

# HR: THE GAME CHANGER



## 2018 SHRM Vermont Human Resources Conference

September 26-27, 2018  
DoubleTree by Hilton | Burlington, VT

### 2018 SCHEDULE

#### WEDNESDAY, SEPTEMBER 26, 2018

7:00 - 8:15	Registration & Breakfast w/ Exhibitors
8:15 - 9:00	SHRM Welcome Address, Awards
9:00 - 10:15	Keynote: Jason Hewlett
10:15 - 10:45	Break/EXPO/Book Signing
10:45 - 12:00	Concurrent Session #1 ( <i>choose one</i> )
12:00 - 12:30	Break/EXPO
12:30 - 1:15	Lunch
1:15 - 1:45	Dessert w/ Exhibitors
1:45 - 3:00	Concurrent Session #2 ( <i>choose one</i> )
3:00 - 3:30	Break/EXPO
3:30 - 4:45	Keynote: Tom Brennen
5:00 - 6:00	Networking Reception
6:15 - 8:30	Dinner & Entertainment

#### THURSDAY, SEPTEMBER 27, 2018

7:00 - 8:00	Registration & Breakfast w/ Exhibitors
7:00 - 8:00	Early Bird Sessions ( <i>choose one</i> )
8:00 - 8:15	Welcome: Day Two
8:15 - 9:30	Keynote: Erica Keswin
9:30 - 10:00	Break/EXPO
10:15 - 11:30	Concurrent Session #3 ( <i>choose one</i> )
11:30 - 12:00	Break/Final EXPO/Prize Drawings
12:00 - 12:45	Lunch
12:45 - 1:45	Keynote: Terry L Choate, Jr.
1:45	Closing Remarks

The 2018 SHRM Vermont Human Resources Conference is presented by:



[VTSHRM.SHRM.ORG](http://VTSHRM.SHRM.ORG)

Thank you to our Signature Conference Sponsor:



## Welcome to the 18th Annual SHRM Vermont State Human Resources Conference!

Get ready for an exciting two days with phenomenal speakers and entertainment!

This year's theme "HR – The Game Changer" reflects not only the impact we have today but also the evolving role of HR in tomorrow's organizations. Wearing many hats, we not only have to know how to manage the day-to-day challenges but constantly be forward thinking – learning how we can be ready to lead as the future unfolds.

With four outstanding keynote speakers, 15 concurrent sessions offering "tracks" for the HR Newcomer, legal updates, this conference has programming for everyone! We are confident you will end this year's SHRM Vermont HR program excited about the profession and reenergized to continue to be a "Game-Changer" in your organization!

The Vermont SHRM State Council is a non-profit organization and exists as an affiliate of the Society for Human Resource Management, the world's largest association devoted to Human Resource Management. Our State Council consists of 19 volunteers who are appointed to the Council, including the elected Presidents of our three local, affiliated SHRM chapters: Green Mountain Human Resources Association (GMHRA), River Valley Human Resources Association (RVHRA) and Vermont Human Resources Association (VHRA).

The Vermont State Council, along with our local affiliated SHRM Chapters, is recognized as the thought-leader in an ever-changing landscape, providing resources that empower human resources business leaders to develop and strengthen business practices that are competitive and relevant for their organizations.

It would not be possible to offer you quality programming with this level of speakers, at such a competitive registration rate, if not for the support of our sponsors and exhibitors. Please make sure to stop by and visit with them and thank them for their ongoing support. Take a moment to learn how they can help you and your organization achieve your business goals.



Rebecca Greenough / SHRM Vermont State Council Director



# conference features

## **EXPO Hall**

### **65+ Exhibitors, Prizes and Networking Opportunities!**

Don't miss the EXPO Hall! Visit with over 65 companies that provide the resources and services you need, relax in the HR Recharge & Wellness Station, enter to win great prizes from the exhibitors and grab a complimentary coffee drink from the Barista Station. The EXPO Hall is the place to be for gathering, networking and having fun!



### **Wednesday Networking Reception, 5:00 - 6:00pm**

After a full day of conference activities, enjoy cocktails and appetizers at the Networking Reception. This reception will span the exhibitor space. Don't miss out on this opportunity to enjoy drinks and appetizers among our many exhibitors. Free to Everyone AND Special Surprise Roaming Entertainment!



### **Wednesday Dinner and Entertainment @ the DoubleTree**

**6:15 - 8:30pm**

Enjoy a delicious Vermont-themed dinner buffet as you continue conversations with colleagues, speakers and exhibitors.

Featuring Dr. Steve Taubman's Transformational Hypnosis Extravaganza! Relax and laugh like you've never laughed before as we wrap up our day with mind-blowing, thought-provoking, audience-participation show that will not only make you laugh until you cry but will introduce time-tested concepts for getting centered and staying sane in the midst of your chaotic job. Dr. Taubman is a bestselling author, mindfulness expert and transformational hypnotist... and every one of his shows includes a message and takeaways for thriving under pressure and mastering your emotions on the "battlefields of life."



Expect to laugh, gasp, think, and laugh some more... the PERFECT end to an action packed day!

Tickets for dinner and entertainment are \$45 per person.

## **Where to Stay**

DoubleTree by Hilton Burlington (Home of the Conference)  
870 Williston Rd | Burlington, VT 05403

Book your hotel room today! Call DoubleTree by Hilton Burlington at (802) 865-6600. Reference the SHRM Vermont State Council Human Resources Conference 2018 when making your reservations so that you will qualify for the special group rate. Run of House Mix of Traditional & Deluxe Guest Rooms with either 1 king or 2 beds, non-smoking: \$169



Special rates end September 4, 2018 - don't delay, reserve your overnight room today!

**Wednesday, 9:00 - 10:15am**

## *The Promise: The Engagement Experience*

### Jason Hewlett



Motivational Keynote Speaker Jason Hewlett's unique ability to bring to life the legendary performers of stage with incredible musical impersonations (Michael Jackson, The Temptations, Diana Ross, Louie Armstrong), helps audiences make the connection to their own "performances" as they impact those in their world. With relatability and insight, he poses powerful questions to every person in the room:

- What is your Signature Move?
- Are you keeping The Promise to your 'audience' - those customers who count on you to deliver mission, vision, and value – every time?
- Do you embrace the amazing talents of each member of your team, filling your workplace with a culture of encouragement and trust?

Filled to the brim with smart business strategies and solutions for gaining and retaining clients, Jason's message also integrates tools and techniques to take Work Teams to entirely new levels. When that happens, employee engagement soars, job fulfillment catapults, overall health improves as stress levels plummet, and then? The work team transforms into a Work Family.

Through hilarious and touching stories, analogies, music, artistry, and corporate-appropriate comedy, Jason expertly takes your audience on a journey unlike any presenter in the world. This message empowers listeners to take stock of their relationships with customers, teammates, family and friends -- and take a second look at the promises we all make, keep, or break with ourselves.

The Promise moves audiences equally between tears of laughter and those of joyous resolution. With humor, heart, and tremendous connectivity, Jason inspires audience members to step into the positive shifts necessary to empower their lives both at work and at home.

Jason Hewlett's speaking career began following the performance of his popular One-Man Show at a corporate event. The client was so impressed with the powerful messaging in his act, Jason was asked to be keynote speaker for their Management & Leadership Conference the following year. Jason's presentation, content, music and comedy, was so well received it turned into multiple speeches for nationwide clients.

While Jason has received awards in the arts and entertainment industry, he has been hired for some of the largest corporate events in the world. His reputation has transformed from someone who delivers an incredible, standing ovation show worthy of Las Vegas praise, AND a keynote speaker sharing practical business principles applicable for leadership, entrepreneurship, and cultural impact.

Jason's talks combine authenticity, humor, music, and impersonations. His greatest accomplishments – wife, Tami, and four incredible young children – serve as his inspiration and help deliver material for his presentations.

# keynote speakers

**Wednesday, 3:30 - 4:45pm**

## *Taking The Last Shot*

**Tom Brennen**



Tom Brennen was the University of Vermont head coach for 19 years. As the Vermont Catamounts' Coach, he piloted the team to several America East Championships. With humor and insight, Tom will provide insight into the challenges of coaching and mentoring individualistic, high-energy and (sometimes) overconfident young men into a winning team.

Through Tom's storytelling, he will share with you how he successfully lead his "employees" with very different backgrounds, experiences and personalities and created teams united and focused on accomplishing the goal!

Tom Brennen is a radio and television sportscaster and former men's basketball head coach at the University of Vermont from 1986 to 2005.

In 1986, Brennan began his 19 year-tenure, at University of Vermont. The longest of any coach in the history of the America East and is tied for the longest current stint

at one school, among New England Division I programs. During his 19 years, as the head coach of the Vermont Catamounts, he led the team to several America East Championships, along with the defeat of Syracuse University in the first round of the 2005 NCAA Tournament. Brennan has been honored as America East Coach of the Year three times in 1992, 1998, and 2002; as well NABC District I (New England) Coach of the Year on two occasions in 1992 and 2002. He was also named National Coach of the Year by the New Jersey Sportswriters in 2005.

Formerly, Brennan co-hosted one of the most popular morning radio shows in Vermont history called the "Corm and the Coach Show," with radio personality Steve Cormier. Currently, Brennan is a College Basketball Analyst for SiriusXM; a position he also held at ESPN.

# keynote speakers

**Thursday, 8:15 - 9:30am**

## ***Bring Your Human to Work: Smart Companies Honor Relationships***

**Erica Keswin, The Spaghetti Project**



This flagship talk is based on Erica's twenty years as a consultant for some of the most iconic brands in the world, as well as her recent research for her book on what makes a company more "human." Erica offers powerful case studies and walks leaders and managers through her ten sure-fire ways to help them design a more human workplace, which all comes down to one simple thing—honoring relationships.

Erica Keswin is an expert in the business of relationships helping businesses, organizations and individuals improve performance by honoring relationships in every context, always with an eye toward high-tech for human touch. Her book, *Bring Your Human to Work: Ten Sure-Fire Ways to Design a Workplace That is Good for People, Great for Business, and Just Might Change the World*, will be at the conference! Erica worked for over twenty years in organization and leadership development, and the human capital space. Inspired by a 2015 Cornell study showing firemen who eat together are better at their jobs,

and as a hats-off to the firemen and their go-to firehouse meal, she calls her work the Spaghetti Project. Erica received her MBA from Kellogg Graduate School of Management at Northwestern University, and her BA from UVM. She sits on the Advisory Board of DoSomething Strategic, the strategy arm of DoSomething.org, non-profit that connects millennials and Gen Z with volunteer opportunities.

# keynote speakers

**Thursday, 12:45 - 2:30pm**

## *Understanding and Surviving a Sudden, Unplanned Incident of Violence*

**Terry L. Choate, Jr, Blue-U Defense**



This presentation is the foundation for all Blue-U Defense training and is the starting point for a life-changing and potentially life-saving mindset. It includes analysis of the how, what and why of sudden, unplanned incidents of violence/active shooters; the incident itself, the mindset and motivations of the “bad guy”, and tactics that potential victims can implement to increase their chances for survival. We discuss self-defense tactics that are simple, effective, practical and require no additional training. Lessons that are taught transcend the workplace and apply to all aspects of daily life regardless of the type of violent act that might be encountered.

Terry Choate is a Co-Founder and Training Specialist for Blue-U Defense. He has served as Team Commander of the Monadnock Regional Special Response (SWAT) Team and for 11 years as a Lieutenant with the Jaffrey (NH) Police Department. Prior to law enforcement, Mr. Choate

spent over 20 years in management positions with Fortune 500 companies. Mr. Choate is an author and subject matter expert on:

- Criminal behavior – understanding mind, motivations and decision-making processes of the criminal, how to influence the outcome of criminal situations, and practical and effective methods to solve problems and protect lives.
- Drug Abuse and Abusers – behavior leading to/result of abuse learned through extensive experience and training in illegal drugs undercover work, arrests, search warrants, and drug operations.

In addition, Mr. Choate's experience with Executive Security International provides expertise in Security Surveys, Advances, Personal and Executive Protection, CCTV Surveillance, Stalking and Dangerous Human Behavior, Anti/Counter Terrorism, and Business Security.

## Wednesday, 10:45 - Noon (select one)

### *Harassment Training That Isn't Dull (Track: Legal Hawk)*

**Scott Rowland & Matthew Vardaman**

Given recent headlines it seems more important than ever, but can workplace harassment training ever be made that is actually interesting and not perceived as a “necessary evil?” Imagine if this training could not only be interesting but become a key component of the professional development of employees. This seminar is designed to demonstrate how to implement a workplace harassment program that can actually be engaging, regardless of budget. Not sure how to structure it? Need to know what to track for compliance purposes? Should you just use a video? What’s Covered:

- Harassment training – is the ROI there?
- How to make workplace harassment awareness become part of the company culture and not a “necessary evil”
- How to structure a harassment program for maximum flexibility
- The most common questions to be prepared for
- How to create an engaging experience
- Recommended visual aids

### *Performance Management 1.0: Basics for the New HR Practitioner (Track: New to HR)*

**Jamie Resker**

Jamie Resker tells us about the who, what, where, when, and why of performance evaluations. She is the Practice Leader at Employee Performance Solutions in Dedham, Massachusetts, and she'll show us that performance is much more than numbers and ratings. Rather, it is a process key to the strategic direction of your organization. The session starts with a quick overview of traditional performance management practices (reviews, ratings, competencies, and goal setting). You'll then discover how performance management has evolved and continues to evolve, with a close look at what this means for your employees, frontline managers, and human resources. Discover the relatively new model for continuous performance management, and gain insight into managing off-target employee performance and when documentation, interventions such as warnings and PIP's come into play.

### *Business Strategy for a New Workforce Ecosystem: Total Talent Management Comes of Age (Track: Get Strategic)*

**Raleen Gagnon**

As businesses change, so does the talent that drives that change and, by default, the relationship between talent supply and demand. Gone are the days of conventional methods of workforce practices. In this “new normal,” HR must embrace creative mechanisms in total talent management. And Raleen is here to do just that. She'll explain how partitioning of worker classifications and ownership across the workforce ecosystem means that talent strategies often stand alone. Total talent management requires more than that – a more holistic view of an organization's workforce. It requires us to look beyond internal workforce trends and priorities. It speaks to a process to gather other, more relevant details related to skill levels, competition, tax policy and productivity measures. This session will educate the audience on which market conditions impact workforce strategy, employment costs, and retention trends, where to find these market insights, and how to apply them to workforce planning and hiring.

### *The Future of Work and HR's Role (Track: Get Strategic)*

**Dr. Alexander Alonso**

Have you ever wondered what successful HR looks like in the future? Do you find yourself pondering the best ways to develop? Dealing with macrotrends like the GIG economy, shifting labor forces, and the reintroduction of aging workers call for a nimble and agile form of HR. During this session, Dr. Alexander Alonso, SHRM's Chief Knowledge Officer for Knowledge Development & Certification, will describe ways in which the HR profession can focus development to address these trends and develop like other leaders. Attendees will be able to:

1. Define the key areas where development for HR leaders differs from development of other leaders.
2. Describe the key approaches to professional development that will close the gap.
3. Build a competency-based development plan geared toward global macro-economic trends in the future.

### *Data Privacy and Security: Rise of the Machines? (Track: Skill Building)*

**Mike Wasco**

By all accounts, we live and work in a world of interconnected devices. This evolving paradigm continues to change how we create, use, store, and manage data, breaking down the walls of the workplace and now allowing greater (and granular) insight into personal lives. At the same time, regulatory environments continue to change with more purpose to keep up with this data revolution. Michael Wasco, Director and Practice Lead of Intellectual Property at Paul Frank + Collins, P.C., walks us through these developments, including snapshots of the current and future state of data, privacy, and security and their impact on the workplace.

## Wednesday, 1:45 - 3:00pm (select one)

### *Convince Your Skeptics! Modernize Performance Management Processes (Track: Skill Building)*

#### **Jamie Resker**

In this advanced session, Jamie Resker helps us make the business and values case for a new approach to performance management. Organizations from global giants to start-ups are re-imagining performance management and testing new ideas. It's tempting to cite the latest headlines and list the organizations scrapping old-school performance management practices, but you must go beyond the appearance of chasing the latest trend. Annual evaluations are an entrenched and familiar practice, as are reviews and ratings. Your change resistors may be your HR colleagues, managers, or senior leaders. A significant barrier to getting their buy-in for alternative approaches is the perceived role of annual reviews to measure, document performance, and inform pay and employment decisions. This session will show you how to tactfully challenge outdated beliefs and socialize more current alternatives to traditional performance management. Learn how to predict and answer the four most common performance management change objections.

### *Modern Workforce (The New Hiring Model): How Temporary Labor Can Strengthen Your Employment Strategies (Track: Get Strategic)*

#### **Raleen Gagnon**

There has long been the assumption that employers need to decide whether to hire an employee or a contractor to meet their workforce needs in any given scenario, but the reality is that this is not an either/or decision. While the concept of "temp-to-perm" has been around for some time, it has never been fully leveraged for its potential benefit. Now, more than ever, with ongoing skills shortages, escalating labor costs, and intense competition for top talent it is imperative for organizations to align their hiring strategies across temporary and permanent labor. Join Raleen Gagnon, of ManpowerGroup Solutions, to learn how to properly balance local labor costs and skills shortages with a new approach to workforce engagement that will elevate your employer brand and strengthen the influence of HR within your organization by reducing the length of hiring cycles, minimizing turnover, all while limiting the cost of training and upskilling.

### *Engaging the Generational Divide (Track: Talent Acquisition)*

#### **David Ciullo**

Leadership today is challenged since each of the potential 5 generations in the workforce comes with different mindsets, life experiences and expectations. So how do you create a culture that engages and retains employees? This is the conversation you will have with David Ciullo, CEO of Career Management Associates and Dale Carnegie Maine as he discusses the three drivers of engagement and retention strategies needed for today's leaders.

### *Working to 65 and Beyond... Understanding Medicare and its Impact on Group Health Coverage (Track: Skill Building)*

#### **Tom Wright**

Engaging with issues surrounding the aging American workforce is an area of growing importance for HR professionals. Increasingly, employees are staying on the job to age 65 and beyond, and according to most surveys, the cost of health care in retirement looms large as a major concern. These factors all collide when employees reach age 65 and Medicare eligibility encounters their Group Health Plan. This program includes information on:

- Medicare's 'Dual Choice'... Original or Advantage
- Understanding Initial and Special Enrollment Rules; Claims Coordination with Group Coverage
- Cautions... HSAs | COBRA | IRMAA | Rx; Online Enrollment using Medicare.gov

This presentation is specifically designed for HR Professionals. Tom Wright spent over 30 years as an employee benefits advisor and is known for his ability to communicate complex financial information in ways regular people understand.

### *Let's Make A Deal: Exercises to Improve your Negotiation Skills (Track: Legal Hawk)*

#### **Elizabeth Rattigan, Amy McLaughlin, Kerin Stackpole**

Because negotiation is among the most important skills for a manager to develop, activities that can foster its development are valuable for HR professionals. In addition, new laws banning salary history inquiries will change salary negotiation strategy for many HR departments. The presenters will provide an overview of the new laws on salary history and best practices for compensation negotiation, present tips on negotiation techniques, and then take the group through a negotiation exercise.

## Thursday, 7:00 - 8:00am (select one)

### *Workforce Readiness Panel (Track: Skill Building)*

**Melissa Norman, Panel Moderator**

Workforce Readiness Panel session description:

Learn about youth workforce development efforts in our state. Find out how employers can participate in the successful TIPS career readiness course and internship program in high schools throughout Vermont. Topics covered include:

- Act 77 Flexible Pathways, Proficiency based Graduation requirements and personalized learning plans.
- Education quality standards transferrable skills
- Partnership for 21st century Learning 4Cs
- Labor Laws, Safety and Liability

### *Point/Counterpoint (Track: Legal Hawk)*

**Kerin Stackpole and Julio Thompson**

Attorneys are challenged to help clients grapple with multifaceted issues. Regardless of the problem, clients often want the single “best” answer when there may be several answers of equal value. In this session our legal experts will present conflicting information within the context of helping participants develop critical thinking skills. In this way our experts will present seemingly contradictory statements, which if looked at in depth might both be true (and instructive), given the proper perspective.

### *How to Get Certified (Track: Personal Development)*

**Dr. Alexander Alonso**

Join SHRM's Chief Knowledge Officer, Alex Alonso, for the session that explains the benefits of getting SHRM Certified. Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field—and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills.

The HR profession is no longer just about what you know—facts and figures—but rather how you effectively implement that knowledge in the workplace each and every day. SHRM certification provides you the opportunity to prove not only what you know but also how you can apply that knowledge on the job. Alex will explain the SHRM Body of Knowledge, the certification and recertification process, and how to prepare for the exam.

## Thursday, 10:15 - 11:30am (select one)

### *Legislative and Regulatory Update (Track: Legal Hawk)*

**Annette Bechtold**

In the world of employee benefits, it is critical for employers to stay abreast of the changing environment. Advancements in technology, federal vs. state oversight in the delivery of employee benefits, and the intertwining of consumer protection laws create a dynamic environment. Understanding the changing rules and knowing how to comply can save employers time and money. Please join us for an update on the recent legislative and regulatory changes along with a look at what may be on the horizon for 2019.

### *Retention Strategies for a Diverse Workforce (Track: Global & Cultural Awareness)*

**Curtiss Reed, Jr.**

This interactive workshop explores strategies to recruit and retain candidates from diverse racial and cultural backgrounds. Learn how to avoid the recruitment and retention program pitfalls unique to Northern New England and strategies to build programs with diverse candidates and staff in mind.

### *What the Heck is Agile and Why HR Needs to Know About It? (Track: Get Strategic)*

**Scott Rowland & Matthew Vardaman**

Your technology teams are already mastering new ways of working - improving time to market, continuous learning, responsiveness, and collaboration. They are using words like SCRUM, KANBAN, and AGILE. The pace of work they want is hindered by the lack of agility in HR. In this session, you will find out just what exactly Agile is. You will hear about the history, the terminology and a typical structure. Agile is not for everyone, but in today's fast-moving world, it has some distinct advantages. We will compare traditional HR to Agile HR, how to start down the path to an Agile Conversion and find out the pitfalls. At the end of the session, you will leave with the first steps of going agile, complete with a checklist.

### *Casting a Wide Net (Track: Get Strategic)*

**David Ciullo**

Attracting and recruiting talent in this tight as ever labor market takes some creative thinking and work. There has been a paradigm shift in recruiting and attracting talent. David Ciullo, CEO of Career Management Associates will discuss how branding, social media and personalization affect who and how you attract and recruit talent. Candidates are also looking for more than a base salary when job searching. David will discuss how highlighting discretionary benefits and career path are just as important as the base salary when trying to attract top talent.

### *Getting the Form I-9 Process Right (Track: New to HR)*

**John Wilson**

With significant fines for mistakes on the Form I-9 and the increased scrutiny of the E-verify system usage, companies need to focus on getting the Form I-9 process right. In this session you will learn how to avoid fines and manage Form I-9 compliance. You will receive a general overview of the Form I-9 and E-Verify process and learn more about reverification, expiration of authorization, electronic signatures, making corrections and more. You will leave knowing the common I-9 mistakes and tips, tricks and answers on the I-9 process.

# concurrent session speakers

## **Alexander Alonso, Ph.D., SHRM-SCP, Chief Knowledge Officer, Society for Human Resource Management (SHRM)**

Alexander served as the head of examination development and operations for SHRM's Certified Professional and Senior Certified Professional certifications. He was responsible for all research activities including the development of the SHRM Competency Model. Dr. Alonso worked with numerous subject matter experts worldwide identifying performance standards, developing competency models, designing organizational assessments, and conducting job analyses. He possesses experience in projects dealing with organizational assessments and workforce analysis drawing on interdisciplinary advanced training, quantitative and qualitative research methods, as well as multicultural and foreign language skills.

His published works are in peer-reviewed journals (Journal of Applied Psychology, Personality and Individual Differences, Human Resources Management Review, etc.). Dr. Alonso served as the Chairperson for the SIOP International Affairs Committee, a member of the SIOP Professional Practice, Awards, and Program Committees, and the 2014 president of the Personnel Testing Council of Metropolitan Washington. He currently serves as the SIOP Executive Board Communications Portfolio Officer.

## **Annette Bechtold, Senior Vice President of Regulatory Affairs and Reform Initiatives, OneDigital**

Annette Bechtold brings 35 years of experience to OneDigital. As Senior Vice President of Regulatory Affairs and Reform Initiatives, Bechtold is responsible for health care reform initiatives and strategic development at OneDigital. She advises, educates and supports OneDigital's overall corporate tactics and client support issues. She was named 2010's "Employee Benefit Adviser of the Year" by Employee Benefit Adviser magazine. A graduate of the University of Illinois Champaign-Urbana, Bechtold earned a bachelor's degree in finance, specializing in insurance and risk management. She's a certified insurance counselor (CIC) and a Chartered Healthcare Consultant (ChHC). She is licensed in life, health, property and casualty. She is a past president of the Atlanta Association of Health Underwriters (AAHU), immediate past president and federal legislative chair of the Georgia Association of Health Underwriters (GAHU), and immediate past chair of the legislative council and member of Compliance Corner and The Futures Taskforce for the National Association of Health Underwriters (NAHU).

## **David Ciullo, CEO, Career Management Associates**

David Ciullo is the CEO of Career Management Associates, a New England HR services company and the CEO of Dale Carnegie Maine. He is also the talk show host of the HR Power Hour national radio show at hrpowerhour.com. David currently serves as a Member, Maine State Civil Service Appeals Board and is the Chairman of the Board of Directors for the Maine Institute for Family-Owned Business. David is also President Elect and on the Board of Directors of HRASM (Human Resource Association of Southern Maine) and Vice President and on the Board of Directors of NNEAPS (Northern New England Association of Personnel Services). Prior to CMA, David has over 25 years of experience as an executive for some of the largest retail corporations in the US, including American Eagle Outfitters, Pacific Sunwear, and Designs/Levi Strauss.

## **Raleen Gagnon, Director Global Market Intelligence, ManpowerGroup Solutions**

Raleen Gagnon oversees a team that is responsible for Market, Business, & Competitive Intelligence for workforce analysis at ManpowerGroup Solutions which includes the collection and analysis of trends related to the availability, cost, regulation, and productivity of workforce skills/resources across 80 countries globally. In this role, she is responsible for the delivery of Global and Regional Quarterly Market Reports, the development of the Total Workforce Index, the Global Insights Portal and other market intelligence solutions. Her team provides consulting services to clients seeking insight into market trends, compensation strategy, and workforce alignment. Prior to this Raleen was the Director of Strategic Marketing at Monster Worldwide, where she collaborated with sales leadership to develop strategic programs and initiatives for the Staffing Industry, Global Sales, and Public Sector. She has a background in consulting and previously served as Research Director and Practice Lead at Fuld & Company, managing consulting engagements for Fortune 50 clients. Raleen has a Marketing degree from Bentley University and teaches certification courses for the Academy of Competitive Intelligence in Cambridge, Miami, and London.

## **Amy McLaughlin, Director, Dinse Knapp & Mc Andrew**

Amy is a Director with Dinse Knapp & Mc Andrew in Burlington, VT and is co-chair of the employment practice group. She draws on both her legal knowledge and her SPHR certification to help clients develop effective workplace policies and manage sensitive employment issues on a daily basis. In addition, Ms. McLaughlin defends employers in state and federal courts and before administrative agencies in a broad spectrum of employment cases. She also regularly provides compliance training on a variety of employment-related topics.

# concurrent session speakers

## **Elizabeth Rattigan, Labor and Employment Attorney, Downs, Rachlin Martin, PLLC**

Elizabeth is a Labor and Employment Attorney with Downs, Rachlin Martin, PLLC, and focuses her practice in the areas of employment and labor law in Vermont and New Hampshire. Her concentrated experience enables Beth to guide clients around obstacles before they manifest and to resolve conflict when it finally arises. Beth regularly defends employers in federal and state court matters such as wrongful discharge and discrimination claims. She provides advice and training to management regarding employment law compliance and human resource issues including hiring, discipline, termination, reductions in force, wage and hour practices, investigations, sexual harassment, employee relations, employee training, personnel policies and employment agreements.

## **Curtiss Reed, Jr., President, CRJ Consulting Group, L3C and Executive Director of Vermont Partnership for Fairness and Diversity**

Reed provides expert training and coaching on inclusion, bias, and equity to state agency, municipal, institutional and business clients as well as community organizations across Vermont. He serves as Chair of the Vermont Advisory Committee to the United States Commission on Civil Rights and sits on statewide commissions dealing with law enforcement, education, and minority health issues. Reed is the driving force behind four statewide initiatives: The Vermont African American Heritage Trail, The Vermont Vision for a Multicultural Future Initiative, I Am A Vermonter, and The Think Tank for Vermont Leaders of Color. After 18 consecutive years working and living overseas in Arabic, Portuguese, and French speaking countries, Reed returned to Vermont in 2001. Reed's consulting experience spans four decades in both international and domestic markets. Recipient of multiple honors and awards, in 2015 the School for International Training Graduate Institute awarded Reed a Doctorate of Humane Letters Honoris Causa for his life's work to make Vermont a desirable destination for all.

## **Jamie Resker, Practice Leader and Founder of Employee Performance Solutions**

Jamie draws upon 25 years' experience on modernizing and rebranding performance management (PM). Jamie reshapes manager and employee communications: shifting time and energy from reviewing and discussing past performance to dialogue about performance now and moving forward. She has cracked the code on measuring performance and making pay decisions without annual reviews and ratings. Her Performance Continuum Coaching Forward Method, training and tools, set managers up for success as performance coaches who inspire and motivate improved performance. Managers learn how to provide action-oriented direction, reconfirm priorities, recognize accomplishments, and course-correct underperformance sooner than later. Jamie works with HR teams to socialize new ideas with proven change management tactics that help Managers, Executives, and Employees embrace a re-imagined PM system that more accurately reflects how people work today. She holds a BA in Business from Emmanuel College, is on the faculty for the Northeast Human Resources Association, is a contributor to Halogen Software's Talent Space Blog, and an editorial advisory board member for HR Examiner.

## **Scott Rowland, CEO and Co-Founder, The Highly Trained Eye™**

Scott Rowland is the CEO and co-founder of The Highly Trained Eye™, where he has served for the past fourteen years. Prior to THTE, Scott has headed up numerous training and Human Resources departments over his 22+ year career in the profession, from 10,000+ employee organizations to start-ups, including El Pollo Loco restaurants, American Home Mortgage and Great Western Bank. Scott's passion lies in demonstrating the ROI of training, leadership development, executive roundtables and coaching. He's also a computer nerd and loves killing zombies. Scott lives in New Hampshire with his wife, two sons, bearded dragon and ball python.

## **Kerin Stackpole, Esq., SPHR, Director, Paul, Frank & Collins PC**

Kerin is a Director with Paul, Frank & Collins PC and focuses her practice on labor and employment issues. Kerin helps management teams strategically grow, develop and engage with their employees. She provides litigation defense, advocacy in courts, administrative proceedings and arbitrations. Karin works in partnership with management to craft and implement effective personnel policies and to negotiate and manage collective bargaining agreements and union relationships.

# concurrent session speakers

## **Julio Thompson, Assistant Attorney General for the State of Vermont and Director of the Attorney General's Civil Rights Unit**

Julio Thompson is an Assistant Attorney General for the State of Vermont and Director of the Attorney General's Civil Rights Unit, which enforces Vermont's laws regarding employment discrimination, fair employment practices, and hate crimes. Julio has been practicing in the areas of employment, labor, and civil rights law since 1991, and spent his first 15 years of practice in Los Angeles before moving to Vermont.

## **Matthew Vardaman, President and Co-Founder, The Highly Trained Eye™**

Matthew Vardaman is the President and co-founder of THTE, and has headed up training and sales departments for the past 20+ years, serving with recognized sales leaders such as Pitney Bowes, Canon and American Home Mortgage. Matt's passion lies in coaching sales/customer service professionals and sales management. He's also a music lover of nearly every genre, and enjoys yoga. Matthew lives in New Hampshire with his wife, son, daughter, three dogs, cat, and bird.

## **Mike Wasco, Director at Paul, Frank and Collins**

Michael Wasco is a Director at Paul, Frank and Collins and leads the Patents and Intellectual Property practice. He is also a member of the Business and Transactions team, working closely with attorneys across the firm to assist clients on a wide range of patent, trademark, and copyright matters. Michael incorporates knowledge of intellectual property law with an understanding of the client's business and technology to offer practical and comprehensive legal solutions. Prior to joining PF+C, Michael spent many years in practice at an NLJ "Top 250 firm," a full-service IP boutique.

## **John Wilson, President and Partner, GoffWilson, P.A.**

John Wilson is President and Partner of GoffWilson, P.A., a global immigration law firm. He is co-founder of the firm and his practice focuses exclusively on global immigration both inbound and outbound assisting employers, employees and families. Mr. Wilson has consistently been selected as one of the 'Best Lawyers in America' under the 'Immigration Law' category published by the National Polling Firm of Woodward-White. Attorney Wilson has been practicing law for more than thirty years. He represents hundreds of employers, both large and small, in all industry sectors. Wilson is a member in good standing of the New Hampshire Bar Association and a member of the national American Immigration Lawyers Association and its New England Chapter. He currently serves as Chair of the Diversity Workforce Coalition, and the Diversity Director for the NH State Council for SHRM.

## **Tom Wright, Turning 65 Workshop**

Tom Wright began his financial services career in 1980 with John Hancock. He opened an independent benefits brokerage and consulting office in 1984 which he continued until "semi-retiring" in 2016. He created the Turning 65 Workshop to provide much-needed Social Security & Medicare learning programs for the workplace, as well as continuing education for professional groups. He attended the University of New Hampshire and earned the Chartered Life Underwriter (CLU) designation from the American College of Financial Services in Bryn Mawr, PA. He was a Continuing Ed instructor for the Maine Insurance Agents Association. He's been quoted on various employee benefit topics by media outlets (Kiplinger's and Fortune magazines, The Boston Globe, and the Maine Matters television program), and featured on the HR Power Hour radio show. Tom regularly presents at numerous HR conferences and local chapter meetings. He draws upon decades of first-hand experience to communicate dry, complex financial information in an engaging and easy-to-understand way.

## REGISTRATION FEES

Conference Pass - \$399 (\$349 Early Bird)

**Save \$50 with the Early Bird price of \$349 if you register by August 29th!**

*Conference Pass tickets include breakfast and lunch both days, and reception on Wednesday.*

Dinner & Entertainment - \$45

## DISCOUNTS

If you are a member of one of Vermont's 3 affiliated SHRM Chapters and/or a member of SHRM, you are eligible for a discount on your registration! The following discounts are available:

- Vermont Affiliated SHRM Chapter (VHRA, GMHRA, RVHRA) - \$25 off (code: Chapter)
- SHRM Members - \$25 off (code: SHRM)
- Both a Vermont HR Chapter Member *and* a SHRM Member - \$50 off (code: SHRMChap)

Note: Please make sure your membership(s) is current. Discount code use is monitored and will be verified. If membership is not current, your invoice will be adjusted back to regular price plus a \$25 administrative fee.

**Register online easily at**

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**save the date for 2019!**

# **SAVE THE DATE**

September 12-13, 2019  
DoubleTree by Hilton | Burlington, VT

**ANNOUNCING...**



**JOHNNY C TAYLOR, JR. AS THE KEYNOTE SPEAKER  
FOR THE 2019 VT STATE HR CONFERENCE!**

We're excited to announce Johnny C. Taylor, Jr. President and Chief Executive Officer of SHRM (the world's largest HR professional society) will be kicking off next year's conference!