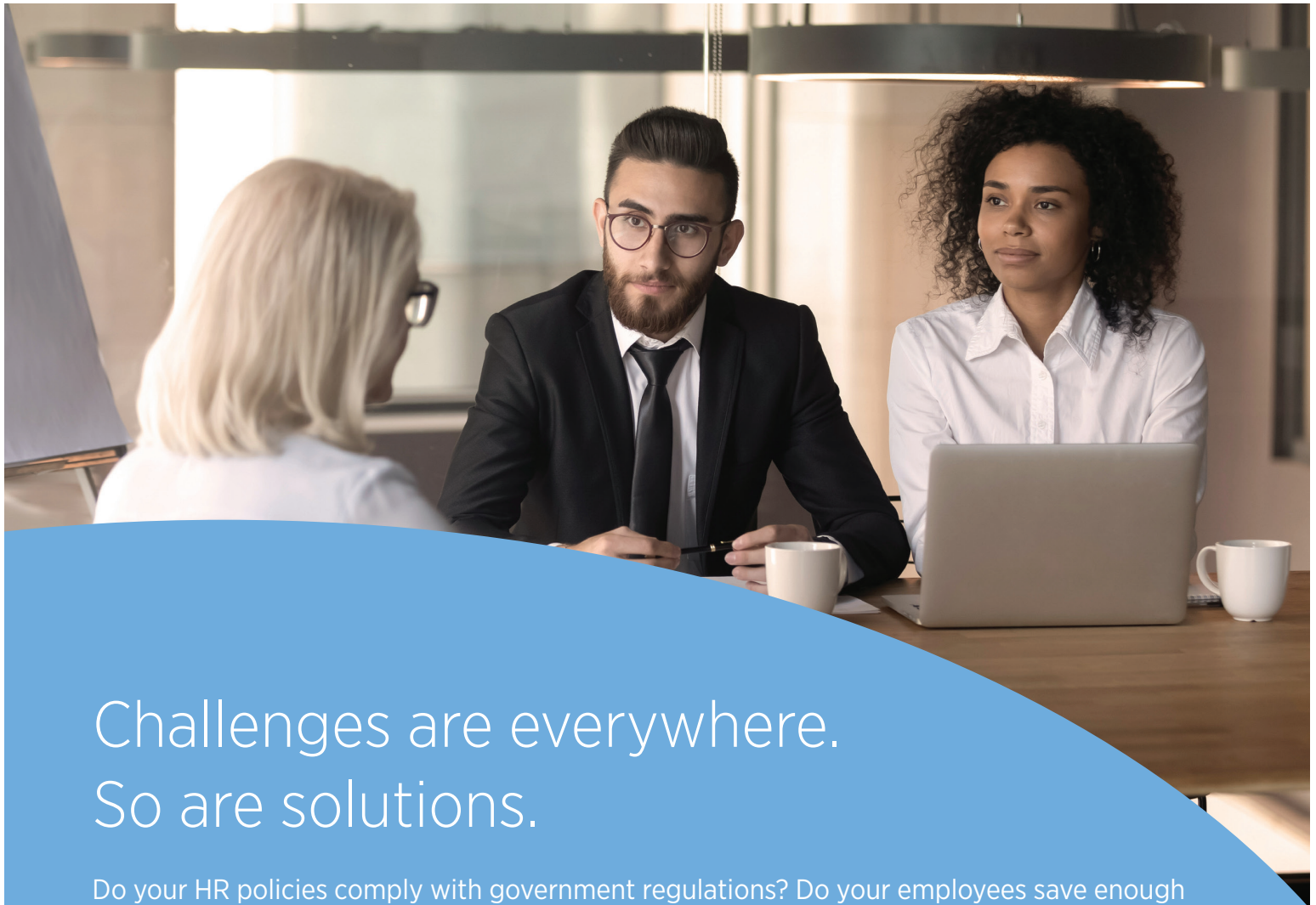
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Congratulations!

The ***Michael R. Toney Volunteer of the Year Award**** recognizes PHRA volunteers who are highly involved in a PHRA Committee, support the PHRA programming and events, and generally have an enthusiasm for the PHRA and its activities.



Jamie J. Devine
SHRM-SCP
American Water

***Networking Committee
Member***

The work done in any organization grows from the conversations and efforts of people outside of an individual's immediate sphere. **Jamie** provides opportunities for our members to promote themselves as professionals by expanding professional boundaries and showcasing the talents and efforts of the Association's volunteers and members.



Patrick M. Gilchrist
Robert Half
International

***Membership, Diversity
& College Relations
Committee Member***

Beyond the desire to bring new members to the Association, **Patrick** works toward identifying ways to make the PHRA an inclusive organization, and to diversify membership and leadership. Patrick consistently goes above and beyond supporting all PHRA activities.



Tracy Kelly Jr.
Auberle

***Social Media
& Communications,
Membership, Diversity
& College Relations
Committee Member***

Tracy uses social media as a means to connect and engage members positioning PHRA as the "go to" HR resource Pittsburgh. Through Tracy's efforts members can regularly connect and interact on social networks, ultimately raising the profile of PHRA through the use of social media.



Lenore Seifer
SHRM-SCP
S.R. Snodgrass, P.C

***Supports all
Committees***

President-Elect

Lenore is dedicated to satisfying the intellectual appetite of our members to increase their knowledge, whether in a specific HR skill set or more general business acumen. Lenore has a significant hand in all the educational programs brought to the members.

***IN 2015, THE PHRA EXECUTIVE COMMITTEE ESTABLISHED THE MICHAEL R. TONEY VOLUNTEER OF THE YEAR AWARD IN HONOR OF MIKE, PHRA PAST PRESIDENT. FOR OVER 15 YEARS MIKE BROUGHT A WEALTH OF KNOWLEDGE AND EXPERIENCE TO ALL ASPECTS OF OUR ASSOCIATION'S STRATEGIES.**