



The



**HR** Specialist Summit

September 5-7, 2018  
The MGM Grand Hotel and Casino  
Las Vegas, NV

- 
- 20+ Sessions: Strategic & Compliance Tracks
  - Extensive Q&A Opportunities With the Experts
  - Career-Boosting Networking With Your Peers
  - HRCI and SHRM Credits
  - FREE Pre-conference Workshops
  - FREE Bonus Gifts for All Attendees
  - Satisfaction Guaranteed or Your Money Back!

# HR Specialist Summit

September 5-7, 2018 • MGM Grand Hotel & Casino • Las Vegas, NV

Dear Colleague,

Have you ever come home from that big HR conference with nothing but a few notes – and two aching feet? You spend half your time in a huge lecture hall being talked AT (not WITH), and the other half being bombarded by sales pitches as you trudge through miles of exhibits.

We've been there – many times. And that's why we launched *The HR Specialist Summit* last year – and our attendance (and our attendees' satisfaction) was through the roof!

**Our unique two-track approach gives you the best of both worlds.** Our **STRATEGIC TRACK** covers the best management, engagement and leadership advice, while our **COMPLIANCE TRACK** keeps you up to speed on the latest legal and regulatory developments.

Review the agenda and then go to [www.HRS-Summit.com](http://www.HRS-Summit.com) to register at our special Early Bird Rate. You'll also receive two free bonus gifts. And you'll come home not exhausted, but invigorated!

I look forward to welcoming you to the MGM Grand and *The HR Specialist Summit!*

Sincerely,



Adam P. Goldstein, Publisher  
*The HR Specialist*

P.S. Your satisfaction is unconditionally guaranteed. If the *Summit* fails to meet your needs, we will refund 100% of your tuition – and your **free bonus gifts are yours to keep.**

## Your Moderator



**DAN KAPLAN** is a partner with the Foley & Lardner law firm and co-chairs the firm's

national Labor & Employment Practice. In addition to counseling employers and representing them in court, Dan is a nationally known thought leader on HR issues and a dynamic presenter at HR conferences around the country.



## PAYROLL COMPLIANCE WORKSHOP

### SPECIAL PRE-SUMMIT WORKSHOP WEDNESDAY, SEPT. 5, 8:30 am – NOON

Payroll may be the most heavily regulated aspect of HR. And these regulations have teeth. Executives and HR can be held *personally* liable – and even face JAIL TIME – for some payroll violations. The **Payroll Compliance Workshop** will help you avoid these problems and improve every facet of your payroll operations. Attorney Alice Gilman, editor of *Payroll Legal Alert*, will cover topics like timekeeping ... expense reimbursement ... travel pay ... garnishments ... ACA reporting ... and more. And because this is a workshop, you get solutions to your specific payroll problems. Stay in compliance – and out of trouble!

*HR Specialist Summit* attendees receive a 20% discount on the **Payroll Compliance Workshop!** To register, visit [www.PayrollComplianceWorkshop.com](http://www.PayrollComplianceWorkshop.com) or see the back of this brochure.

# HR Specialist Summit AGENDA

## Wednesday, September 5

12:00 – 5:00 PM  
CONFERENCE REGISTRATION

3:00 – 5:00 PM  
PRE-CONFERENCE WORKSHOPS

**FREE!**

Choose between these informative sessions presented by accomplished, nationally recognized experts:

- **30 TOP TIPS, TOOLS & TECHNIQUES TO ATTRACT, SELECT & RETAIN TOP TALENT**

**STRATEGIC TRACK** In this high-energy session, you'll learn dozens of practical ideas to take the guesswork out of hiring and motivating great people – from frontline employees to execs. Internationally known hiring expert Mel Kleiman distills 30 years of practical experience to save you untold time and money.

- **COMPLIANCE FOR MULTISTATE OPERATIONS: ONE SIZE DOES NOT FIT ALL**

**COMPLIANCE TRACK** Our 50 states are very different – and so are their employment laws. If you operate in more than one state, you need to be aware of rules on interviewing and hiring ... wage/hour law ... employee leave ... and many other regulations. Employers with operations in more than one state will find solutions to all these compliance issues.



## Thursday, September 6

6:30 – 7:30 AM  
**RISE AND SHINE: LIGHT WORKOUT AND WELLNESS TALK (ON THE MGM POOL DECK)**

Jump-start your day with a fun 30-minute light group workout, followed by a discussion about health and wellness at your company ... and in your personal life, led by KristinFitness. Feel better and start your day with some “Net-working Out.”

“The best conference I’ve ever attended. The speakers were exceptional and the topics were timely and important. I have a long list of takeaways to implement.”

– Barbara Wiswal, Peoria, AZ

7:30 – 9:00 AM  
**REGISTRATION AND CONTINENTAL BREAKFAST**

9:00 – 10:00 AM  
**PANEL: THE 5 THINGS THAT KEEP HR UP AT NIGHT – AND WHAT YOU CAN DO ABOUT THEM**

**STRATEGIC TRACK** and **COMPLIANCE TRACK**  
If you’ve got employees, you’ve got employee problems. It’s up to you to keep your team AND your boss happy – while making sure you’re following ALL relevant laws. Our opening panel teams a top employment lawyer, a management expert and an in-the-trenches HR leader to provide solutions for the challenges you face every day. This fascinating session is sure to get *The HR Specialist Summit* off to a flying start!

10:00 – 10:45 AM  
**SEXUAL HARASSMENT: THE NEW REALITY OF #MeToo AND THE MODERN WORKPLACE**

**STRATEGIC TRACK** and **COMPLIANCE TRACK**  
No workplace is immune from the threat of a sexual harassment lawsuit – the sort of claim that can destroy morale, productivity and your company’s reputation. Discover the latest legal developments on this fast-changing topic, as our expert panel reveals the changes savvy HR professionals are making to their policies, procedures and *culture*.

10:45 – 11:00 AM  
**ROOM CHANGE & REFRESHMENT BREAK**

11:00 – 11:50 AM  
**BREAKOUT SESSION #1 – CHOOSE FROM:**

- **INCREASE YOUR BENEFITS IQ**

**COMPLIANCE TRACK** Your benefits package is greatly valued by your current AND prospective employees – sometimes even more than money. Be sure you’re up to speed on the latest in employee benefits. And discover how to navigate an increasingly complex maze of federal and state laws, regulations and court decisions to make sure your benefits and compensation programs fully comply with all areas of the law.

(Agenda continued, next page ...)

# HR Specialist Summit AGENDA

- **COMMUNICATING COMPLEX HR TOPICS TO EMPLOYEES WITH SHORT ATTENTION SPANS**

**STRATEGIC TRACK** The most comprehensive, well-thought-out HR policies are **worthless** if your employees can't grasp them – and today's benefits and total rewards programs are as expensive as they are complex. Join this new session to find out how to get employees (especially millennials) to look up from their phones and not only listen to you, but understand.

**“Outstanding conference! Engaging, informative, educational and fun!”**

– Kim Stanley, Penske Automotive Group, Bloomfield Hills, MI

11:50 – 12:00 PM  
**ROOM CHANGE**

12:00 – 1:15 PM  
**LUNCH & SPECIAL PRESENTATION:  
DEBUNKING THE URBAN LEGENDS OF  
EMPLOYMENT LAW**

**COMPLIANCE TRACK** Often, employees (and sometimes even HR specialists) rely on lore rather than the law in concluding what their “rights” are in the workplace. Employment superlawyer Joe Beachboard will examine the most common employment law myths, half-truths, legends and stories – and how you can (and **MUST**) deal with these misunderstandings in the workplace – from wrongful termination and employee classification to off-duty conduct, social media use and more.

1:15 – 1:30 PM  
**ROOM CHANGE**

1:30 – 2:15 PM  
**BREAKOUT SESSION #2 – CHOOSE FROM:**

- **BETTER INTERVIEWING: MAKING SURE THAT WHAT YOU SEE IS WHAT YOU GET**

**STRATEGIC TRACK** Interviewing and retention expert Mel Kleiman has trained thousands of HR pros and managers on how to recruit, select and retain great employees. He'll share his secrets on topics ranging from the 5 most important questions to ask every applicant ... what you should **NEVER** do in an interview ... tips for avoiding “canned” answers to get to the truth ... and many others.

- **EMPLOYEE LEAVE: SURVIVING THE BERMUDA TRIANGLE OF FMLA, ADA AND WORKERS' COMP**

**COMPLIANCE TRACK** Perhaps no single issue causes more HR headaches and confusion than employee leave. Add three different statutes to the mix, and you understand why. Join a top employment attorney to discover the most common issues arising from the FMLA, ADA and workers' compensation laws, along with best practices for handling all three.

2:30 – 3:15 PM  
**EMPLOYMENT LAW 2018: TODAY'S HOT TOPICS AND A LOOK INTO THE CRYSTAL BALL**

**COMPLIANCE TRACK** You'll receive an expert briefing on the most important HR law issues affecting your workplace this year, plus discover the key employment law topics you need to pay attention to in 2019 and beyond. Our panel of experts summarizes the key developments – in English, not legalese – with an eye toward how they affect your workplace and your work.

3:15 – 3:30 PM  
**BREAK AND REFRESHMENTS**

3:30 – 4:15 PM  
**FINALLY SOLVING THE TALENT SHORTAGE:  
HOW TO RECRUIT & RETAIN THE BEST**

**STRATEGIC TRACK** Applicants and employees have more options these days, and that means you have to work harder and be more creative in your recruiting and retention efforts. One of America's leading HR gurus will highlight the best real-world tactics being used in workplaces to attract the blue-chip candidates and keep turnover low.

4:15 – 5:00 PM  
**LAUGH & LEARN ... and FIRST PRIZE DRAWING**

Yes, HR can be funny. We'll wrap up our Thursday program with a light session that also serves as a review of the key lessons learned from the day.



## Friday, September 7

7:30 – 9:00 AM

### CONTINENTAL BREAKFAST AND 'SPEED DATING' Q&A WITH THE SPEAKERS

Here's your chance to find custom solutions to your toughest compliance AND strategic problems. Spend a fast-paced 25 minutes at the table of your choice – each on a different topic you can discuss with our expert. After 25 minutes, switch to a second table, then a third. Topics include:

- Benefits
- Wage and Hour Law
- Employee Leave
- Harassment
- Hiring and Retention
- Onboarding
- HR Strategy



9:00 – 9:45 AM

### KEYNOTE: HOW MGM'S HR TEAM ALIGNS COMPANY CULTURE, BRAND AND VISION

**STRATEGIC TRACK** MGM Resorts International recently launched its "Welcome to the Show!" branding campaign. In a unique partnership, MGM's HR and marketing teams joined forces on a two-year process to transform culture AND align internal and external branding. MGM's Chief HR Officer will share this journey with us. As an added bonus, all *HR Specialist Summit* attendees will receive a free copy of MGM's "Leadership Playbook" previously available ONLY to their managers.

#### Keynote Profile

**MICHELLE DiTONDO**

**CHRO, MGM RESORTS INTERNATIONAL**

Michelle is the Chief Human Resources Officer for MGM Resorts International, overseeing MGM's corporate HR departments serving 71,000 employees. Her background includes more than 25 years of leadership and experience in HR management at Harrah's, American Express and First Security Corporation.



9:45 – 10:30 AM

### THE FIRST 90 DAYS: STEP-BY-STEP EMPLOYEE ONBOARDING

**STRATEGIC TRACK** Employees who participate in a structured onboarding program are **69% more likely** to remain with the company after three years than those who do not. This engaging session provides a step-by-step practical 90-day strategy to welcome employees, get them up to speed and help them become fully engaged – resulting in better performance AND stronger retention.

10:30 – 10:45 AM

### BREAK AND REFRESHMENTS

10:45 – 11:30 AM

### BREAKOUT SESSION #3 – CHOOSE FROM:

- **HR METRICS: USING INFORMATION TO INCREASE IMPACT AND INFLUENCE**

**STRATEGIC TRACK** Providing management with relevant data to track progress and evaluate success is key to helping your organization make better decisions. This session reveals the survey results of *Summit* attendees to determine the metrics HR pros are using – and discuss the ones they **should** be using.

- **WAGE & HOUR 2018 UPDATE**

**COMPLIANCE TRACK** These days, HR pros must deal with a variety of new wage-and-hour compliance challenges. This session provides real-world case studies and advice to help you navigate this legal maze and comply with what's new from Washington and the states.

11:30 AM – 12:15 PM

### TAKEAWAYS, GIVEAWAYS & ANSWERS TO YOUR BURNING QUESTIONS

Our *HR Specialist Summit* wrap-up session provides a lightning-round overview of the most important points our experts want you to put to work when you get home, plus answers to your questions. And we'll also be awarding our Grand Prize!

1:30 – 3:30 PM

### POST-CONFERENCE WORKSHOPS

**FREE!**

After the general sessions, join us for one of these **FREE** special sessions by accomplished speakers:

### BULLETPROOF YOUR EMPLOYEE HANDBOOK: AN INTERACTIVE WORKSHOP

**COMPLIANCE TRACK** Every handbook contains mistakes that plaintiff's attorneys can use against you. Learn the changes needed to your handbook to maximize employee engagement and minimize your legal risk based on recent legal developments.

### THE 5 FIRSTS: A SIMPLE SYSTEM TO ENGAGE AND RETAIN NEW TALENT

**STRATEGIC TRACK** America's guru on hiring and retention, Mel Kleiman, offers this easy five-step recipe that top organizations use to help new employees feel respected and valued from Day 1. Learn specific techniques to reduce turnover and create a highly engaged workforce.

*Topics and speakers subject to change.*

# HR Specialist Summit HOTEL

The *HR Specialist Summit* is being held at the beautiful **MGM Grand Hotel and Casino**. Situated in the heart of the dazzling Las Vegas Strip, the MGM Grand boasts world-class amenities, fine dining, exciting nightlife and first-rate business and meeting services.

With its unique green exterior, the MGM stands out even among the many attractions on the Strip. The hotel boasts five outdoor pools, rivers, waterfalls and the largest casino in all of Las Vegas.

We've negotiated a rock-bottom room rate for *HR Specialist Summit* attendees – but rooms are extremely limited. Go to [www.HRS-Summit/hotel](http://www.HRS-Summit/hotel) to reserve your room TODAY!



## FREE gifts for HR Specialist Summit Attendees

The *HR Specialist Summit* is presented by *The HR Specialist* – keeping employers in compliance (and out of danger) since 1937. All *Summit* attendees will receive 6 issues of our monthly *HR Specialist* newsletter AND our *Premium Plus* online HR information service – a combined \$397.00 value – absolutely FREE!



# HR Specialist Summit FACULTY



**KARL AHLRICHS, SPHR**  
Senior Consultant, Gregory and Appel  
Indianapolis, IN

Karl is an author, national speaker and advisor to senior leadership, and he is often quoted in national media on HR and risk management issues. He was a founding partner of the HR services firm ExactHire.



**ABE HOWARD-GONZALEZ**  
Kemp Smith  
El Paso, TX

Abe is a partner in Kemp Smith's labor and employment department, where he counsels employers and represents them in federal and state courts in lawsuits alleging discrimination, harassment, retaliation and wage issues.



**SARAH ARNETT**  
Stoel Rives  
Boise, ID

Sarah is an attorney at the Stoel Rives law firm, where she provides advice to avoid and resolve claims relating to discrimination, harassment, retaliation and wage-and-hour claims. Sarah also represents employers in an array of commercial litigation matters.



**MEL KLEIMAN, CSP**  
President & Founder, Humetrics  
Sugar Land, TX

Mel is an internationally known authority on recruiting, selecting and hiring employees. He is the founder of the consulting firm Humetrics and the one-time owner of three different businesses (including the largest Hertz franchise). Mel has over 30 years of consulting, writing and professional speaking experience.



**KATHLEEN BARDUNIAS**  
Foley & Lardner  
Milwaukee, WI

Kathleen serves as special counsel at Foley & Lardner, where she focuses on employee benefits and executive compensation. She advises public and private employers on tax, compensation and ERISA issues.



**SUZANNE MARTIN**  
Ogletree Deakins  
Las Vegas, NV

Suzanne represents employers in federal and state employment law issues, including wage-and-hour law, discrimination, harassment and retaliation. She also conducts regular employment law compliance training for employers and is a frequent speaker to employer groups.



**JOSEPH BEACHBOARD**  
Ogletree Deakins  
Torrance, CA

Joe is a nationally recognized expert on employment law issues and is the managing director at Ogletree Deakins. In addition to representing management, he speaks regularly on HR issues and is the moderator of *The HR Specialist's* prestigious Labor & Employment Law Advanced Practices (LEAP) Symposium.



**SANDRA McDONOUGH**  
Paul Plevin  
San Diego, CA

Sandy is a partner at Paul, Plevin, Sullivan & Connaughton, where she counsels employers and represents them in court. She has served as a professor at USC Law School and taught HR courses at Webster University. She is a frequent lecturer and author on employment law issues.



**JOHN DORAN**  
Sherman & Howard  
Phoenix, AZ

John has more than 25 years of experience counseling and successfully representing employers in all facets of labor and employment law matters. He is a dynamic speaker to HR groups and has frequently been quoted in publications, including *The Washington Post* and *Business Insurance*.



**DAVE NEWTON, SPHR, SHRM-SCP**  
Partner, Hospitality Resources  
Las Vegas, NV

Dave is the former VP of HR at the Venetian Casino Resort in Las Vegas, where he led the creation of all HR policies at the property. The Venetian won two first-place Best Places to Work awards during Dave's time. He is a partner at consulting firm Hospitality Resources, which specializes in employee surveys and assessments.



**RICK ETTER**  
Frost Brown Todd  
Pittsburgh, PA

Rick is an experienced trial attorney who focuses on representing employers throughout the country in FLSA and state wage-and-hour collective and class actions. He is a contributor to the ABA's wage-and-hour law training materials.



**AMY HIRSH ROBINSON**  
President, The Interchange Group  
Los Angeles, CA

Amy is a leading expert on hiring, onboarding and the impact of generational shifts on organizations. She consults to Fortune 500 companies and privately held businesses, and she speaks and publishes widely on workforce strategies. Amy has been cited and quoted in publications such as *Forbes*, the *Los Angeles Times* and the *Huffington Post*.

# HR Specialist Summit REGISTRATION

Name \_\_\_\_\_ Title \_\_\_\_\_  
Organization \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_  
Phone (\_\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

**Yes!** Please register me for *The HR Specialist Summit*. I understand my satisfaction is unconditionally guaranteed or my money back.

Please register me at:

- \$1177** *HR Specialist Summit*, plus the *Payroll Compliance Workshop* (Sept. 5)
- \$999** Standard Summit Rate
- \$899** Early-Bird Rate (valid through July 25, 2018)
- \$299** I cannot attend, but please send me the course materials.

Check enclosed, payable to Business Management Daily/*HR Specialist Summit*.

Please charge my:  VISA  MasterCard  AmEx  Discover

Card # \_\_\_\_\_ Expiration \_\_\_\_\_

Name on Card \_\_\_\_\_ Signature (required) \_\_\_\_\_

Please bill me

**“One of the best conferences I’ve ever attended. Great topics and presenters. Couldn’t be happier.”**

- Nancy Bronner, Greenwood, CO

## Registration Includes:

- Access to all *HR Specialist Summit* sessions, including free pre-conference and post-conference workshops
- A complimentary 6-month subscription to the HR SPECIALIST newsletter
- A complimentary 6-month subscription to the HR SPECIALIST PREMIUM PLUS online information service
- Continental breakfast Thursday and Friday
- Luncheon Thursday
- Refreshment breaks
- Course materials
- Certificate of completion
- HRCI/SHRM/CLE credit hours

## DATES:

**September 5-7, 2018**

## LOCATION:

MGM Grand Hotel and Casino  
3799 S. Las Vegas Blvd., Las Vegas, NV  
(877) 880-0880

Book your room at

**[www.HRS-Summit.com/hotel](http://www.HRS-Summit.com/hotel)**

Rooms are extremely limited, so please make your reservation as early as possible. Ask for “*HR Specialist Summit* rate.” Reservations are the responsibility of attendees and can be made by contacting the hotel.

## HRCI/SHRM CREDIT

*HR Specialist Summit* attendees can earn recertification credit hours through the HR Certification Institute (HRCI) or SHRM.

## FOUR EASY WAYS TO REGISTER

### ONLINE:

[www.HRS-Summit.com](http://www.HRS-Summit.com)

### PHONE:

Toll-free (800) 543-2055

### FAX:

(703) 905-8040

### MAIL:

**Business Management Daily**  
7600A Leesburg Pike, West Building, Suite 300  
Falls Church, VA 22043

## CANCELLATION POLICY

Participants will receive a full refund, less a \$150 processing fee, if cancellation is received by 5:00 PM ET on Aug. 10, 2018. Otherwise, participants are responsible for the full registration fee. An alternate may always attend in place of an original registrant.