

HR Specialist Summit

October 21–22, 2020

A virtual conference
for ALL your HR needs

Election & HR



Dennis Cardoza and Scott Klug
Former congressmen,
Foley & Lardner
Washington, DC

Terminations



Monique Doucette
Ogletree Deakins
New Orleans, LA

COVID response



Heather MacDougall
VP of Worldwide
Health & Safety, Amazon

Diversity & Inclusion



Jeremy York
President,
InvigorateHR
Indianapolis, IN

FEATURED SPEAKERS

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CONFERENCE!
Engaging, informative,
educational and fun!"**

**-Kim Stanley,
Penske Automotive**



HR Specialist Summit

New solutions for a new work world

Dear Colleague:

Today's HR professional is facing more challenges than ever. You have to keep track of the latest legal and regulatory developments PLUS new HR management solutions. And you have to do it in a way that fits your schedule ... and your budget.

That's why we're taking this year's *HR Specialist Summit* virtual! The *Summit* takes place October 21–22 ... and you can get amazing training (and HRCI and SHRM credits) from the comfort of your home or office.

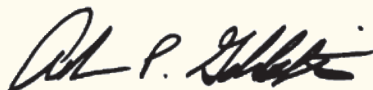
While our format has changed, one thing hasn't—our unique two-track approach. For your convenience, we've split them by day. Our Strategy & Tactics Day covers the best management, diversity and safety advice, while our Compliance Day keeps you up to speed on the latest legal and regulatory developments.

For the first time EVER, you can attend the *Summit* on the day of your choice. Or you can sign up for the entire event for more training ... more credits ... and MUCH more savings.

Take a few minutes to review our entire program, then go to www.HRS-Summit.com to register at our special Early Bird Rate. You'll also receive three FREE bonus gifts PLUS our legendary course materials. And your satisfaction is unconditionally guaranteed or your money back!

I look forward to welcoming you to the *HR Specialist Summit*!

Sincerely,



Adam P. Goldstein, Publisher
The HR Specialist

P.S. Remember: If the *HR Specialist Summit* fails to meet your needs, we will immediately refund 100% of your tuition. No questions asked—and your free bonus gifts are yours to keep.

“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.”

— attendee Barbara Wiswal

HR SPECIALIST SUMMIT AGENDA

Wednesday, October 21: Compliance Day

1:00 – 1:40pm ET

COMPLIANCE KEYNOTE



Hon. Scott Klug



Hon. Dennis Cardoza

HR and the 2020 Election: A Look Into the Crystal Ball

Join two former congressmen—Hon. Scott Klug (R-WI) and Dennis Cardoza (D-CA)—who are now prominent employment-law attorneys, for an inside look at the 2020 election and how it will impact the workplace, your compliance responsibilities and the HR profession.

1:40 – 2:30pm ET

HR Compliance in a COVID World: New Laws, New Responsibilities

First came the virus ... then came the lawyers. Every new coronavirus-related obligation dropped on HR this year—new leave laws, safety requirements, wages, accommodations—has triggered a spike in compliance requirements and employee lawsuits. Learn the practical steps to avoid and manage these new legal risks. (Speakers: Dan Kaplan, Carrie Hoffman)

2:30 – 2:35pm ET — **BREAK**

2:35 – 3:05pm ET

Employee Leave: How to Successfully Manage Difficult Situations

HR pros regularly cite “leave management” as their toughest task—and it’s gotten more complicated with the new Families First leave law. Stop wondering ... and start complying with confidence. This session (updated for the new 2020 laws) shows you how to handle the most challenging leave requests that can simultaneously require compliance with the FMLA, EFMLA, the ADA and other laws, such as religion and pregnancy bias. (Speaker: Chris Ward)

3:05 – 3:45pm ET

Terminations, RIFs and Returns: How to Legally Manage Employee Comings & Goings

Departures are the most legally dangerous part of an employee’s lifecycle. One mistake in the process—a discipline error or documentation slip-up—can spark years of litigation. Put an end to termination anxiety with definitive, practical guidance, and learn how to bring back laid-off employees in the best way possible. (Speakers: Monique Doucette, Bill Payne)

3:45 – 3:50pm ET — **BREAK**

3:50 – 4:30pm ET

Wage & Hour Compliance: 2020 & Beyond

Overtime disputes ... employee misclassification ... off-the-clock remote work. Perhaps no other area of HR creates more confusion (and greater financial peril) than wage-and-hour issues. We’ll conduct an in-depth review of the legal environment and best practices, helping you stay in compliance—and out of trouble. (Speaker: Mark Neuberger)

4:30 – 5:00pm ET

Weed & the Workplace: Mastering Compliance on Federal and State Marijuana Laws

The complex, fast-changing maze of federal and state laws on marijuana usage—along with an increasingly relaxed public attitude—has left employers and HR in a haze on how to manage testing ... off-duty usage ... safety concerns ... pre-employment screening ... and legal and regulatory compliance. We’ll help clear the air. (Speaker: Jennifer Betts)

5:00pm ET — **Prize Drawing**



HR SPECIALIST SUMMIT AGENDA

Thursday, October 22: Strategy & Tactics Day

1:00 – 1:40pm ET

STRATEGY & TACTICS KEYNOTE



Heather MacDougall
VP - Amazon

Workplace Health and Safety in the Age of COVID-19: What a New Normal May Look Like

Heather MacDougall, Amazon's head of workplace health and safety, will explain how your organization's safety, health and operational procedures will

be permanently changed by COVID-19. And she will discuss Amazon's real-time response to the pandemic, how the company created new operating procedures and how it quickly implemented changes across its global network.

1:40 – 2:20pm ET

The Remote Workforce: Lessons from 2020 to Maximize Engagement & Productivity

2020 was the year of the remote employee. But there's a right way and a wrong way to manage your remote employees. Discover the best practices learned over this year to set clear communication channels, metrics-based performance expectations and honest feedback, and the best ways to help staff feel "connected" to the company and co-workers. A Stanford study says remote workers can actually be *more productive* than in-office workers—but only if they're managed correctly. (Speaker: Jay Forte)

2:20 – 2:25pm ET — BREAK

2:25 – 3:05pm ET

HR 2022: The Future of HR, and What You Need to Know

How should you prepare for the future of HR? What worked up until 2020 may not be effective (or legal) any longer. Discover innovative trends that will impact the workplace (and your career) in the near future. Designing strategies to address these changes may make the difference in retaining your workforce—and even your job. The future of HR is the result of what you do right now! (Speaker: Amy Bakay)

3:05 – 3:45pm ET

Managing and Leading the Workplace Through Anxiety and Change

2020 isn't the "new normal." It's not normal. And HR professionals are being called on to direct the massive changes happening in every workplace. In this fast-paced session, you'll learn a proven set of tools to manage your workforce through change, and better handle the ups and downs and anxieties in employees' work and personal lives. The result: an adaptable, resilient workforce that is comfortable with continuous change. (Speaker: Karl Ahlrichs)

3:45 – 3:50pm ET — BREAK

3:50 – 4:30pm ET

Recruiting, Onboarding & Re-boarding in Today's World

The rules of the hiring game have changed. But it's still true that employees in structured onboarding programs are 69% more likely to stay after three years. Our expert panel will give you the best step-by-step tips to recruit the best candidates, onboard them correctly, get them up to speed and help them become fully engaged. We'll also explain how to handle the tricky process of "re-boarding" your employees after a furlough, disability leave or other extended absence. (Speakers: Karl Ahlrichs, Jay Forte)

"One of the best conferences I've ever attended. Great topics and presenters. Couldn't be happier."
— Nancy Bronner, Greenwood, CO

4:30 – 5:00pm ET

Diversity and Inclusion: Seize the Moment & Grow Your Business

This has been a momentous year for workplace diversity. Racial justice protests ... a landmark Supreme Court ruling on LGBT job rights ... and changing attitudes have forced HR to make important changes in their company culture and policies. But this is about more than compliance. Research shows that diverse teams are more innovative and higher performing. Learn the secrets to getting diversity and inclusion right in your workplace. (Speaker: Jeremy York)

5:00pm ET — Grand Prize Drawing

HR Specialist Summit FACULTY

In addition to our featured speakers,
our conference also includes these luminaries:



Karl Ahlrichs
SPHR
Gregory & Appel
Indianapolis, IN



Amy Bakay
SHRM-SCP
Founder, HR NOLA
New Orleans, LA



Jennifer Betts
Ogletree Deakins
Pittsburgh, PA



Jay Forte
Certified coach & author
Fort Lauderdale, FL



Carrie Hoffman
Foley & Lardner
Dallas, TX



Dan Kaplan
Foley & Lardner
Madison, WI



Mark Neuberger
Foley & Lardner
Miami, FL



Bill Payne
Ogletree Deakins
New Orleans, LA



Chris Ward
Foley & Lardner
Chicago, IL

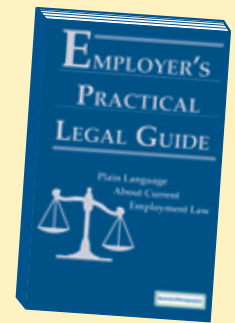
“Great presenters. Appreciate the depth they were able to reach.
This was one of the best conferences that I’ve attended!”

— Nancy Bronner, COO, Pollart Miller

FREE Bonuses—Exclusively For Attendees

In addition to our incredible sessions and supplemental online course materials, *HR Specialist Summit* attendees will also receive the following bonuses:

Employer's Practical Legal Guide. Our all-time best-seller! Prepared by top employment attorneys, this must-have, 400-page guidebook has everything you need to know to stop trouble before it starts. More than 80 checklists and self-audit questionnaires help you target your company's legal vulnerabilities and correct them quickly.



A 6-Month Subscription to the HR SPECIALIST Newsletter. Each month, *Summit* attendees will receive a comprehensive, 8-page newsletter on the latest developments in HR management and employment law. Thousands of people pay hundreds of dollars for *THE HR SPECIALIST*—but it's yours FREE!

A 6-Month Subscription to the HR Specialist Premium Plus Online Information Service. From handy forms and checklists to over 30,000 archived articles AND our exclusive "Ask the Attorney" service, *Premium Plus* is THE go-to service for the busy HR pro who needs answers to pressing problems, but doesn't have all day to search for them.



Conference Registration

Yes! I want to stay up on the coming changes in HR and employment law. Please register me for the *HR Specialist Summit*. I understand my satisfaction is unconditionally guaranteed or my money back.

Name _____

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Organization _____

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- Oct. 21 (Compliance Day) ~~\$449~~ **\$397 EARLY BIRD DISCOUNT**
- Oct. 22 (Strategy & Tactics Day) ~~\$449~~ **\$397 EARLY BIRD DISCOUNT**
- I cannot attend, but please send me the *Summit* materials **\$299**

Note: Early Bird prices are good through September 30, 2020!

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

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