

SHRM Vermont State Council and HR State Council of New Hampshire  
are proud to present

# The BUSINESS of PEOPLE

A Leadership Summit in the Age of Challenge



**Friday, July 22, 2022**

**8:00am – 4:00pm**

**Hilton Garden Inn**

35 N Labombard Road, Lebanon, NH

**\$79 per person**

**SPACE IS LIMITED!**

**REGISTER ONLINE AT RIVER VALLEY HR ASSOCIATION**

**[rvhra.org](http://rvhra.org)**

**Deadline July 15th**



# SCHEDULE AT-A-GLANCE

Friday, July 22, 2022	
8:00 – 8:30am	Registration
8:30 – 9:00am	Welcome
9:00 – 10:15am	<b>Latest Season of HR:</b> <b>Stranger Things or the New Normal?</b> <i>Going forward from the Upside-Down World of COVID</i> with Attorneys John Maitland, DRM & Jim Reidy, Sheehan Phinney
10:15 – 10:45am	<b>Great to See You!</b> Morning Networking Break
10:45 – 12:00pm	<b>What are the Numbers?</b> <i>Bureau of Labor Statistics</i> with Tim Consedine and Saja Alami
12:00 – 1:00pm	Power Lunch
1:00 – 2:15pm	<b>People Challenges in the New World</b> <b>at Work: A Panel Discussion</b> with Maureen Beauregard, Janette Bombardier, and Rebecca Foster
2:15 – 2:45pm	<b>Get the Scoop!</b> Ice Cream Truck Networking Break
2:45 – 4:00pm	<b>Engaging in These Times: Keynote</b> with Bob Kelleher
4:00pm	Closing & Thank You
4:00 – 5:00pm	<b>A Midsummer Night's Cocktail Hour</b> <i>(Optional)</i>

## Latest Season of HR: Stranger Things or the New Normal?

### Going forward from the Upside-Down World of COVID.

Experienced employment lawyers Jim and John will focus their presentation on two timely topics:

#### **Employment law in the Post-COVID**

**Environment and Addressing Legal Issues in Recruitment and On-Boarding.** Part I will be a general review of what remains of any COVID restrictions and what employers can do to stay on top of the latest trends. Part II will be an analysis of what employers need to do to avoid any legal pitfall associated with the hiring and on-boarding process especially with the significant increase of remote workers. Drawing on years of practical experience, Jim and John will share examples of some of the real-life challenges employers encountered over the last few years and how they should best prepare for the what's next. Expect a lively discussion and be prepared to share your own examples of how COVID changed your organization and workforce as well as how those experiences have shaped your policies and practices for a post-COVID workplace.



**John Maitland** is a Labor & Employment Lawyer with Downs Rachlin



Martin PLLC. John helps clients manage their daily labor relations activities in ways that are consistent with their organizations' overall labor philosophies. He knows the practical and legal considerations of both non-union and unionized workforces, and he helps employers identify and implement effective solutions to difficult challenges such as responding to allegations of harassment, developing a plan for employees who are unable to return to work, addressing complicated performance issues, or providing proper interpretations of the collective-bargaining agreement.

**James P. ("Jim") Reidy** is a shareholder at Sheehan Phinney Bass &



Green, PA in Manchester, NH where he is the chair of the firm's Labor and Employment Practice Group. He earned his B.A. from Assumption College, M.P.A. from Northeastern University, and his J.D. , cum laude, from New England School of Law. He has extensive experience handling matters before the NH

Department of Labor, the NH Commission for Human Rights, the U.S. Equal Employment Opportunity Commission, and the U.S. Department of Labor. Jim is the Manchester Area Human Resource Association V.P. of Legal and Legislative Affairs, former Legislative Affairs V.P. for the NH State (HR) Council, member of the NH Business and Industry Association (BIA), chair of the NH High Tech Council's HR Exchange, moderator of NHLABORNET, and the editor of the ECN publication, The New England Employment Law Newsletter. Jim has been a media resource on workplace law for media outlets including CNN, The Washington Post, The Wall Street Journal, The New York Times Business Magazine, Bloomberg, WMUR, NPR, The Associated Press, NPR Market Place, Buzz Feed, Law 360, Inc. Magazine, The HR Power Hour, HR Breakroom, SKI Magazine and HR Magazine as well as several local publications. Best Lawyers USA named Jim the 2022 Lawyer of the Year for Labor and Employment Law (Manchester) and the NH Business Review named him one of the top 200 most influential business leaders in New Hampshire.

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## What Are The Numbers?

### Bureau of Labor Statistics

The mass exodus of “Baby Boomers” from the U.S. labor market, and other demographic shifts occurring within have reduced the supply of labor to fill jobs in demand. Learn how these trends may impact on Northern New England states given their existing mix of workers by demographic and how they’re trending. Also, see how BLS compensation and benefits measures may assist businesses to structure compensation packages given an increasingly competitive job market to attract higher quality workers cost effectively. Last, see how Baby Boomers departures will impact job growth and see what skills will be in demand to assist with hiring and training decisions.



**Tim Consedine** serves as the Regional Economist for



the Federal Bureau of Labor Statistics (BLS) New England Information Office located in Boston, MA. He has served within the Economic Analysis and Information (EA&I) branch of the Bureau since June, 2002. Prior to joining the branch he served as an economist within the Division of Labor Force Statistics of the Bureau's Headquarters located in Washington, DC. Mr. Consedine's research concerns the changing patterns emerging within the U.S. labor market and analyses of the New England regional economy. He has published articles summarizing annual employment and unemployment data with particular focus on industry employment trends occurring within New England. Mr. Consedine's recent research has focused on shifts in high-tech employment and wage trends in Massachusetts. Mr. Consedine serves a valuable resource to assist major media personnel and others who have questions on the Bureau's varied published data products including those referencing employment, wages, and prices. He also holds two Master's Degrees in Law and Public Policy and Applied Economics both from Northeastern University.

**Saja Alami** is a Senior Technical Economist for the Federal Bureau of



Labor Statistics (BLS) Boston/NY Office of Field Operations. She has been with the Bureau since October 2016. Saja serves as a technical expert on the National Compensation Survey (NCS) for the Boston and NY regional offices. She works directly with establishments across the New England/NY region to gather labor cost data and consult on BLS data products, including those referencing employment, wages, and prices. Saja holds a Bachelor of Science in Economics and in Finance from the University of Massachusetts Boston. While pursuing her degree, Saja published a paper using Current Population Survey (CPS) data on gender wage discrepancies in the Massachusetts Undergraduate Journal of Economics, [linked here](#). In her spare time, Saja volunteers as a Project Coordinator for a non-profit called Empowerment through Integration, whose mission is to disrupt the narrative surrounding disability by empowering youth with disabilities and developing authentic inclusion globally.

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## People Challenges in the New World at Work

In this dynamic panel discussion, we will hear from three executives – Maureen Beauregard, CEO and President of Easterseals, a large non-profit human services organization, Janette Bombardier, P.E., COO/CTO at Chroma Technology, a 100% employee-owned high-tech manufacturing company, and Rebecca Foster, CEO of Vermont Energy Investment Corporation, a non-profit organization focused on renewable energy. These executives have successfully led their organizations during difficult challenges and an unprecedented pandemic. They will share their experiences on growing their organizations despite the recruitment and retention challenges all industries are facing. Maureen, Janette and Rebecca will also share their leadership experiences and how culture drives change. Audience will have the opportunity to ask questions of this dynamic trio.

**Maureen Beauregard** is the President and CEO of Easterseals NH, having joined the organization in 2019. In 1991, Maureen founded Families in Transition (FIT)-New Hampshire, which grew under her leadership to be the state's largest homes services organization. Since joining Easterseals she has steered the organization through the COVID-19 pandemic and a strategic planning process, and has spearheaded several large-scale infrastructure projects. Maureen earned her Bachelors of Science Degree in Child and Family



Studies and her Master's Degree in Public Policy both from the University of New Hampshire. Maureen has received numerous awards, including a 2021 Business Excellence award and inclusion in the 2021 New Hampshire 200. She was also named Greater Manchester Chamber of Commerce's Citizen of the Year and received both the Southern New Hampshire University's Loeffler Award and the University of New Hampshire's Granite State Award.

**Janette K. Bombardier, P.E.** is COO and CTO of Chroma Technology



and 89 North and leads the engineering and technical functions of the organization, which includes a diverse technical team developing and manufacturing optical filters and light sources. Janette spent the majority of her career in advanced semiconductor manufacturing for IBM, and was the VT Executive responsible for overall management of 4,500 site employees and tenants. Her extensive career includes construction management, product development, manufacturing operations, semiconductor testing, quality, contract management and continuous improvement. Janette is a licensed professional engineer and received her BS and MS in Civil Engineering from UVM. She is currently on the Executive Committee of the VT State Workforce Investment Board, is a Trustee of the VT State College System, and on the board of the VT Futures Project and VCET. Janette had been awarded VT Engineer of the Year in 2019 and VT Citizen of the Year in 2015.

**Rebecca Foster** is VEIC's CEO. Heading up the leadership team, Rebecca



guides the organization's strategic planning, corporate goal setting, business development and performance. With more than two decades of experience in the clean energy industry, and 10 years at VEIC, Rebecca is a trusted leader, dedicated to the organization's success. Throughout her career she has focused on fostering collaboration and engaging tough challenges head-on. She encourages creativity and innovative thinking. Rebecca is a true convener, cultivating strong partnerships and making sure every stakeholder is heard.

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## Engaging in these Times

In a period that has seen a global pandemic, mainstream home schooling, social unrest not seen since the civil rights movement, a country deeply divided, emerging retention and recruiting challenges and rising inflationary concerns, we have also seen a changing workplace, where remote employment now being the norm in many office locations and a startling shift in workforce demographics. The boundaries between work – life – school have never been less clear.

Has this impacted your engagement? Do you even know what engages you anymore? Is it life related? Is it work related? Are your positive emotions driving your engagement? Or is it being inhibited by negative emotions? Do you feel stuck in neutral? Bob will help us to take a look at these key issues in this highly engaging, high octane keynote presentation!



**Bob Kelleher** is a best-selling author, international keynote speaker,



and consultant who travels the globe sharing his insights on employee engagement, leadership, and workforce trends. Bob is the author of the recently released I-Engage: Your Personal Engagement Roadmap, the best-selling book, Louder Than Words: 10 Practical Employee Engagement Steps That Drive Results, and Creativeship: An Engagement and Leadership Fable, Employee

Engagement for Dummies. Bob can be seen or heard on national media (most recently on CNBC, CBS, NBC News, Business Week, Forbes, Training Magazine, Yahoo, and Fortune), and is a frequent guest writer and contributing editor on many national publications.

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