



HR MISSION POSSIBLE



2017 ALASKA STATE
HR CONFERENCE

MAY 18-19 2017
ANCHORAGE, AK

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



2017 ALASKA STATE HR CONFERENCE



DAY 1 — MAY 18

ROOM	DILLINGHAM	KATMAI	KING SALMON	ILIAMNA
7:30 — 8:00 AM	REGISTRATION			
8:00 — 9:30 AM	DIGITAL RECRUITMENT: WHY GOING SOCIAL IS ENGAGING (AND NECESSARY)! Mary Rydesky, Transitions Management	RIF'S DONE RIGHT Keelin Curran, Stoel Rives	TRANSGENDER TRANSITIONS IN THE WORKPLACE Drew Phoenix, Identity, Inc.	SUSTAINABILITY IN YOUR BENEFITS PROGRAM Terry Allard, The Wilson Agency Al Fogle, Northrim Benefits Curt Hebert, Marsh & McLennan Courtney Touw, Alliant EE Benefits
9:30 — 10:00 AM	EXHIBIT HALL BREAK			
10:00 — 11:30 AM	LEARN AND GO: IMPLEMENTING WORKPLACE CHANGE J. Gwen Kennedy, Ph.D., Kennedy & Associates	CONDUCTING EFFECTIVE EMPLOYMENT INVESTIGATIONS Sean Halloran, Littler	WHY CYBER SECURITY IS HR'S BUSINESS Daniel Foote, DanTech Services Mary Rydesky, Transitions Management	COMPENSATION: PUTTING STRATEGY INTO PRACTICE Thomas Showalter, ConnectHR, LLC
11:30 — 12:00 NN	LUNCH BREAK - BALLROOM			
12:00 — 1:00 PM	THE MAGIC BEHIND HIGH PERFORMANCE TEAMS Al Bolea, Applied Leadership Seminars			
1:00 — 1:30 PM	EXHIBIT HALL BREAK			
1:30 — 3:00 PM	NEGOTIATION SKILLS FOR THE HR PROFESSIONAL Dr. Frank Jeffries, UAA College of Business and Public Policy	AVOIDING COMMON WAGE & HOUR VIOLATIONS Tammy McCutchen, Littler	FIVE MINDSETS, ONE GOAL: GENERATIONS Lynne Curry, The Growth Company	IS IT PERFORMANCE MANAGEMENT OR MANAGING PERFORMANCE? Al Bolea, AppliedLeadership
3:00 — 3:30 PM	EXHIBIT HALL BREAK			
3:30 — 5:00 PM	UNEMPLOYMENT INSURANCE 101 Hugh King, Alaska Department of Labor	WE GOT WEED! DEVELOPMENTS IN LEGALIZATION IN ALASKA Brennen Portalski, Beacon	HR DEPARTMENT OF 1... OR 2 OR 3 OR 4! Brigitte Guzy, Catholic Social Services Ann Kjera, Anchorage Museum	SOCIAL MEDIA: BUILDING A SUSTAINABLE AND STRATEGIC PRESENCE Andrew Morton, SHRM
5:00 — 6:30 PM	BUSINESS MIXER EXHIBITOR HALL			

DAY 2 — MAY 19

ROOM	DILLINGHAM	KATMAI	KING SALMON	ILIAMNA
7:30 — 8:00 AM	REGISTRATION			
8:00 — 9:30 AM	FINANCE FOR THE HR PROFESSIONAL Beverly Dennis, Alaska Pacific University	PLEASE SUE ME - ALASKA EDITION Liz Hodes & Kristal Leonard, Davis Wright Tremaine	WORKERS' COMPENSATION: ORIGINS, OVERVIEW AND REFORM Patti Wilson, University of Alaska	401(K) PLAN TRENDS: WHAT YOU NEED TO KNOW NOW Mike Brown, ClearPoint Financial
9:30 — 10:00 AM	EXHIBIT HALL BREAK			
10:00 — 11:30 AM	BYOD (BRING YOUR OWN DEVICE) LaTasha Evans, Walmart Peggy O'Keefe, Chenega Corp Rick Reese, NANA Dev Corp	SPEAKER CANCELLATION	WHEN IS ENOUGH ENOUGH? REASONABLE ACCOMMODATIONS Melanie Osborne, Chugach Alaska Corporation	BUILDING YOUR HR BRAND Rick Baird, Bristol Bay Native Corporation
11:30 — 12:00 NN	EXHIBIT HALL BREAK			
12:00 — 1:00 PM	WHAT CAN YOU DO? THE CAMPAIGN FOR DISABILITY EMPLOYMENT Duane Mayes, Governor's Council on Disabilities and Special Education			
1:00 — 1:30 PM	EXHIBIT HALL BREAK			
1:30 — 3:00 PM	WHEN VIOLENCE SHOWS UP AT WORK Steve Hinds, Hindsight, Inc.	YOU'RE FIRED! EMPLOYEE DISCIPLINE AND TERMINATIONS Renea I Saade, Stoel Rives, LLP	NO MORE LECTURE: HOW TO DELIVER INTERACTIVE TRAINING TO ALL GENERATIONS Mary Rydesky, Transitions Management	THE TRAGEDY OF NO HR STRATEGY Heather Kinzie, The Strive Group
3:00 — 3:30 PM	CLOSING SESSION			
3:30 — 5:00 PM	ALASKA ECONOMIC FORECAST Neal Fried, Alaska Department of Labor and Workforce Development			

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THANK YOU!

MESSAGE FROM THE DIRECTOR

Welcome to the 2017 Alaska State Human Resources Conference!

If you're an HR department of one, have HR duties as a side function or are on a team of HR professionals, this conference has a vast array of current and hot topics for you to choose from.

We are always being challenged to increase our HR knowledge and to then apply it in practical terms. This Conference identifies the HR resources available and the professionals who can share experiences and options as you creatively explore solutions to take back to your organization. No one solution fits all situations, therefore, your critical and creative thinking skills are even more important than ever.



Prepare to proactive learn. Actively own your individual learning and in the process, create your mission to make or keep yourself employable. For even the most experienced professional, keep your senses attuned to what new tips, techniques or resources you might learn.

Many of you are familiar with an organization's mission statement....but, do you have your own personal or professional mission statement, yet? Perhaps you have a "mission" but need to fine-tune it. We hope you'll take this opportunity to learn as much as you can about HR, about the professional services and products available to you by talking with other conference attendees, our presenters, or the exhibitors. Make your mission possible.... today and throughout the year. Take a step toward the future and do things a little differently and be better for it.

Outside the conference, we encourage you to engage with your local chapters and get familiar with all the additional benefits they offer. If you are certified, congratulations! If not, we hope you consider taking that next step in your career. The Alaska State Council makes it easy to continue your professional development and obtain recertification credits with our award-winning webinar program. Help us support the SHRM Foundation and benefit from their research and complimentary resources available to you. Now, more than ever, consider joining the Advocacy Team (A-Team) to help lobby for regulations that could impact our workplaces.

A huge "thank you" to our Conference sponsors, exhibitors and presenters who willingly share content and resources with us. We also thank the gracious volunteers who helped make this conference run efficiently and enjoyable, and last, but not least to the Conference Committee led tirelessly by Patty Hickok, for the 18 months of work invested to make this conference possible.

On behalf of the Alaska State Council Board of Directors, we thank you for the opportunity to serve you and allowing us to be a part of making your "HR Mission Possible."

Enjoy the Conference!

Anne Sakumoto, SHRM-CP, PHR

Alaska SHRM State Council, Director, 2016-17



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GENERAL CONFERENCE INFORMATION

The Alaska SHRM State Council presents to you the sold out 2017 State Human Resources Conference, [HR Mission Possible](#). Thanks for joining us for two full-days of events. Things to keep in mind:

- Please wear your conference badge at all times
- “Session Closed” signs will be displayed if capacity is reached in the break-out rooms
- We encourage you to dress in layers as room temperature may vary

RECERTIFICATION HOURS

This conference has been pre-approved for 14 General credits and up to 7.5 Business credits toward SHRM and HRCI recertification. The certificates of attendance along with the pre-approved information needed for recertification are included at the end of this program.

DRAWING FOR A 2018 CONFERENCE REGISTRATION AND MORE!!

A drawing will be held during the closing session for one full complimentary registration to the 2018 Conference. Please turn in your completely validated Exhibitor Hall Card at the SHRM booth. You must be present to win!

SPEAKER PRESENTATIONS

This conference is “green.” Presentations are available for download at <http://alaska.shrm.org/presentations> until May 31, 2018.



Only \$5 per card!!

- 1) Stop by the SHRM Foundation table located by the registration desk and purchase a Bingo card
- 2) Once completed, drop it at the SHRM Foundation table
- 3) A lucky winner will get a prize each day of the conference
- 4) There will also be four additional giveaways of SHRM Foundation baskets

The SHRM Foundation is a values-based charity organization whose mission is to champion workforce and workplace transformation by providing research-based HR solutions for challenging inclusion issues facing current and potential employees, scholarships to educate and develop HR professionals to make change happen and opportunities for HR professionals to make a difference in their local communities. The SHRM Foundation is a 501(c)(3) nonprofit organizational affiliate of the Society for Human Resource Management.

A WORD FROM THE CHAIRS

Thanks for joining us for the 2017 AK State HR Conference! It seems like yesterday when we started planning this event, but in reality it was over 18 months ago! Time does fly by when you are having fun!

For the third straight time, the conference was sold out. We are excited to bring you 31 concurrent sessions and fantastic keynote speakers! This year we have over 300 participants representing over 155 different companies in Alaska from over 30 different communities! Talk about this being “the” event of the year –great opportunities to reconnect with old friends, make new ones and learn lots!



The funds raised during the conference allow us to provide services to our members in Alaska, including but not limited to our national award-winning webinar program, certification and student scholarships, contributions to the SHRM Foundation and more. Thanks go to:

Sponsors and exhibitors help underwrite a large portion of this conference and truly, without them, we wouldn't be able to hold this event. Please make sure to stop by their booths, thank everyone for being here, and learn more about the products and services they offer. You never know when you may have a need at work and how easily you will be able to identify potential solutions for your organization!

Speakers invest their time and share their valuable experience and knowledge with all of us. Thanks for helping provide timely and meaningful information to our attendees!

Volunteers are at the core of all we do. These individuals give selflessly of their time and skills to make this a great event!

Conference committee is a five person group wearing multiple hats that invests an inordinate amount of time for about 18 months to make the conference a success.

We truly could not do what we do without everyone's support!! Thanks for participating. If there is anything we can do to enhance your conference experience, please let us know! Have a great conference!!

Patty Hickok

Nancy Miller



SOCIAL MEDIA

Like our Facebook page during the conference and be eligible to win one of 6 gift cards!

Tweet While You Learn
Our hashtag is #AKSHRM17

Finding an innovative healthcare solution shouldn't be as difficult as climbing Denali.



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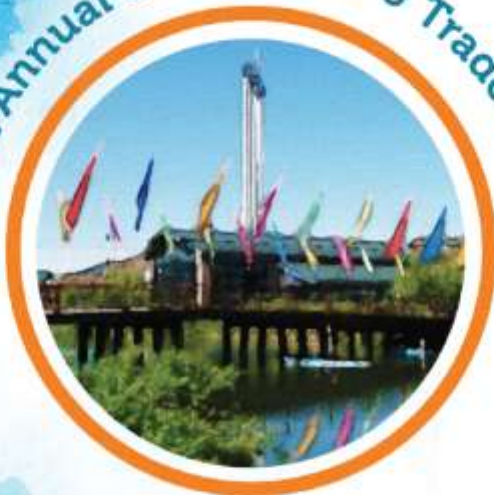
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EXHIBIT HALL INCENTIVE

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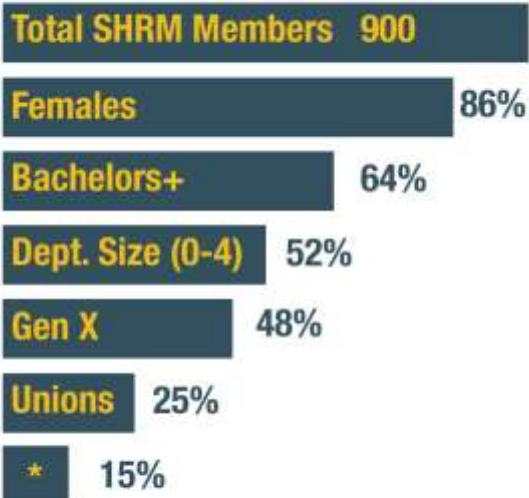
Your conference bag includes an Exhibit Hall Incentive card. Visit the exhibit hall, learn more about the products and services offered and have your card stamped. When done, deposit the card in the box found at the registration table. The drawing will be held during the closing keynote session. Must be present to win!!



Save the Date!
2018 Alaska State HR Conference
SEPTEMBER 2018

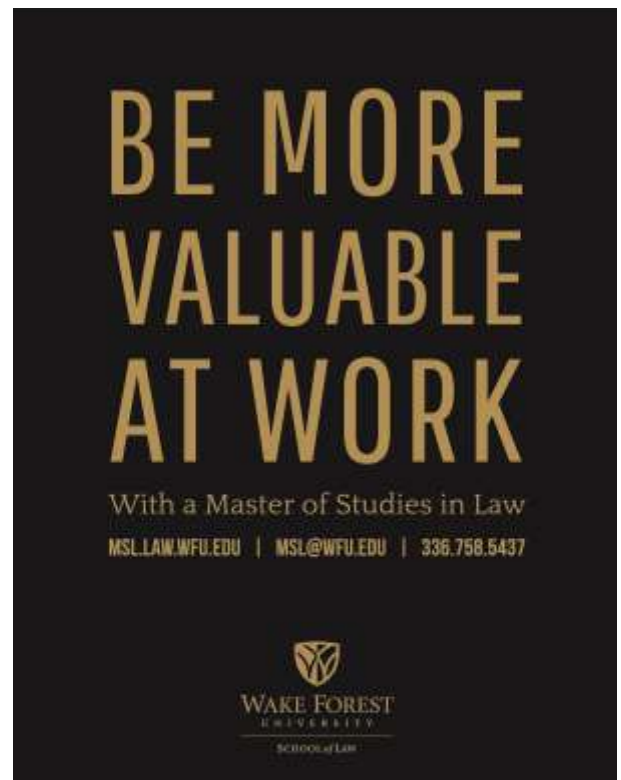
Remember to Budget for it!

Alaska Membership At-A-Glance



* Largest Minority: AK Natives

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DAY 1 SESSIONS & SPEAKERS

DIGITAL RECRUITMENT: WHY GOING SOCIAL IS ENGAGING (AND NECESSARY)!

THURSDAY, MAY 18 | 8:00 - 9:30 AM | DILLINGHAM

As social media has become more prevalent, businesses have struggled to keep a balanced view. Misuse can destroy productivity and harm the company's reputation. Yet, ignoring it can pinch the hiring funnel, alienate employees and customers, and leave you with a 'so last century' reputation. How does HR cope? In this presentation, current trends and best practices form the back drop of practical tips the HR professional can take to the office for immediate consideration.



MARY RYDESKY

Transitions Management

As a professional manager of training & an educator, Mary combines practical experience with MBA theory. Her background in HR, IT services, and administration of learning management has centered on one theme: HR functions, and especially training, must have a measurable impact on behavior to be worth its time and cost. She serves on the board of the AK Statewide Trainers & Developers and is a member of the Association for Training & Development. She heads Transition Management and holds a BA in Communications, Arts and Education, a Masters in Library and Information Science, and an MBA and has recently resumed doctoral studies in HR Management.

RIF'S DONE RIGHT

THURSDAY, MAY 18 | 8:00 - 9:30 AM | KATMAI

The State of Alaska and Alaska businesses have been laying off workers over the last year due to the business downturn. Layoffs create potential significant legal risks if they aren't done right. Morale, productivity, and loyalty in the workplace may suffer among the employees who are left. Adequate planning and preparation are crucial to minimize legal risks (such as claims of discrimination) in a layoff. Learn to implement RIF's in a way that lowers legal risks, and strategies to minimize future layoffs.

KEELIN CURRAN

Stoel Rives

Keelin is a partner of the firm with over 20 years experience advising employers on a range of complex employment issues such as ADA accommodation, leave law, EEO and OFCCP compliance, employment contracts, personnel policies, wage and hour, safety, union strategy, non-competition agreements, internal investigations, terminations and reductions in force. She provides training on appropriate workplace conduct and anti-harassment policies, social media, FMLA, ADA and wage and hour compliance. She represents employers in agency charges and employment litigation where she aims to get cases resolved or dismissed early and in a cost-effective manner.





TRANSGENDER TRANSITIONS IN THE WORKPLACE

THURSDAY, MAY 18 | 8:00 - 9:30 AM | KING SALMON

Transgender issues are now part of the mainstream — from TV reality show to court cases and EEOC guidelines. If an employee approached you today and said “I plan to change my gender” would you know what to do? What steps should your employer take before, during and after the transition? What resources are available? What are the legal issues? Learn how to appropriately approach these situations, and how to use this opportunity to further increase awareness and inclusion in our organizations.

DREW PHOENIX

Alaska Human Rights Commission

Drew Phoenix has recently been appointed as a Commissioner in the Alaska Human Rights Commission. He is the former Executive Director of Identity, Inc., Alaska's statewide lesbian, gay, bisexual, transgender (LGBT) non-profit organization. Drew has extensive education and experience locally and nationally in providing LGBT cultural competency training through Identity, Inc., the Human Rights Campaign, and GLAAD.



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PANEL: SUSTAINABILITY IN YOUR BENEFITS PROGRAM

THURSDAY, MAY 18 | 8:00 - 9:30 AM | ILIAMNA

Developing a sustainable benefits program is essential in order for employers to manage costs and reduce surprises at renewal time. Learn where to look to make sure your plan is on the right track and that it addresses the correct elements and cost drivers. At the conclusion of this session, participants will be able to determine if their program is on a sustainable track, identify potential cost related solutions that could be beneficial to their company based on its plan utilization and trends as well as recognize their cost drivers.



TERRY ALLARD

The Wilson Agency

As a Senior Benefits Advisor, Terry has over 30 years of experience in employee benefits, 20 of which have been with The Wilson Agency. She specializes in groups with over 50 employees, executive compensation strategies, and disability plans for highly compensated individuals.



AL FOGLE

Northrim Benefits Group

As an Employee Benefits Specialist, Al consults with individuals and employers regarding the installation, renewal, and continuing administration of their specific employee benefits plans. He is currently licensed in the State of Alaska as a life and health insurance producer, and is President of the Alaska Association of Health Underwriters.



CURT HEBERT

Marsh & McLennan Agency

Curt specializes in employee benefits strategy, plan management and consultation on self-funded employee benefit plans. He manages quality assurance and training for the team's self-funded plans. He holds an Alaska Life/Health insurance producer's license and is a member of the Alaska chapter of the National Association of Health Underwriters.



COURTNEY TOUW

Alliant Employee Benefits

As Executive Vice President with over 20 years, Courtney advises clients ranging from 50 to 10,000 employees. His approach to consulting emphasizes creative solutions grounded in his clients' culture and budget. He is a frequent national and international speaker on healthcare, wellness, and consumerism.



A Comprehensive HR Education

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LEARN AND GO: IMPLEMENTING WORKPLACE CHANGE

THURSDAY, MAY 18 | 10:00 - 11:30 AM | DILLINGHAM

In this session you will learn that many projects and initiatives fail due to a lack of effective change management. It is simply not enough to create a project team and an initiative plan without considering the effects of employee resistance to change. Change management is a critical component of the project management process. Many HR professionals learn this fact the hard way through failed projects and lost credibility. Change management must start at the beginning of the project and should be an integral part of all phases. What can HR professionals do? Serve as change agents! In this role you will be able to support, initiate, sponsor, and implement organizational change. Learn strategies to overcome the "this is the way we've always done it" barrier; embrace change principles and inspire others to do the same; create solutions for the risk and barriers associated with change; strengthen project implementation skills in support of change and don't be afraid of resistance to change - you shall overcome!

J. GWEN KENNEDY, PH.D.

Kennedy & Associates

Gwen has been a consultant in human and organizational systems since 1986. She is experienced in supporting organizations during times of change, facilitating multi-organization collaborations, designing and facilitating group processes, coaching executives, and developing staff. As a scholarly practitioner, she is passionate about translating complex, theoretical concepts into everyday use and seeking simple interventions for complex situations. Her consulting style is collaborative and empowering. She holds a doctoral degree in Human and Organizational Systems with a Masters in Human Development. Her post-doctoral work focuses in applications of Chaos Theory and complexity science to human systems.



CONDUCTING EFFECTIVE EMPLOYMENT INVESTIGATIONS

THURSDAY, MAY 18 | 10:00 - 11:30 AM | KATMAI

Employment litigation and claims cost employers millions of dollars every year. To minimize liability, companies need to have trained staff that can conduct quality investigations into complaints of discrimination, harassment, or other claims of workplace misconduct. In fact, an important consideration in an employee's decision to ultimately file a lawsuit or claim is whether the employer conducted an effective workplace investigation. Learn a step-by-step approach to conducting an investigation and tips on how to prepare documentation that supports the investigation findings and recommended actions.

SEAN HALLORAN

Little

Sean has been advising clients on a wide variety of employment law matters for two decades. He regularly counsels employers in a variety of industries on employment related matters, including compliance with federal, state, and local statutes and regulations. He assists clients with compliance audits and with the drafting of personnel policies. He regularly defends employers in administrative proceedings before the Mine Safety and Health Administration, the Equal Employment Opportunity Commission, the Alaska State Commission for Human Rights, the Alaska Department of Labor, and other federal, state and local agencies.



WHY CYBER SECURITY IS HR'S BUSINESS

THURSDAY, MAY 18 | 10:00 - 11:30 AM | KING SALMON

It seems that every week we hear about a company falling prey to a phishing scheme or hacking. HR holds a lot of valuable personal information on its employees and needs to understand what are some of the dangers and how to minimize the risk for the organization. Learn what cyber security is, how it affects you and why you should care about it; the threats to how you do business and how they affect you as an individual; how attacks happen and terms such as 'phishing' and 'hacking'; the possible impacts of cyber attacks on you, your organization, your employees and your customers; what you can do to mitigate these impacts and more.

At the end of this seminar, attendees will be able to:

- *Apply a checklist to evaluate their company Acceptable Use Policy (AUP) and determine if it is sufficient and appropriate to their needs*
- *Suggest 3 – 5 methods for gaining end-user compliance through educational messaging regarding safe computing practices*
- *Develop a message for their internal or out-sourced IT staff that will drive towards teamwork in data security, cyber-security awareness, and responsiveness to potential attacks*
- *Name at least 3 issues regarding mobile device use and personal device use among staff*



DANIEL FOOTE

DanTech Services, Inc.

Daniel is President & CEO of DanTech Services, Inc., providing managed IT support services statewide and training for awareness of cyber security threats and protection, with the motto of "Computers under Control!™".

A published author and speaker, Dan has been an IT Professional for over 15 years, working primarily as a managed services provider. His experience is centered on delivering a variety of technology solutions from content-protected web access, and email services to cyber-protection. A graduate of Charter College in Anchorage, Dan first put his skillsets to work at GCI School Access, now Managed Broadband Services, and later in firms specializing in IT consultant services.



MARY M. RYDESKY

Transitions Management

Mary has one foot in the HR world, and the other in IT. She has worked for large corporations and hospitals to integrate policies and practices that focus on getting the job done. "When IT resorts to saying 'no' to the employee who wants to reach online information, they may touch off resentment, let's endorse an HR/IT coalition and train on safe computer use instead", she pleads. Rydesky holds Masters in Information Science and Business Administration, and is currently pursuing her doctorate in human resources and technology. A trainer and consultant, she works with DanTech Services to keep "Computers under Control!™".

COMPENSATION: PUTTING STRATEGY INTO PRACTICE

THURSDAY, MAY 18 | 10:00 - 11:30 AM | ILIAMNA

Gain insight into how to bring that common phrase “we provide fair and competitive pay” to life. Explore how to develop a compensation strategy that supports your business strategy, and the fundamentals of building a practical compensation system to execute it. Learn:

- How to use salary surveys to benchmark against the market
- The fundamentals of building and maintaining a salary structure
- How to use a compensation system can help to “hardwire” compliance
- The often overlooked role of incentive and bonus pay, and, most importantly
- How to use your compensation system to make good decisions about pay throughout the employment cycle



THOMAS SHOWALTER, CCP

ConnectHR, LLC

Thomas is the founding Director of ConnectHR. Before joining The Wilson Agency, he managed HR for several mid- and large-sized companies in the Pacific Northwest and Alaska, including 3 of Alaska’s largest corporations. Across his 20 years of HR experience, he has built highly functional HR infrastructures working closely with operational leaders to deliver business oriented HR solutions and services. He has been active in addressing the unique challenges of Alaska’s healthcare market, creating a network of Alaska’s leading employers to address shared issues and concerns. He holds a Bachelor’s degree in Economics from the University of Oregon.

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LUNCHEON AND KEYNOTE SPEAKER

THE MAGIC BEHIND HIGH PERFORMANCE TEAMS

THURSDAY, MAY 18 | 12:00 NN - 1:00 PM | BALLROOM

The magic is that in fact there is no magic at all! Successful teams are built — no magic necessary. Learn the essential building blocks of a high-performing team, and why true leadership is necessary to unlock the potential of any team. Discover the secret to creating the future you envision, and the tools you need to build it for your team. Understanding yourself as a means to understand others and unlock the diversity of strengths into your team.



AL BOLEA

AppliedLeadership

Founder and architect of the Applied Leadership Seminars. Former CEO/ GM of Dubai Petroleum and a retired BP executive. His industry career spans 40 years, including assignments in the US, UK and Middle East. He holds degrees from the University of Pittsburgh, Robert Morris University, and INSEAD, Paris. He's been an intermittent leadership expert for the U.S. Department of Energy and an in-resident CEO at the University of Houston. He is a former board director of the Alaska Gas Pipeline Corporation. Al's executive coaching program was recognized as one of the top corporate programs in the world by Leadership Excellence and awarded a prestigious LEAD2016 honor for Best Executive Coaching Program. His first book, Applied Leadership Development, was published in 2015 by Routledge Press and is highlighted in the International Leadership Association's publication Becoming a Better Leader.

MASTER OF CEREMONIES:

DIANNA GOULD, SOCIETY FOR HUMAN RESOURCE MANAGEMENT

BOOK SIGNING

1:00 PM TO 1:25 PM

TABLE RIGHT OUTSIDE THE BALLROOM

BOOKS AVAILABLE FOR \$45 (CREDIT CARDS ACCEPTED)

If you pre-paid for book, please pick up at registration table



"Wow! This work transcends typical book text to become a development experience with self-assessment exercises for old, new and next-generation leaders."

- Ken Shelton Editor/Publisher of Leadership Excellence Magazine
1984 - 2014

NEGOTIATION SKILLS FOR THE HR PROFESSIONAL

THURSDAY, MAY 18 | 1:30 - 3:00 PM | DILLINGHAM

Every day in Alaska, companies are involved in serious negotiations affecting every facet of their businesses, including interactions with customers, collaborating with suppliers, problem-solving with subsidiaries, and reaching successful agreements within their own organizations. The quality of the agreements reached depends on the negotiating ability of your employees. Companies are literally walking away from millions of dollars annually as a result of poorly conducted negotiations.

DR. FRANK JEFFRIES

UAA College of Business and Public Policy

Frank Jeffries holds a BA in Marketing, an MBA, and a Ph.D. in Business Administration. Prior to entering academia he worked for 15 years in the high tech industry gaining experience in sales, sales management, product management, and program management positions. He is currently a Professor of Management at the College of Business and Public Policy at UAA. He teaches courses at the senior and graduate level in negotiation, organizational behavior, and organization development. He is very active in research and regularly publishes and presents papers. He also consults for local businesses, and is a management and negotiation coach.



AVOIDING COMMON WAGE & HOUR VIOLATIONS

THURSDAY, MAY 18 | 1:30 - 3:00 PM | KATMAI

Employment litigation and claims cost employers millions of dollars every year. To minimize liability, companies need to have trained staff that can conduct quality investigation into complaints of discrimination, harassment, or other claims of workplace misconduct. In fact, an important consideration in an employee's decision to ultimately file a lawsuit or claim is whether the employer conducted an effective workplace investigation. Learn a step-by-step approach to conducting an investigation and tips on how to prepare documentation that supports the investigation findings and recommended actions.

TAMMY MCCUTCHEN

Littler

Tammy is a former administrator of the wage and hour division at the U.S. DOL. She is a leading authority on federal and state wage and hour laws who represents and counsels management clients in connection with all types of labor and employment matters. She focuses her practice on compliance with the FLSA and state wage-hour laws. She serves as a consulting or testifying expert witness in wage-hour collective and class actions, and represents clients on a variety of employment law cases. She appears before state and federal courts, the EEOC, the DOL, and state agencies. Tammy is co-chair of Littler Mendelson's Compliance Audit Services Practice Group and a core member of the Wage and Hour Practice Group



FIVE MINDSETS, ONE GOAL: GENERATIONS

THURSDAY, MAY 18 | 1:30 - 3:00 PM | KING SALMON

There is a presence in our organizations of a major conflict. It is the presence of five generations actively engaged in the workplace. Each generation has its own way to achieve the priorities of their lives and the organization to succeed. They just go about it differently. This presentation tries to put you in the mindset of each generation, how that affects the way they react to the organization and how to make the best of the differences to positively impact your organization.



LYNNE CURRY, PH. D., SPHR

The Growth Company

President of The Growth Company, Inc., Lynne brings her clients a track record in management consulting; board, manager and employee training; HR and organizational strategy consulting. She has provided more than 55,000 consulting projects to more than 3,700 organizations throughout the US and internationally. Her clients include a diverse variety of private sector companies (oil & gas, construction, finance, medical & dental, real estate, retail & hospitality, professional services firms [legal, engineering, architectural, accounting & other service firms]), utilities, Alaska Native corporations, governmental organizations (federal, state, municipal & tribal) and non-profit corporations and agencies.

IS IT PERFORMANCE MANAGEMENT OR MANAGING PERFORMANCE?

THURSDAY, MAY 18 | 1:30 - 3:00 PM | ILIAMNA

Performance management is not just about performance — it's about the identity and purpose of an organization. It's also about accountability and employees must feel the tension of the inputs they manage relative to outputs that they create. An organization becomes what it measures and everything else it could have been is lost. Goals are critical and if too narrow or non-existent, it will take a crisis to find a viable future for an organization. Messaging is critical and employees must understand the content and context to ensure that their actions and decisions are in line with the organization's objectives.



AL BOLEA

AppliedLeadership

Founder and architect of the Applied Leadership Seminars. Former CEO/ GM of Dubai Petroleum and a retired BP executive. His industry career spans 40 years, including assignments in the US, UK and Middle East. He holds degrees from the University of Pittsburgh, Robert Morris University, and INSEAD, Paris. He's been an intermittent leadership expert for the U.S. Department of Energy and an in-resident CEO at the University of Houston. He is a former board director of the Alaska Gas Pipeline Corporation. Al's executive coaching program was recognized as one of the top corporate programs in the world by Leadership Excellence and awarded a prestigious LEAD2016 honor for Best Executive Coaching Program. His first book, Applied Leadership Development, was published in 2015 and is highlighted in the International Leadership Association's publication Becoming a Better Leader.

UNEMPLOYMENT INSURANCE 101

THURSDAY, MAY 18 | 3:30 - 5:00 PM | DILLINGHAM

This presentation will provide an overview of Unemployment Compensation -what is it? Where do those contributions go? It will then cover the unemployment process. An employee leaves your employment and files for unemployment. What happens next? Why is the information the DOL requests from employers so important? How are determinations made? The presentation will end with 5 best practices for employers and an overview of the variety of trainings that the DOL can offer to employers (including training, assistance with layoffs, and more!)

HUGH KING

Alaska Department of Labor & Workforce Development

Mr. King is the Supervisor of the Anchorage Unemployment Insurance Claim Center, State of Alaska, Department of Labor and Workforce Development. He has over nineteen years experience in Unemployment Insurance. He is a member of the NASWA, National Association of State Workforce Agencies.



WE GOT WEED! DEVELOPMENTS IN LEGALIZATION IN ALASKA

THURSDAY, MAY 18 | 3:30 - 5:00 PM | KATMAI

Marijuana is now legal in Alaska and we have a lot to learn! We will look at developments in other states as a result of the legalization of marijuana and its medical use including concepts of reasonable accommodation, protected leave and drug testing regimes in light of the legalization of marijuana. We will share how employers are managing these issues and how to manage employees with substance abuse problems.

BRENNEN PORTALSKI, C-SAPA

Beacon Occupational Health and Safety Services

Brennen has over five years of experience in the drug and alcohol testing industry with an extensive background in program administration, policy review and consultation, compliance auditing and training. He holds a Certified Substance Abuse Program Administrator certification and is a member of the Drug and Alcohol Testing Industry Association's Legislative and Regulatory Committee. His knowledge and experience in the industry bring a solid perspective to the workplace testing industry in AK. He has assisted many companies with policy reviews and updates. His professional drive is to ensure that employers and employees in AK understand the importance and practice of a drug- and alcohol-free workplace.



HR DEPARTMENT OF 1... OR 2 OR 3 OR 4!

THURSDAY, MAY 18 | 3:30 - 5:00 PM | KING SALMON

Over 50% of Alaska SHRM members work for organizations where the HR department is composed of 0-4 people! You know the drill -a manager calls you because an employee showed to work under the influence; an email comes in asking you to find a candidate for a job asap; someone stops by your office asking if you have finished this year's HR budget; your email and voice mail is overflowing and guess what - you are either the entire HR department or one of a very small group of employees in it! in this workshop, we'll help you learn how to balance the ever-changing and increasing workload of an entire Human Resources department, how to excel as a small HR department and get resources that can help you be more effective and efficient at your job!



DIANNA GOULD, SPHR, SHRM-SCP, MODERATOR

SHRM

Dianna has over 20 years experience in the HR profession. Prior to joining SHRM, she had experience as an HR professional for Fortune 500 companies to start-up firms. She has worked in the high tech, international export, manufacturing, and the service industry. Dianna has been an active member with SHRM since 1991 and has volunteered for a variety of leadership roles during that time. She has served as the President for the Portland Human Resource Management Association (Portland, OR) and in 2006 was the Director of the SHRM Oregon State Council Board of Directors.



BRIGETTE GUZY

Catholic Social Services

Brigitte is the Human Resources Director for Catholic Social Services. Her 15+ years of experience in HR started when she took a temp job as an HR Assistant and discovered that HR was her passion. She has experience in several industries including construction, seafood and social services and enjoys putting her skills and knowledge to work to benefit the community in which she lives.



ANN KJERA, SPHR, SHRM-SCP

Anchorage Museum

Ann is a life-long Alaskan with over 12 years experience in small human resource departments. She has been with the Anchorage Museum since 2014. She has held a variety of positions during her career, including executive director of Hospice of the Tanana Valley, executive director of United Way of the Tanana Valley, and Benefits and Programs Administrator for a cargo carrier. She has also served on a variety of non-profit boards. She is the 2017 president of the Anchorage Society for Human Resource Management.

SOCIAL MEDIA: BUILDING A SUSTAINABLE AND STRATEGIC PRESENCE

THURSDAY, MAY 18 | 3:30 - 5:00 PM | ILIAMNA

In this session, you will learn what social media isn't and why it's so hard, as well as the need to define your audience and objectives before you do anything else. In addition, you will explore the rules to live by so that you can develop an enduring social media presence, build a sustainable team, and foster strategic growth. Finally, you will look at tips regarding specific social media platforms.



ANDREW MORTON

SHRM

Andrew Morton serves as the Director of Social Engagement at SHRM. He is a marketing and PR executive who's led public and private organizations to unprecedented levels of brand awareness through interactive strategic communications practices in traditional and new media. He is a combat veteran who has served over twenty years as an Army Officer in leadership positions at all levels, and as the lead for the Army Reserve's marketing, digital and social media efforts. After his military career he was as an account director at Purple Strategies - leading highly successful digital and social media campaigns for Fortune 500 clients.

BUSINESS MIXER

5:00 PM—6:30 PM



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DAY 2 SESSIONS & SPEAKERS

FINANCE FOR THE HR PROFESSIONAL

FRIDAY, MAY 19 | 8:00 - 9:30 AM | DILLINGHAM

This workshop will improve your literacy and ability to grasp and communicate financial matters, especially with respect to the value that HR brings to an organization. You will get a fundamental grasp and refresher of financial statements that makes them simple to read and learn how you can reflect the value of your people and increase the return on HR investment. This session will help you: master accounting in a new visual way, and truly understand what financial statements are saying; overcome the pitfalls that cause miscommunication around finances; gain insight into how your business generates and consumes value; capture the value of your organization's HR expenditures to reflect their contribution to profits and gain the tools needed to be a more effective professional.



BEVERLY DENNIS

Alaska Pacific University

Beverly has over 30 years experience working in business and financial management, specializing in the hospitality industry. After she received her graduate degree, she began teaching at Alaska Pacific University as an adjunct professor, becoming a full time faculty member in the Business Administration and Management department in 2007. She is in demand as a public speaker and facilitator of organizational team building activities including Relationship Awareness, Business Communication, Conflict Management and Effective Leadership. She has presented her original work at several international conferences. She has a BA in Organizational Management and an MBA from Alaska Pacific University.



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PLEASE SUE ME - ALASKA EDITION



FRIDAY, MAY 19 | 8:00 - 9:30 AM | KATMAI

This session will provide you with takeaways on the latest tips, techniques and practical HR policies to manage productivity, maintain harmony and stay out of court. This session blends employment practices, humor and the law to answer some of today's toughest management issues. Recent cases will be shared as an example of the various things that will get you in trouble and how to avoid that.

LIZ HODES

Davis Wright Tremaine

Liz is an experienced litigator who focuses largely on labor and employment matters. She counsels employers on how to prevent workplace disputes and comply with employment laws. For her corporate clients, Liz litigates disputes related to corporate governance, contracts, unfair trade practices, and other issues.



KRISTAL LEONARD

Davis Wright Tremaine

Kristal assists in counseling employers on how to comply with employment laws and regulations. She also helps defend employers against workplace disputes in agency and state court proceedings, including a petition for review to the Alaska Supreme Court.



WORKERS' COMPENSATION: ORIGINS, OVERVIEW AND REFORM

FRIDAY, MAY 19 | 8:00 - 9:30 AM | KING SALMON

An Entertaining Look at the Origins of Workers' Compensation, an Overview of Benefits, and Some Thoughts on Comprehensive Reform.

PATTI WILSON, AIC, CPCU

UNIVERSITY OF ALASKA

Patti Wilson began handling workers' compensation claims during the construction of the Trans-Alaska Pipeline. After many years as a licensed property and casualty adjuster in the private sector, with special emphasis on workers' compensation investigation and litigation management, she joined the University of Alaska in 2006 as claims manager of its self-insured program. She also serves on the board of directors of the Workers' Compensation Committee of Alaska in order to work on behalf of Alaskan employers toward a fair and equitable workers' comp system.



401(k) PLAN TRENDS: WHAT YOU NEED TO KNOW NOW

FRIDAY, MAY 19 | 8:00 - 9:30 AM | ILIAMNA

Explore a multitude of timely issues confronting retirement plan sponsors, including the latest DOL regulations, fiduciary best practices, revenue sharing, participant and investment menu challenges. Ample time will be allotted for discussion and questions.



MIKE BROWN, CRPS, AIF

ClearPoint Financial

Michael joined ClearPoint Financial as a Partner in 2006 after 13 successful years at 2 national investment firms. While at Morgan Stanley, he was a Corporate Client Group Director of 401(k) Plans and was instrumental in expanding the firm's qualified plan consulting resources. He has authored articles on retirement benefit plans and is a sought-after industry speaker. He has been recognized as one of the most influential retirement plan advisors and ClearPoint Financial has received multiple recognitions from Plan Sponsor publications. He earned a Bachelor of Arts degree in Business Administration from UAA.

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BYOD (BRING YOUR OWN DEVICE)

FRIDAY, MAY 19 | 10:00 - 11:30 AM | ILIAMNA

BYOD is a trend that provides a significant impact on day-to-day operations at a rapidly growing number of businesses –including Alaska! Market researcher Gartner Inc. predicts that almost five in 10 organizations will rely exclusively on BYOD-- meaning they will no longer provide any devices to employees-- by 2017, and 85 percent of businesses will have some kind of BYOD program in place by 2020. Come and learn from local professionals whose companies have successfully adopted the practice making a positive impact in operations. They will share the top challenges and benefits of BYOD, the considerations for implementation and results after implementation.



LATASHA EVANS

Walmart

LaTasha is the current AK Market HR Manager for Walmart serving 9 stores across the state. She has 15 years of HR experience specializing in benefits administration, HR management and recruiting. She is passionate about this profession that has afforded her opportunities to work across the US and overseas. She has a degree in International Business from Barry University. Once recognized as member of year, she has been an active member of ASHRM since 2005. LaTasha is always looking for the next adventure whether it's a project or vacation spot.



PEGGY O'KEEFE

Chenega Corporation

Peggy is the SVP of HR for Chenega Corporation, where she has worked for the last 15 years. She has over 30 years of experience in all aspects of HR and leads a corporation with many different subsidiaries throughout the United States and abroad. Her prior experience includes working for Chugach North Technical Services, and working for Tri-Met and HR Extras in Oregon. She served on the ASHRM board for 9 years, and served on HRCI's Item Writing Panel. She holds an MBA from Marylhurst University.



RICK REESE

NANA Development Corporation

Rick is the Director of Infrastructure Services & IT Operations at NANA Development Corporation. He has over 25 years of experience in technical management working for national and global organizations like Safeway, American Express and Candle Corporation (an IBM Company). His experience includes IT and business Integrations, IT services leadership, storage management, project management, continuous improvement, end-user partnership, and more. He has a Bachelor of Arts in History from Weber State University and is fluent in Japanese.

AFFIRMATIVE ACTION: AN INTRODUCTION

FRIDAY, MAY 19 | 10:00 - 11:30 AM | KATMAI

Government contractors and subcontractors with at least 50 employees and contracts in excess of \$50,000, along with financial institutions, are required to develop and maintain a compliant affirmative action plan. This session will teach participants how to interpret and maintain a compliant Affirmative Action Program. Recent changes to Affirmative Action Regulations and current OFCCP trends make this a critical, often overlooked area of compliance.

NOT AVAILABLE

Not available at time of printing.

WHEN IS ENOUGH ENOUGH? REASONABLE ACCOMMODATIONS

FRIDAY, MAY 19 | 10:00 - 11:30 AM | KING SALMON

Limit your potential legal exposure by properly navigating the ADA's interactive process. Accommodating extended leave requests and implementing disability accommodations can be burdensome. However, the law does have its limits. This session will discuss the various disability-related laws and regulations and provide guidance on when you have satisfied your duties. You will learn the most common problems both employers and managers face, how to effectively navigate the interactive process, how to determine when an employee's leave becomes an undue hardship and when you may safely end the interactive process or consider terminating disabled employees.



MELANIE OSBORNE

Chugach Alaska Corporation

As EVP and General Counsel of Chugach Alaska Corporation, Melanie provides legal guidance to Chugach's board of directors and executive leadership team, and legal oversight across the entire Chugach family of companies. Prior to that, Osborne was VP and Deputy General Counsel at NANA Development Corporation, advising on matters involving corporate governance, contracts, employment law, compliance and litigation. She has garnered more than 14 years of experience representing Alaska Native organizations including serving as VP and General Counsel for Ahtna, Inc. and providing counsel to various tribal organizations and Alaska Native Corporations as an attorney at Stoel Rives LLP and Sonosky, Chambers, Sachse, Miller and Munson LLP.

BUILDING YOUR HR BRAND

FRIDAY, MAY 19 | 10:00 - 11:30 AM | ILIAMNA

This session discusses the importance of establishing and advancing the relevance of your HR team as it helps to enable the success of your organization. Sometimes we become so narrowly focused on individual areas of competence within the HR domain that we lose sight of the overall effectiveness of our team. Or we become satisfied that we are delivering on our original objectives without considering the ever-changing needs of our organization and the future relevance of the services we provide. When either happens, we can find ourselves in the situation of having strong players but not delivering the key services that leadership expects and failing to advance the art and science of our HR practice. Here is an overview of key steps to building and leading an HR team that is recognized within and outside of the organization as a key contributor to organizational effectiveness.

RICHARD M. BAIRD, PH.D.

Bristol Bay Native Corporation

Rick has over twenty years of experience in business management and strategic human resources leadership. Past responsibilities include senior positions at both domestic and international firms leading human resources/organizational development programs. Experienced in high technology, software development, hospitality, retail and healthcare sectors. Specialties include strategic HR and corporate leadership, corporate culture and change management, employee and organizational development and team building. He holds a Ph.D. in psychology and an MBA. He is a member of the American Psychological Association, the Society for Industrial and Organizational Psychology and the Society for Human Resource Management.



LUNCHEON AND KEYNOTE SPEAKER

WHAT CAN YOU DO? CAMPAIGN FOR DISABILITY EMPLOYMENT

FRIDAY, MAY 19 | 11:30 AM - 1:00 PM | BALLROOM

At work, it's what people CAN do that matters. SHRM national collaborates with the Campaign for Disability Employment to promote positive employment outcomes for people with disabilities. People with disabilities can and do make important contributions to America's businesses every day and employers can implement workplace practices that capitalize on the talents of this untapped pool.



DUANE MAYES

Governor's Council on Disabilities and Special Education

Duane Mayes, director of the Senior & Disabilities Services Division of the Alaska Department of Health & Social Services, has more than 30 years professional social service experience in the public and private sectors. He also has personal caregiving experience, as his father had significant physical disabilities from polio. Both his parents are deaf, and his first language was American Sign Language. He has bachelor's and master's degrees in vocational rehabilitation.

MASTER OF CEREMONIES:

PATRICK REINHART, Executive Director, Governor's Council on Disabilities and Special Education

WHEN VIOLENCE SHOWS UP AT WORK

FRIDAY, MAY 19 | 1:30 - 3:30 PM | DILLINGHAM

Although this seminar is focused on what employees can do at work when a potential violent situation arises, the skills that will be covered can also be used outside of the workplace. Violence can take many different forms, from bullying behavior from a co-worker through threatening or hostile actions taken by a fellow employee, a supplier or a customer. Participants will learn how to be aware of their surroundings at all times, how to identify actions of others that should make them wary and what specific actions they could take to de-escalate or remove themselves from the situation. Each participant will learn the concept of attack behavior, the different stages of violence and will also have the opportunity of developing an action plan which can be developed to minimize exposure to violence.



STEVE HINDS, SPHR, SHRM-SCP

Hindsight, Inc.

As the principal of Hindsight, Steve began the organization with the vision of providing continual development opportunities to individuals and organizations throughout Alaska. Steve's background has involved training and development during the 35 years that he has worked in the field of Human Resources. He has a Bachelors in Counseling and Guidance along with a Masters in Business Administration. He holds certification through FEMA for Workplace Violence Awareness and for Active Shooter training through DHS. Steve is also a member of American MENSA.

YOU'RE FIRED! EMPLOYEE DISCIPLINE AND TERMINATIONS

FRIDAY, MAY 19 | 1:30 - 3:30 PM | KATMAI

Disciplining or terminating an employee is a difficult task. Managers avoid it like the plague, costing you in HR, a lot of time and heartache when not done properly, on a timely basis, or done at all! To avoid and/or be able to successfully defend a claim, it is imperative to have a structured approach that involves consistency and proper documentation and progressive discipline can help you keep employees on the right track while staying out of the courtroom.



RENEA I SAADE

Stoel Rives, LLP

Renea is a partner in the Labor and Employment group. She counsels clients on a broad range of employment issues including noncompetition/nonsolicitation enforcement and defense, wrongful termination, requests for accommodation, wage/hour compliance, workers' compensation, workplace investigations and discipline. She assists clients in the development, revision and enforcement of employee handbooks and provides on-site employment law training on issues including prevention of harassment and discrimination, wage laws and performance reviews. She regularly represents employers in federal and state court proceedings, agency audits and investigations. She serves on various community boards.

NO MORE LECTURE: DELIVERING INTERACTIVE TRAINING

FRIDAY, MAY 19 | 1:30 - 3:30 PM | KING SALMON

What is the first thought that comes to mind when you are told you have to attend training? Most would agree it is, "Oh no, death by PowerPoint!" The key to opening up a fun, educational environment for any training session is to know your audience. With four generations making up today's workforce, that can be a challenging task. From the moment of onboarding through the end of employment, training programs can be very productive for all generations if you know how to reach the participants through interactive training. In this presentation, HR professionals will learn how to recognize various learning styles and preferences in order to develop fun, educational, and beneficial training sessions despite the generational gaps present in their employees.

MARY RYDESKY

Transitions Management

As a professional manager of training & an educator, Mary combines practical experience with MBA theory. Her background in HR, IT services, and administration of learning management has centered on one theme: HR functions and especially training, must have a measurable impact on behavior to be worth its time and cost. She serves on the board of the AK Statewide Trainers & Developers, and is a member of the Association for Training & Development. She heads Transition Management. She holds a BA in Communications, Arts, & Education, a Masters in Library and Information Science, and an MBA and has recently resumed doctoral studies in HR Management.



THE TRAGEDY OF NO HR STRATEGY

FRIDAY, MAY 19 | 1:30 - 3:30 PM | ILIAMNA

This workshop will help those yet to be exposed to strategic planning and show you how to build an HR strategy to support your organization. Whether you are an HR department of one or part of a large HR division, you need to have HR strategies aligning your organizational goals and activities. We will highlight your role as an HR professional in developing and working within the organization's strategic plan, as well as your role in developing HR business unit and subsequent functional unit strategies. Practical, easy-to-use tips will be shared to help get strategy out of the boardroom and into the breakrooms.

HEATHER KINZIE

The Strive Group

Heather has enjoyed an HR and Organizational Development career spanning 20+ years. She began working as a consultant in 2005 when she realized her purpose was to improve communities, one leader and one business at a time. She was a sole proprietor for 10 years before she partnered with colleagues and formed The Strive Group in 2016, a full service consulting firm and think tank in Anchorage. She served on the Board of Directors for the Anchorage SHRM Chapter for 8 years and continues to be an active volunteer. She is a regular contributor to the national association's blog and social media team and, has and continues to present for the SHRM national conference. An engaging national speaker, Heather is excited to share her thoughts on HR Strategy here in her home state.



KEYNOTE SPEAKER

ALASKA ECONOMIC FORECAST

FRIDAY, MAY 19 | 3:30 PM - 5:00 PM | BALLROOM

The presentation will address the most current economic analysis and forecast for 2017 regarding the cost of living, construction, income and wage trends, the military, the health care industry, seafood, tourism, transportation, oil industry issues, labor needs, rural economic trends, and more. All this information is linked to the impact that it is projected to have on human resources.



NEAL FRIED

Alaska Department of Labor and Workforce Development

Neal Fried is Alaska's Economist Extraordinaire. He has worked for the Department of Labor for over 30 years. He produces economic data and analysis on a variety of economic issues facing Alaska. He has served on the Governor's Oil and Gas Policy Task Force, Anchorage Economic Development Committee, the Governor's Technology Task Force and more! He graduated from the University of Alaska Fairbanks with a degree in Economics.

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- HR Forms
 - Job Descriptions
 - Mission Statements
 - Policies
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View interviews with HR practitioners and industry experts discussing a wide variety of HR hot topics. shrm.org/video

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SHRM, along with members, advocates on behalf of the HR profession at the federal and state levels. shrm.org/advocacy

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Regular analysis and e-mail alerts on employment law at the federal and state levels. shrm.org/legalissues

HR Magazine®

10 issues of our award-winning magazine. shrm.org/hrmagazine

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Free weekly e-newsletter highlighting critical HR issues. shrm.org/hrweek

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Online articles to help line managers supervise effectively and legally. shrm.org/managementsmart

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Compensation data available for positions covering a variety of industries, job families and functional areas. shrm.org/compensationdata

SHRM People InSight Employee Engagement Survey \$

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Name of Attendee



May 18-19, 2017

Patty Hickok, SPHR, GPHR, SHRM-SCP
Conference Chair

Date of Program

SHRM Activity ID: 17-P95VG | SHRM PDC(s): 14

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

Note: PHR certificants may attend any of the sessions pre-approved for specified credit hours for general credit as long as it has been pre-approved.

Sessions pre-approved for Business credit *				Total <u>7.5</u>
<input type="checkbox"/> Social Media: Building a Sustainable and Strategic Presence	05/18/17	3:30pm-5:00pm		1.5
<input type="checkbox"/> Finance for the HR Professional	05/19/17	8:00am-9:30am		1.5
<input type="checkbox"/> Building Your HR Brand	05/19/17	10:00am-11:30am		1.5
<input type="checkbox"/> The Tragedy of No HR Strategy	05/19/17	1:30pm-3:00pm		1.5
<input type="checkbox"/> Alaska Economic Forecast	05/19/17	3:30pm-5:00pm		1.5

Sessions pre-approved for HR (General) credit				Total <u>12.5</u>
Breakout Sessions				
<input type="checkbox"/> Digital Recruitment: Why going social is engaging (and necessary)!	05/18/17	8:00am-9:30am		1.5
<input type="checkbox"/> RIFs Done Right				
<input type="checkbox"/> Transgender Transitions in the Workplace				
<input type="checkbox"/> Sustainability in your Benefits Program				
Breakout Sessions				
<input type="checkbox"/> Learn and Go: Implementing Workplace Change	05/18/17	10:00am-11:30am		1.5
<input type="checkbox"/> Why Cyber Security is HR's Business				
<input type="checkbox"/> Conducting Effective Employment Investigations				
<input type="checkbox"/> Compensation: Putting Strategy into Practice				
<input type="checkbox"/> The Magic Behind High Performance Teams	05/18/17	12:00pm-1:00pm	1.0	
Breakout Sessions				
<input type="checkbox"/> Negotiation Skills for the HR Professional	05/18/17	1:30pm-3:00pm		1.5
<input type="checkbox"/> Avoiding Common Wage & Hour Violations				
<input type="checkbox"/> Five Mindsets, One Goal: Generations				
<input type="checkbox"/> Is it Performance Management or Managing Performance?				
Breakout Sessions				
<input type="checkbox"/> Unemployment Insurance 101	05/18/17	3:30pm-5:00pm		1.5
<input type="checkbox"/> We Got Weed! Developments in Legalization in Alaska				
<input type="checkbox"/> HR Department of 1...or 2 or 3 or 4!				
Breakout Sessions				
<input type="checkbox"/> Please Sue Me - Alaska Edition	05/19/17	8:00am-9:30am		1.5
<input type="checkbox"/> An Introduction to Workers' Comp				
<input type="checkbox"/> 401(k) Plan Trends: What You Need to Know Now				
Breakout Sessions				
<input type="checkbox"/> BYOD	05/19/17	10:00am-11:30am		1.5
<input type="checkbox"/> AA: An Introduction				
<input type="checkbox"/> When is Enough Enough? Reasonable Accommodations				
<input type="checkbox"/> What Can You Do? The Campaign for Disability Employment	05/19/17	12:00pm-1:00pm	1.0	
Breakout Sessions				
<input type="checkbox"/> When Violence Shows Up At Work	05/19/17	1:30pm-3:00pm		1.5
<input type="checkbox"/> You're Fired! Employee Discipline and Terminations				
<input type="checkbox"/> No More Lecture: How to Deliver Interactive Training to All Generations				

This conference has been pre-approved for **14.0 HR (General) recertification credit hours**.
To earn 14.0 HR (General) recertification credit hours for attending this conference,
please enter the **Activity ID # 309497** with the conference dates to your
online learning plan at www.hrci.org.

***NOTE:** To earn Business recertification credit for sessions pre-approved for Business credit, do **NOT** use the Activity ID Number assigned to the conference. Submit one record for each credit hour category, listing all session titles in the Program Description and total hours for each entry.

Example: If you attend five (5) Business Management and Strategy sessions and three (3) general sessions, you will submit two listings: one for all Business Management and Strategy sessions, listing each session title attended, and one for all general credit sessions.

ALASKA SHRM STATE COUNCIL NATIONAL AWARD WINNING WEBINAR PROGRAM

COMPLIMENTARY | HRCI & SHRM PRE-APPROVED FOR RECERTIFICATION CREDIT

September 22, 2017

INTERNET CYBER SECURITY & PHISHING FOR HR PROFESSIONALS

Courtney Targos, The Threat Informant

October 27, 2017

THE HR DEPARTMENT OF ONE

Dianna Gould, Society for Human Resource Management

November 17, 2017

THE REAL DEAL ON FORM I-9

Dave Basham, US Citizenship and Immigration Services

[HTTP://ALASKA.SHRM.ORG/EVENTS](http://alaska.shrm.org/events)

FOR REGISTRATION AND ADDITIONAL INFORMATION

GET INVOLVED WITH YOUR LOCAL CHAPTER!

ANCHORAGE

Ann Kjera

<http://shrmalaska.shrm.org>

MAT-SU VALLEY

Sonya Conant

<http://matsu.shrm.org>

NORTHERN AK

Sallie Stuvek

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education

networking

certification

development

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MOST PEOPLE
FEAR TESTING.
TO US, IT'S LIKE
CUDDLING CUTE
LITTLE PUPPIES.

This headline is:

very effective

boring

offensive to kittens

Congratulations to the Alaska SHRM chapter for hosting a fantastic conference & tradeshow! We are proud to be part of an event dedicated to people-first companies. Come find us as you enter the **Exhibitor Hall** for a sweet treat and a chance to win a designer handbag!

