

# OHIO SHRM

2022 Ohio SHRM Conference • Kalahari Resort



50<sup>TH</sup> ANNIVERSARY

OHIO

HR CONFERENCE

HR : UNMASKING YOUR FULL POTENTIAL

September 21 - 23, 2022

Build dynamic workplaces  
where individuals can  
**reach their full potential.**

**JOIN SHRM TODAY**





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# Letter From The Conference Chair

You all can't believe how excited that our 50th Anniversary State Conference is BACK AT KALAHARI!

And - we have Steve Browne as our emcee and opening keynote!

Thank you for attending HR: UNMASKING YOUR FULL POTENTIAL! The theme of this year's conference is to take steps to achieve our potential in a post-COVID world. The play on words regarding "masks" was not coincidental as removing our masks can make us vulnerable but put in a position to grow!

Our schedule of speakers is truly outstanding. We have five keynote speakers and nearly 30 concurrent speakers from which to choose. Please take a moment to review the program schedule found in this program - or use the conference app - to plan your conference sessions.

Make sure to carefully plan out your day by identifying the sessions you wish to see IN PERSON. Then, after the conference you can use the ON DEMAND option to review any missed session for up to 90 days after the Conference. The ON DEMAND aspect of our conference provides the opportunity to earn additional recertification credits!

Please make good use of our planned breaks to visit the exhibit hall. Take the time to network with our many exhibitors and sponsors as well as with your HR colleagues. We could not put on a successful conference without the support from the many folks in the exhibit hall! And a special thank you to our key sponsors - UKG, Ahola Payroll & HR Solutions, Velocity Resource Group, USI, KWW, Marathon Health, Gallagher, RetireMedIQ, headversity, and Mercer!

On behalf of the Ohio SHRM State Council and the Ohio HR Conference Committee - we hope that you enjoy "HR: UNMASKING YOUR FULL POTENTIAL" !



*Meghan Hensley*

**Meghan Hensley**  
2022 Conference Chair



*Jason Lawson*

**Jason Lawson**  
2022 Conference Vice-Chair

## Letter From The State Director

Welcome to the 50th Annual Ohio Human Resource Conference, sponsored by the Ohio SHRM State Council! We are pleased to host this event and hope that you will enjoy 2.5 days of HR: UNMASKING YOUR FULL POTENTIAL! The annual conference is a great event to network with peers and an opportunity to learn leading-edge HR practices.

We thank you for being a part of our annual event. We are thrilled to be returning to Kalahari for this year's conference. Your conference will be just what you have come to expect from an Ohio SHRM HR Conference experience - great content, terrific networking, an outstanding venue, and fun surprises the conference committee has in store for you over the next few days.

This event takes a tremendous amount of planning. On behalf of the Ohio SHRM State Council, I want to thank our Chair Meghan Hensley and our Vice-Chair, Jason Lawson, and all the members of the conference committee. The committee planned and strategized to make our 50th anniversary conference the best! Our thanks for their contribution, dedication, and time to make this conference as we return to an in-person event!

And our conference would not be possible without the financial support of many organizations. Thank you to all the Ohio HR Conference exhibitors and sponsors for making this conference possible and allowing us to put on the best event possible.

The Ohio SHRM State Council, along with our 25 local affiliated SHRM chapters, is dedicated to leading, educating, and inspiring the over 12,000 HR professionals in Ohio and educating, serving as HR experts to, and positively impacting other business professionals in Ohio. The Ohio 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. Membership is made up of approximately 50 volunteers who are elected or appointed to The Council and includes the Chapter Presidents of the 25 local SHRM affiliated chapters in Ohio.

We encourage you to become a member of SHRM and a SHRM local chapter. By joining a local SHRM-affiliated chapter, you will gain access to networking opportunities, career resources, and professional development opportunities. Please visit our website [ohioshrm.org](http://ohioshrm.org) to find a chapter near you or visit our booth in the virtual exhibitor hall.

Join 300,000 professionals from around the world who rely on SHRM for their HR solutions. Benefits include HR and career tools and resources, as well as HR solutions and news.

Ohio has one of the most active groups of HR professionals in the SHRM organization and we can be proud of who we are, all that we accomplish, and the valuable roles we play within our business communities. The Ohio SHRM State Council is pleased to be able to help advance the profession and serve HR professionals.



*Karen Fagnilli*

**Karen Fagnilli, SHRM-SCP**  
2022 Ohio SHRM State Council  
Director Chair

# ACT I

## Wednesday, September 21st 2022

7:45am - 8:45am	<b>Teresa Smith</b> <b>Julie Doyle</b>	<i>You Are The Only You There Is: The Power of Taking Care of Yourself</i> <i>Understanding Pay Equity: Implementing Compensation Strategies To Bridge The Pay Gap</i>	<b>Indigo Bay</b> <b>Leopard/Rosewood</b>
8:45am - 9:00am	<b>Break</b>		
9:00am - 10:00am	<b>Kristen Dyck</b> <b>Nicole Anderson</b> <b>Dr. Ryan Todd</b> <b>Julie Doyle</b> <b>Andrew Bishop</b>	<i>Building Your Social Network On LinkedIn</i> <i>Hiring Culture</i> <i>Forever Changed - The Effect Of COVID On Workforce Mental Health</i> <i>Understanding Pay Equity: Implementing Compensation Strategies To Bridge The Pay Gap</i> <i>The Benefits Of Structured 1:1 Meetings</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
10:00am - 10:15am	<b>Break</b>		
10:15am - 11:15am	<b>Maxine Johnson</b> <b>Barb Utrup</b> <b>Megan Nail</b> <b>Korey Erb</b> <b>Tom &amp; Seth Mobley</b>	<i>The Good, Bad, And The Ugly - 5 Strategies To Create Positive Employee Relations</i> <i>Unmask Your Potential By Forgetting What You Know</i> <i>Decode Your HR Analytics &amp; Power Your Success</i> <i>What Marketing Can Teach Us About Employee Benefits Communications</i> <i>How The Duck To Problem Solve In HR</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
11:15am - 11:30am	<b>Break</b>		
11:30am	<b>Lunch</b>		<b>Kalahari Ballroom</b>
11:30am - 1:00pm	<b>Steve Browne</b>	<i>HR Revealed!! Transforming From A Support Role To Strategic Leader</i>	<b>Kalahari Ballroom</b>
1:00pm - 1:15pm	<b>Break</b>		
1:15pm - 2:15pm	<b>Kristen Dyck</b> <b>Nicole Anderson</b> <b>Dr. Ryan Todd</b> <b>Michael Laidler</b> <b>Tom &amp; Seth Mobley</b>	<i>Building Your Social Network On LinkedIn</i> <i>Hiring Culture</i> <i>Forever Changed - The Effect Of COVID On Workforce Mental Health</i> <i>Developing The Leader Within You</i> <i>How The Duck To Problem Solve In HR</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
2:15pm - 2:30pm	<b>Break</b>		
2:30pm - 3:30pm	<b>Maxine Johnson</b> <b>Barb Utrup</b> <b>Megan Nail</b> <b>Michael Laidler</b> <b>TBA</b>	<i>The Good, Bad, And The Ugly - 5 Strategies To Create Positive Employee Relations</i> <i>Unmask Your Potential By Forgetting What You Know</i> <i>Decode Your HR Analytics &amp; Power Your Success</i> <i>Developing The Leader Within You</i> <i>Mentor Mingle</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
3:30pm - 3:45pm	<b>Break</b>		
3:45pm - 5:00pm	<b>Chris Mosier</b>	<i>Moving Beyond Pride Month: How Inclusion Improves High-Performance Environments &amp; Workplaces Year Round</i>	<b>Kalahari Ballroom</b>
5:00pm - 7:30pm	<b>Exhibitor Hall Open House</b>		<b>Exhibitor Hall</b>
7:30pm - 11:00pm	<b>DJ - Bar</b>		

# ACT II

## Thursday, September 22nd 2022

7:00am - 8:00am	<b>Mack Munro</b> <b>Erika Sandoval</b> <b>Jen Beck</b> <b>Amanda Smith</b>	<i>How To Develop Bosses Into Leaders</i> <i>Creating An Ethical And Inclusive Culture In The Evolving World Of Work</i> <i>Unlock The Power Of Mindfulness To Maximize Your Energy And Productivity</i> <i>Beyond Compliance: How To Strengthen And Protect Your Organization By Being Proactive And Intentional About DEI</i>	<b>Indigo Bay</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
8:00am - 8:15am	<b>Break</b>		
8:15am - 9:15am	<b>Dr. Esther Jackson</b> <b>Scott Warrick</b> <b>Jeff Kortez</b> <b>Stephen Krempf</b> <b>Trevor Spunt &amp; Alvin Proctor</b>	<i>Leading In HR With The Right Qs</i> <i>What The Heck Happened? 2022 Employment Law Update</i> <i>Giving Your Employees C.R.A.P And 7 Other Secrets To Employee Retention</i> <i>5% Zone: Visibility Strategies That Get You Recognized And Rewarded In The Workplace</i> <i>A Case Study In Culture Transformation: Insights &amp; Successes</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
9:15am - 9:30am	<b>Break</b>		
9:30am - 11:00am	<b>Dandapani</b>	<i>Unwavering Focus</i>	<b>Kalahari Ballroom</b>
11:00am - 1:15pm	<b>Lunch</b>		<b>Exhibit Hall</b>
1:15pm - 2:15pm	<b>Mack Munro</b> <b>Trevor Spunt &amp; Alvin Proctor</b> <b>Erika Sandoval</b> <b>Jen Beck</b> <b>Speaker TBA</b>	<i>How To Develop Bosses Into Leaders</i> <i>A Case Study In Culture Transformation: Insights &amp; Successes</i> <i>Creating An Ethical And Inclusive Culture In The Evolving World Of Work</i> <i>Unlock The Power Of Mindfulness To Maximize Your Energy And Productivity</i> <i>Fresh Faces</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
2:15pm - 2:30pm	<b>Break</b>		
2:30pm - 3:30pm	<b>Dr. Esther Jackson</b> <b>Scott Warrick</b> <b>Jeff Kortez</b> <b>Stephen Krempf</b> <b>TBA</b>	<i>Leading In HR With The Right Qs</i> <i>What The Heck Happened? 2022 Employment Law Update</i> <i>Giving Your Employees C.R.A.P And &amp; Other Secrets To Employee Retention</i> <i>5% Zone: Visibility Strategies That Get You Recognized And Rewarded In The Workplace</i> <i>Mentor Mingle</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
3:30pm - 3:45pm	<b>Break</b>		
3:45pm - 5:00pm	<b>Lisa Sun</b>	<i>What Would Happen If You Let Go Of Fear, Got Off The Sidelines, And Jumped Boldly Into The Game Of Life?</i>	<b>Kalahari Ballroom</b>
5:00pm - 6:00pm	<b>Happy Hour</b>		
6:00pm - 8:00pm	<b>Dinner &amp; Entertainment</b>		
8:00pm - 11:00pm	<b>Dancing / Party</b>		

# ACT III

## Friday, September 23rd 2022

7:00am - 8:00am	<b>Chris Dyer</b> <b>Glenn Daniels</b> <b>Julie Anderson</b>  <b>Lorne Epstein</b>	<i>Mastering Tough Conversations</i> <i>The Science Of Goal Setting</i> <i>Motivate, Communicate, Innovate - Effective Leadership Through Neuroscience</i> <i>Uncovering Unconscious Bias</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b>  <b>Leopard/Rosewood</b>
8:00am - 8:15am	<b>Break</b>		
8:15am - 9:15am	<b>Erin Stevens</b> <b>Mike Sipple</b> <b>Cheryl Horan</b> <b>Jack Towarnicky</b>  <b>Matt May</b>	<i>The Real Recruiter Lives Of The Pandemic</i> <i>The Great Realization To Prevent Resignation</i> <i>The Perkiest Perks: Total Rewards Strategy? Totally.</i> <i>Surprise, Surprise, Surprise - Taking Full Advantage Of The No Surprises Act!</i> <i>Taking The Fear Out Of Team Building</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b>  <b>Sagewood/ZebraWood</b>
9:15am - 9:30am	<b>Break</b>		
9:30am - 10:30am	<b>Chris Dyer</b> <b>Glenn Daniels</b> <b>Julie Anderson</b>  <b>Lorne Epstein</b> <b>TBA</b>	<i>Mastering Tough Conversations</i> <i>The Science Of Goal Setting</i> <i>Motivate, Communicate, Innovate - Effective Leadership Through Neuroscience</i> <i>Uncovering Unconscious Bias</i> <i>Fresh Faces</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b>  <b>Leopard/Rosewood</b> <b>Sagewood/ZebraWood</b>
10:30am - 10:45am	<b>Break</b>		
10:45am - 11:45am	<b>Erin Stevens</b> <b>Mike Sipple</b> <b>Cheryl Horan</b> <b>Jack Towarnicky</b>  <b>Matt May</b>	<i>The Real Recruiter Lives Of The Pandemic</i> <i>The Great Realization To Prevent Resignation</i> <i>The Perkiest Perks: Total Rewards Strategy? Totally.</i> <i>Surprise, Surprise, Surprise - Taking Full Advantage Of The No Surprises Act!</i> <i>Take The Fear Out Of Team Building</i>	<b>Indigo Bay</b> <b>Nile</b> <b>Zambezi</b> <b>Leopard/Rosewood</b>  <b>Sagewood/ZebraWood</b>
11:45am - 12:00pm	<b>Break</b>		
12:00pm - 1:30pm	<b>Bevin Farrand</b>	<i>Take The DAMN Chance, Turning Life's Unexpected Turns Into Your Big, Bold, Wonderful Life</i>	

# KEYNOTES



## Steve Browne

*HR Revealed!!  
Transforming From  
Support Role To  
Strategic Leader*

The time for HR to work in the background has passed. It's time for HR to be strategic at an organizational, professional, and personal level. This session will equip attendees with an approach to be intentionally strategic in their HR role regardless of their level. It will also show them how to integrate departments to move the entire organization forward through performance.

### Biography:

Steve Browne, SHRM-SCP is the Chief People Officer for LaRosa's, Inc., a regional Pizzeria chain. He has 35+ years working as an HR professional in a variety of industries. He has a globally recognized HR blog and is the author of two books, HR on Purpose !! and HR Rising !! He is a past member of the SHRM Board of Directors. Steve also runs a global HR network called the HR Net which reaches 14,000+ HR and business professionals globally each week.



## Chris Mosier

*Moving Beyond  
Pride Month... How  
Inclusion Improves  
High-Performance  
Environments &  
Workplaces Year Round.*  
Chris will speak on

Moving beyond Pride Month: how inclusion improves high-performance environments & workplaces year round.

### Biography:

Chris Mosier is a trailblazing athlete, coach, and founder of TransAthlete.com. In 2020 he made history by becoming the first transgender athlete to compete in the Olympic Trials in the gender with which they identify. Prior to that, in 2015 he became the first openly trans man to make a Men's US National Team. Following the national championship race, he was instrumental in getting the International Olympic Committee policy on transgender athletes changed, and in June 2016 he became the first trans athlete to compete in a world championship race under the new rules. He has been called "the man who changed the Olympics" by the BBC and New York Magazine. Mosier is a six-time member of Team USA, representing the United States in the sprint triathlon and the short course and long course duathlon, which is a run/bike/run event, a two-time Men's National Champion, and a Men's All-American.



## Lisa Sun

*What Would Happen If  
You Let Go Of Fear, Got  
Off The Sidelines, And  
Jumped Boldly Into The  
Game Of Life?*

Lisa Sun, founder, and CEO of GRAVITAS, electrifies audiences as she unpacks this vital question as she seamlessly blends stories from her personal journey with data and experience-driven insights from her 11 years at McKinsey & Company. She will encourage you to choose self-confidence, work to harness your "superpower," and use gravitas to advance personally and professionally.

### Biography:

Lisa Sun, founder, and CEO of GRAVITAS, electrifies audiences as she unpacks this vital question in her moving, motivating, and empowering talks. Catalyzing confidence and inspiring innovation, Sun seamlessly blends stories from her personal journey with data and experience-driven insights from her 11 years at McKinsey & Company to offer talks that encourage audiences to choose self-confidence, work to harness their "superpower," and use gravitas to advance personally and professionally.



## Dandapani

*Unwavering Focus*

There's nothing more important in life than knowing your purpose, knowing who and what is important and remaining unwavering in your focus on them. Have you ever been taught how to use your mind? Have you considered the possibility that you struggle to concentrate because nobody has ever taught you how to? Have you created a budget for your energy the same way you've created a budget for your money? Are you clear on what your purpose is and what the core values of your life are? This workshop will cover the topics of understanding the mind, learning and developing concentration and willpower followed by learning how to manage our energy. This is based on the premise that we have a finite amount of energy thus we should wisely reallocate and reinvest energy into people and things that truly matter to us plus learn how to deal with energy vampires be they people or things. The workshop dives into topics most of us never talk about, explores areas that are part of all of our lives and most importantly shares with you practical spiritual tools that are applicable in every aspect of your daily life to create a change that is sustainable. Join us for an amazing day of learning with a former monk who blends ancient spiritual tools into a modern world to create a successful and sustainable personal and business life.

### Biography:

Dandapani is a Hindu priest, entrepreneur and a former monk of 10 years. After graduating university with a degree in Electrical Engineering he left it all behind to become a Hindu monk under the guidance of one of Hinduism's foremost spiritual leaders of our time, Sivaya Subramuniaswami. For 10 years he lived a life of serious personal discipline and training at his guru's cloistered monastery in Hawaii.



## Bevin Farrand

*Take The DAMN  
Chance, Turning Life's  
Unexpected Turns  
Into Your Big, Bold,  
Wonderful Life*

We've all experienced difficult, unexpected situations that feel insurmountable. And too often we think "I will never recover from this." Or we fear that we cannot truly be successful after difficult life circumstances. This is simply not true. Bevin is the founder of the Take the DAMN Chance movement, which was born out of unexpected loss six days after her 40th birthday. Bevin openly shares that experience, as well as other traumatic experiences she's overcome, to inspire your audience to navigate their life with creativity and grace. In her session, Bevin will explore;

- The difference between permission and support....and why you don't need anyone's permission to follow your dreams
- The #1 way to release the guilt that you can't be everywhere at once
- The power of deciding and declaring what you want in your life
- How to make the most meaningful impact on the lives of those you love the most

**Biography:** In 2019, after an unexpected loss just 5 days after she returned from a whirlwind trip to France with her husband, Bevin Farrand founded the Take the DAMN Chance movement. Her DAMN framework has inspired hundreds to connect with the people that they love, do the "crazy thing" that makes all the difference and, when given a choice, to take the damn chance. Additionally, she is an executive business strategist and coach who supports small businesses and entrepreneurs in developing and executing strategies to take their revenue to 6- and 7-figures.

# ENSEMBLE



**Teresa Smith**

*You Are The Only You There Is*

- Understand why it is important to take care of your own mental and physical well-being
- Identify mental health symptoms and the negative impacts if left unmanaged.
- Learn self-care practices for your personal well-being journey

**Biography:**

As a senior manager for the human capital management (HCM) strategy consultant group for UKG Incorporated, Teresa Smith advises business leaders and their leadership teams on how to better maximize people-centric strategies to achieve long-term success. With deep expertise in change management process and business innovation, Smith is an advocate for the unmatched value of an empowered workforce, and helps organizations more effectively attract prospective employees, engage existing employees, and holistically develop and manage an exceptional employee experience.



**Andrew Bishop**

*The Benefits Of Structured 1:1 Meetings*

Join Andrew Bishop, CRP, as he outlines the responsibilities of people leaders and the key benefits of holding regular, structured 1:1 meetings with your team members.

**Biography:**

RecogNation is an employee engagement company that supports organizations in developing, deploying, and administering employee engagement strategies and programs. Andrew is a seasoned speaker, trainer, content creator, and leader who provides thought leadership on topics such as corporate culture, employee engagement, leadership development, team performance, and recognition best practices. He is also a key contributor to The RecogNation podcast and an Advisory Board Member for West Michigan's Best and Brightest Companies to Work For.



**Julie Doyle**

*You Are The Only You There Is*

With the rise in the "great resignation" the competition for talent is a significant hurdle for organizations to successfully achieve their goals. This session will discuss the importance compensation strategies in today's turbulent labor market and the advantages of evaluating pay equity in your organization. Including the most common pay equity pitfalls and how you can overcome them.

**Biography:**

Julie Doyle has devoted her career to elevating the human resources function in organizations. She has held the senior HR leadership role with organizations in many different industries. Her proven track record of driving business results through great human resources process, leading culture change, solving complex business challenges with the senior leaders and developing high-performing teams is appreciated by HRC clients.



**Kristen Dyck**

*Building Your Social Network On LinkedIn*

Pull out your notebooks for this engaging session as Kristen Dyck walks you through the steps to building a strategic network and strong personal brand on LinkedIn. You hear that great things happen on LinkedIn - it's true and they can happen for you too! As a busy professional you want to know the tips and tricks to maximize your time on the platform. No more confusion, no more wasted time and energy trying to figure out the platform. This is actionable information you can use immediately. You're going to leave feeling confident and knowing a LOT more about LinkedIn.

**Biography:**

Kristen Dyck is the founder of AVRO Creative where she is a communications and personal branding strategist. Her work helps driven leaders exude confidence, overcome imposter syndrome and stand out. Kristen brings insights from her experience working with some of the world's biggest brands like Coca-Cola, Powerade and glaceau vitaminwater to the exciting world of personal branding. Kristen's clients go on to become members of the C-suite, receive top industry awards and launch successful businesses.



**Nicole Anderson**

*Hiring Culture*

Talent Acquisition and Retention are the leading struggles HR professionals, Leaders, and Business Owners face in their positions. What if building a Hiring Culture could solve those issues? What if you could get more leadership involvement in the retention efforts? Building a Hiring Culture in your organization will provide your new employees the best chance at success. A Hiring Culture is separate from your workplace culture, however, they should be seamless.

**Biography:**

Nicole Anderson is the CEO and Founder of MEND, a human resources solutions firm and MEND Recruiting based in West Palm Beach, Florida.



**Dr. Ryan Todd**

*Forever Changed - The Effect of COVID On Workforce Mental Health*

With the rise in the "great resignation" the competition for talent is a significant hurdle for organizations to successfully achieve their goals. This session will discuss the importance compensation strategies in today's turbulent labor market and the advantages of evaluating pay equity in your organization. Including the most common pay equity pitfalls and how you can overcome them. reactivity to attack problems, define solutions, and deliver more value to the business. Yes, that includes HR. This session gives attendees the opportunity to apply hacking principles to current challenges in recruiting, core HR, talent management, learning and development, and analytics to create better outcomes and process improvement.

# ENSEMBLE

## Biography:

Psychiatrist and technologist, founding the workplace mental health and resilience platform, headversity. His work at headversity brought together a team of psychiatrists, psychologists, and educators to build an industry-redefining training tool that is setting the new standard for workplace mental health.



## Michael Laidler

### *Developing The Leader Within You*

In today's world, being a human resource professional in this fast-paced profession is not getting easier. As a leader in your field, there are areas that can be maximized to increase your level of impact. The first and foremost area is you. You are your best asset which should be developed on a continuous basis. Developing the Leader Within You addresses critical points that can take you from being an ordinary to extraordinary human resource professional. At the end of the presentation, you will learn and be able to utilize everyday practices that are being implemented across the country. You should elevate everything, including your ability to be the best human resource professional in your field.

## Biography:

International Best-Selling Author, Leadership Coach, Corporate Trainer, and Keynote Speaker whose unwavering commitment to excellence, passion, and loyalty has quickly earned him the reputation as an up-and-coming industry leader. Over the course of a decade, he has garnered extensive leadership experience, primarily in the law enforcement sector.



## Korey Erb

### *What Marketing Can Teach Us About Employee Benefits Communications*

In this 60-minute presentation we'll outline our approach to helping you better market and promote your employee benefits. Frequency: We'll outline best practices to creating easy, potentially automated, frequent benefits communications. Prominence: Driving awareness requires prominence of information and easy access. Burying benefits information in a benefits administration system doesn't create prominence, and it prohibits answers during the moment of need, especially for spouses. Engagement: Employers must use technologies which employees are comfortable with, especially on their PCs and mobile devices: Brief videos, instant access, memorable details of content are key.

## Biography:

Has been working within the digital employee benefit communication industry for over 18 years. Prior to LYB, Korey founded and led a nationally award winning interactive communication company that worked closely with and for several large & mid-sized employers, HR consulting companies, TPAs, Health Care Providers, Financial Service Companies, Banks, and SaaS companies. Korey has a proven track record of creating unique recipes of award winning creative design, custom programming, interactive, video services and mobile development to help companies engage, educate, entertain and motivate their employees to become better health care, benefits, wellness and retirement consumers.



## Tom & Seth Mobley

### *How The Duck To Problem Solve In HR*

Many of us have issues come across our desk that gives us a headache and seems impossible to tackle. We'll think about it over and over in our head, maybe talk to ourselves once or twice and still will be stuck with no solutions and lost time. Introducing, the Rubber Duck! A method originally used by programmers, this method allows individuals to talk through a problem and find that "Eureka!" moment from the comfort of your desk. By explaining the problem to the Rubber Duck we are not only talking our way through the problem but also teaching the solution to the willing ears of the Rubber Duck.

## Biography:

**Thomas Mobley**, SPHR, SHRM-SCP has worked in the HR field for over 35 years as a practitioner, educator, and consultant. He has had his own HR Consulting Practice for 15 years where he has a proven track record of being able to transfer knowledge and provide others with the tools they need to succeed. At UC he launched the innovative HR Succeeds Initiative helping to prepare future HR leaders by providing them mentors, internships, HR Certification, as well as networking opportunities at the local and national level. As a professor he has been recognized a finalist for Miami University's Distinguished Teaching Award and nominated for the George Barbour Award for Good Faculty-Student Relations Award at UC. He has traveled to China 4 times to teach at the graduate level and to provide HR consulting. This past spring, he prepared the training proposal for the State of Ohio which was used to attract a 1200 employee start-up automotive supplier. His highly successful HR Cert Study Course participants have a 90% pass rate on their HR Certification exams.

**Seth Mobley**, SHRM-CP is new to the professional HR world, but not to the world of HR. Growing up, he

## Maxine Johnson

### *The Good, Bad, And The Ugly - 5 Strategies To Create Positive Employee Relations*

This session provides HR Practitioners to develop knowledge of employee relations strategies to have greater outcomes in management relationships, employee relationships and reduction of company's risk.

## Biography:

Author, co-author, certified life coach, transformation specialist & expert speaker serving women who are ready to take their lives to the next level. Featured in USA Today as one of the Top 15 Entrepreneurs to watch in 2021, recipient of the "Outstanding Leadership" award by the Philadelphia Women's Missionary Society & featured on Speak that Talks, Total Transformational Radio and Keynote Speaker for Canon, Inc (VA). An experienced HR Practitioner where she has 25+ years of HR experience at Childrens Hospital of Philadelphia & Penn Medicine.



attended many Ohio SHRM Conferences, but mostly because it gave him the opportunity to play in the waterpark at Kalahari. This will be his second time speaking at the Ohio SHRM Conference, but his first after becoming SHRM-CP certified. Graduating from the University of Cincinnati in December of 2022, he will obtain his bachelor's degree in Interdisciplinary Studies, focusing in Human Resources and Aviation Flight. He recently joined Thomas on Mobley HR Consulting to help grow the business.



**Megan Nail**

*Decode Your HR Analytics & Power Your Success*

Human resources analytics may sound a little daunting, but it's key for decision making and measuring success. In this interactive session, you'll learn how to apply HR data to your work and take it to the next level. You'll walk away with an analytics framework and examples of how to leverage data for different functions within human resources. Whether you're in benefits, compensation, recruiting or talent development, this session will help you better utilize data to achieve your business goals.

**Biography:**

As Senior Vice President, Total Rewards Practice at NFP, Megan advises clients on how to meet their organization's goals through total rewards and compensation strategy. She builds and designs market competitive base and incentive pay structures for organizations. Megan is also the State Director for HR Indiana SHRM. Megan has her Master of Science in Organizational Communication from Purdue University and a Bachelor of Arts from the University of Dayton. She also possesses professional certifications including Certified Compensation Professional (CCP), Certified Employee Benefits Specialist (CEBS), SHRM-SCP, and SPHR-CA. Megan most recently served as Senior Human Resources & Compensation Senior Manager at Faegre Baker Daniels law firm.



**Barb Utrup**

*Unmask Your Potential By Forgetting What You Know*

Being short staffed, you quickly answer questions with what you have known. Each challenge is a fire fight, and who has time to come up with a new "outside the box" way of looking at something? Resilience can look like a military member crawling through mud with black paint under their eyes. And it can also look like giving your mind a chance to rest, and flipping everything you know on it's head. In this workshop, participants will explore how to unwind and unlearn habits and things they know to get comfortable with what they don't know. Rethinking and questioning ourselves helps us stay relevant in a world that knows no stability.

**Biography:**

focuses on delivering development initiatives to meet the changing needs of our clients. She works with leaders to refine their leadership skills and offer strategies to enhance their effectiveness on the job. Ms. Utrup develops and facilitates training programs to assist teams and organizations in



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**Jen Beck**

*Unlock The Power Of Mindfulness To Maximize Your Energy And Productivity*

Use the power of mindfulness to unlock your potential without adding one more thing to your to do list! Imagine what it would feel like to have unlimited energy, a slimmer waistline and fly through your day minimizing your stress. During this hour, Jen Beck, Registered Nutrition Consultant and owner of Complete Health Revolution will teach you how to: start your day with intention, shrink your to do list while maximizing productivity, shrink your waistline without depriving yourself of your favorite foods, diffuse your stress in the moment so you can live with peace and joy. (Your family and co-workers will love you for it!)

**Biography:**

Alvin Proctor, SPHR, SHRM-SCP, is the Vice President of Human Resources for Kaneka North America LLC and Kaneka Americas Holding, Inc. Mr. Proctor has over 20 years of progressive experience as a change agent and leader with specific emphasis in STP, employee relations, and organizational development. Mr. Proctor also serves as the Committee Chairperson for the Kaneka 401(k) for Kaneka North America LLC and Affiliates, and the Client Advisory Board (CAB) for Prudential Retirement. In addition, he serves as Vice President of the Kaneka Foundation, a non-profit that promotes charitable works in the advancement of health, education, environment, and social stewardship.



**Mack Munro**

*How To Develop Bosses Into Leaders*

Effective managers are the key to any organization succeeding. Strategic leaders are necessary if you are looking to bring a strategic edge to your organization. Transforming successful managers into strategic leaders through training and development is a key component. This presentation will show you how to build the basic skills of your managers and then transform those managers into successful leaders that operate with a strategic, value-added, success-based, and personal and professional growth-minded focus. The outcome will be organizational leaders who are more effective and a workforce that is motivated, educated, and turns over infrequently.

# ENSEMBLE

## Biography:

Founder and CEO of Boss Builders and is an experienced consultant, author, and speaker who has worked with executive and management teams in companies of all types, sizes, and industries in the USA and abroad. He is the author of *How to Build Better Bosses*, *How to Win at Performance Management*, and *How to Be a Great Boss*.



## Dr. Esther Jackson

### *Leading In HR With The Right Qs*

As if one “Q” isn’t enough! Well, it isn’t. Increased attention has been given to IQ, EQ, and AQ in the last few years. There is a good reason for it. Research shows that leaders who can outperform others have a higher EQ and AQ but not necessarily a high IQ. The good news is that these are things you can tackle with a plan to develop your Qs. With today’s persistent state of change, organizations require leadership with high Qs to positively impact the 4Rs—recruitment, retention, resilience, and reskilling. This is an indicator that it’s time for HR to lead with the right Qs. How do I assess my ‘Q’ state? What skills are characteristic of high Q leaders? What steps can I take to develop my Qs? We’ll go on a journey in this session that gets you answers to these questions and more.

## Biography:

Driven to maximize the potential of others, Dr. Esther Jackson has a myriad of experiences in HR leadership, project management, instructional design and training management. Dr. Jackson is a project manager, college instructor, speaker and consultant in Michigan. Her background includes presenting on topics such as adaptability, change management, DEI, emotional intelligence, and leadership development at local along with national conferences. She has presented at the ATD International Conference & Expo and the Training Magazine Conference & Expo. In addition to serving as a National Advisor for Chapters (NAC) with ATD, she is the NAC DEI Committee lead and Past President for ATD Detroit. She holds a master’s in instructional technology, a doctoral degree in higher education and adult learning, an AQ Foundations Certification for adaptability. She wrote her first book, *Adaptability in Talent Development*, which was published this year.



## Jeff Kortez

### *Giving Your Employees C.R.A.P And 7 Other Secrets To Employee Retention*

Jeff provides a “headhunter’s” insight into the thoughts and reasoning of employees who decide or are contemplating leaving their jobs in various organizations as he reveals how giving your people C.R.A.P. and 7 other secrets are the key to employee retention. Through humorous, real-life stories and interactive participation, Jeff has created a program which helps participants discover ways to gain a competitive edge when trying to retain talent. Because Jeff is a “headhunter” in addition to having 25 years in human resources leadership roles prior to starting his own company, he gives you an eye-opening glimpse into what motivates solid performers to consider leaving their employers and what gets them thinking that “the grass is greener” on the other side of the fence. Attendees will hear real life comments from candidates Jeff has attempted to recruit that the candidate will never admit in an exit interview with human resources or tell their boss. Jeff’s unique insight will enable participants to leave the session with actionable steps to begin to drive employee retention in their



## Erika Sandoval

### *Creating An Ethical And Inclusive Culture In The Evolving World Of Work*

HR leaders are faced with new realities as the world of work and employee priorities continue to evolve. Employees are expecting more from their employers, especially around creating a more ethical and inclusive workplace experience. As many organizations are implementing changes that are impacting their workforce, it is more important than ever to plan and execute an ethical culture that can effectively increase employee engagement, innovation, and success. In a time where organizations are struggling to attract and retain top talent, HR leaders specifically must take advantage to help drive ethical leadership that fosters better business outcomes. Join Erika Sandoval, as she guides you through innovative and proven techniques that successfully build and maintain ethical and inclusive practices that will empower your people and your organization, while fostering a sense of belonging that drives better business performance.

## Biography:

Erika Sandoval has experience in HR, DEI&B, organizational and professional development, and facilitation and consulting. Having lived and worked in North America, South America, Europe and Asia, Erika has been recognized for her impactful organizational strategic initiatives that drive business success. She is multilingual and holds various training certificates. Erika received an MSc in Human Rights Law from the University of Birmingham in the U.K. and has an MA and BA.



## Amanda Smith

### *Beyond Compliance: How To Strengthen And Protect Your Organization By Being Proactive And Intentional About DEI*

- Evaluating the roles that criminal history and social media play in the hiring processes
- Addressing bias in the recruitment and interviewing process
- Reviewing the type of language used in employee handbooks and other policies

## Biography:

Amanda Smith assists employers by providing legal counsel and practical HR advice that enables employers to maintain positive, proactive workplaces. As a labor and employment attorney representing management exclusively, Amanda is dedicated to assisting employers with managing their workforce in an effective and, whenever possible, proactive manner. She’s an Ohio State Bar Association Certified Specialist in Labor & Employment Law and Chairperson of the Labor and

department or organization while participating in a program with great takeaways that will resonate with attendees.

**Biography:**

Jeff Kortes has more than 25 years experience in human resources. He has worked at companies that specialize in manufacturing, construction, and high tech. During his career he has worked to recruit, retain and develop employees, at companies including ConAgra Foods, SPX, Midas International and American Crystal Sugar.



**Scott Warrick**

*What The Heck Happened? 2022 Employment Law Update*

This session changes from year to year, depending on what happens in the courts, with the regulations or other aspects of Employment & Labor law. This is a short sample from 2021: How has PERSONAL LIABILITY changed under Ohio law? What is the current status of President Biden's VACCINATION MANDATES, and do any of these apply to you? How should employers handle the DISABILITY/MEDICAL and RELIGIOUS EXEMPTION options for employees who do not want the vaccination? What did the Sixth Circuit say about requiring employees to use someone's PREFERRED PRONOUNS, such as he/him, she/her or they/them? What did the Sixth Circuit say about INTERNAL INVESTIGATIONS ... and what does it mean for you? What did the Sixth Circuit say about OFFENSIVE SPEECH and FREE SPEECH? ...and MUCH, MUCH more... Join Scott Warrick, one of Ohio's most popular speakers, as he reviews the most recent and most important employment law changes and updates in his own unique, practical and entertaining style.



**Stephen Krempf**

*5% Zone: Visibility Strategies That Can Get You Recognized And Rewarded In The Workplace*

Today, most of us are privileged to work at companies that are diverse and often global. We want to get ahead and be recognized for all the great work we do or can do. So, how do you communicate more confidently, connect personally, and stand out to senior management in the organization? In this upbeat and engaging session, you will hear some of the tips, techniques, and hear real-life stories from seminars and courses that Stephen has experienced.

**Biography:**

An international keynote speaker, facilitator, best-selling author, and corporate communication coach based in Nashville, TN, and has worked with thousands of leaders in over 30+ countries. He last worked at Starbucks Coffee Company, where he was Chief Learning Officer.



**Trevor Spunt & Alvin Proctor**

*A Case Study In Culture Transformation: Insights & Successes*

For a myriad of reasons, Kaneka Americas Holding Inc. decided to embark on a cultural transformation. Kaneka recognized that in order to move forward, they needed to do things better, do things differently, and do different things. As an HR executive, Alvin Proctor knew that Kaneka couldn't change the habits that were created over the past 35 years alone. With Soarington's expertise, Kaneka was able to effectively identify and prioritize the cultural changes they needed to make and, more importantly, successfully overcome the internal resistance to making these changes and make them stick. We look forward to sharing the challenges and successes that we encountered on our journey.



**Biography:**

Trevor Spunt is an Organizational Effectiveness Executive, Thought Leader, and Speaker with 20 years of experience helping global companies achieve strategic and operational organizational success. Mr. Spunt has built a successful change management practice for one of the big 4 consulting firms, navigated Fortune 500 clients through strategic and tactical organizational challenges, and helped clients build sustainable organizational effectiveness capabilities. Mr. Spunt subsequently founded Soarington, a firm dedicated to helping its clients successfully introduce change to support their strategic goals. Mr. Spunt looks forward to co-



**Julie Anderson**

*Motive, Communicate, Innovate - Effective Leadership Through Neuroscience*

Gain skills around relationship building in management; Improved communication based on the science of communication dynamics and styles; and, Gain a greater understanding of how words and actions build or break a good manager Engagement through the power of showing empathy and building the emotional connection.

**Biography:**

Julie Anderson is one of the nation's top experts on the Brain Personality Connection and creator of the most comprehensive personality assessing tool available on the market today-the Brain Personality Connection Assessment. She is a highly sought after international professional speaker; corporate keynote; business/communication/relationship consultant; and international bestselling Author. For more than 17 years she has been using neuroscience and neuropsychology to ignite corporate leaders, teams, and individuals to fire up their brains. The information she shares will assist listeners to accelerate their success. Her background

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**Lorne Epstein**  
*Uncovering Unconscious Bias*

We live in a rapidly changing world that rewards flexible thinking, conceptualizing, and sensemaking. This course aims to teach you ways to see beyond your perceptions and explore and implement alternatives. The workshop gives you greater flexibility to examine, understand, change your worldview and expand your horizon. This 90-minute workshop offers you the tools to create that flexibility. Learning objectives include how bias affects workplace relationships and decision-making, how bias can affect choices at work, conducting personal social network analysis, and developing new practices and skills to minimize bias in business decisions.

**Biography:**

Lorne has been an HR professional since 1996. During his career in talent acquisition, he built companies in the U.S., India, and Brazil. He is a graduate student in Organizational Development and Knowledge Management at George Mason University and is conducting research on the impacts of unconscious bias in the workplace. His book, *You're Hired! Interview Skills to Get the Job*, has been downloaded over a half-million times worldwide. He is SHRM-SCP certified and a Lifetime Charter Member of the Association of Talent Acquisition Professionals.



**Chris Dyer**  
*Mastering Tough Conversations*

What conversations have you been avoiding? Just the thought of broaching certain topics can be enough to bring on a spontaneous stomach ache and palms so sweaty you'll be glad shaking hands went out of style. Sometimes saying what's on your mind is easier said than done. Where do you start, and what direction should you take the conversation? How do you prepare, and how do you know when you've gone too far? In this poignant keynote, organizational communication expert Chris Dyer will help audience members understand how to take on tough conversations with skill, tact, and grace. He breaks down key strategies for leading different types of discussions, while also providing powerful tactics for quelling confrontation avoidance. Having purposeful conversations, no matter the topic, is the ultimate weapon for building an extraordinary culture. This keynote is sure to impact your team for years to come!

**Biography:**

Founder and CEO of PeopleG2, a fully remote organization. PeopleG2 is routinely ranked one of the best places to work and has been listed as one of Inc.'s 5000 Fastest Growing Companies 5 times. As a Leadership speaker, his goal is to inspire audiences with a straightforward delivery, insightful candor, and engaging humor. His talks leave audiences transformed, offering innovative perspectives on leadership, company culture, and empowerment.



**Cheryl Horan**  
*The Perkiest Perks: Total Rewards Strategy? Totally.*

Today's workforce challenges are creating a giant riddle that seems almost impossible to solve. The demand for talent is everywhere. The Great Resignation is not slowing down as 4.53 million workers left their jobs in March 2022. Health care costs are on the rise. 51% of Americans delayed medical care in the past year due to high costs. Inflation is spiking. The consumer price index increased close to the highest level in 40 years. On top of all of this, HR is tasked to do more and more while delivering benefits that employees value.

**Biography:**

Cheryl Horan, President and Managing Principal, is focused on growth and connecting employers to powerful resources. She is committed to strategically ensuring employers are supported with unmatched guidance and care for the journey towards prosperity and satisfaction. Involved in health care since 2001, Cheryl provides insight to the overall planning involved in delivering a well-designed benefits package. She frequently speaks on topics that promote employer/employee engagement to drive health care decisions. Cheryl has dedicated the last 20 years to continual study of the evolving health care landscape.



**Glenn Daniels**  
*The Science Of Goal Setting*

This workshop addresses the common challenges, goals, and training needs that will give you the tools to help you learn how to set and achieve your personal and professional goals in a constructive and friendly environment.

**Biography:**

30+ years of helping set strategies to create effective changes from within for thousands of individuals and organizations.



**Matt May**  
*Taking The Fear Out Of Team Building*

What is the first thing you think of when you hear (or read) "team building"? Why does team building, whether you spell it as one word or two, have such a negative connotation to so many? For those who are naturally active and/or outgoing, team building is often welcomed with open arms; however, for those who are introverted, and/or less athletically inclined, it's often a cause of hesitation, fear, and anxiety. By conducting a series of short surveys, Matt garnered the common opinions, and misconceptions, of what team building is, and he's sharing his findings, and solutions, with the world through his speaking engagements and his book, TAKE THE FEAR OUT OF TEAM BUILDING. Team building is more than zip lining, trust falls, and slide show presentations. Are you still feeling skeptical? It's time you participated in this interactive (yes, attendees will partake in some simple, yet engaging activities), informative and engaging presentation.

**Biography:**

Matt May founded Verve Central Productions to provide quality entertainment and services to its clients and audiences through special events & entertainment, theatrical production, creative & business consulting, and education. Through the company's team building division, Premier Team Building & Interactive Experiences™, collaborative programs are delivered to clients nation-wide and internationally. Matt has produced and facilitated hundreds of large and small-group experiences. As the company's president, he is responsible for the design & development of its team building and interactive experiences, overseeing the production and facilitation of these programs, customer support, and staff training.



**Mike Sipple**  
*The Great Realization To Prevent Resignation*

Before there is a resignation, there is a realization that employees are making. Find out what employees are realizing and how to combat turnover by attending our session designed for people leaders and HR professionals. In this workshop, Mike Sipple Jr., Co-Founder and CEO of the Talent Magnet Institute, will deliver a fresh perspective and tangible lessons you can apply today to lead your team and overcome today's challenging management situations. Walk away with 5 best practices to consider in order to build and engage a strong, aligned culture at your place of work.

**Biography:**

Mike Sipple is the Co-Founder and CEO of the Talent Magnet Institute® and hosts the Talent Magnet Institute podcast, which has been downloaded more than 60,000 times by global leaders from 80+ different countries. The TMI Podcast boldly tackles the top-of-mind issues leaders face daily: from optimizing teams, building inclusive and equitable cultures, and empowering others to the loneliness and fatigue unique to those in leadership roles. Mike believes deeply in TMI's mission to unlock human potential.



**Erin Stevens**  
*The Real Recruiter Lives Of The Pandemic*

Erin M. Stevens, PHR/SHRM-CP will discuss how her recruiter life was flipped, turned, upside down when the pandemic hit and how suddenly recruiting had new rules! She will discuss the "Then and Now" of recruiting trends and what she expects to see going forward. She will discuss remote work, change in hiring manager behavior, candidate behavior, marketing trends, and the effects of covid in the workplace.

**Biography:**

Erin M. Stevens, SHRM-CP, PHR is a Senior Talent Acquisition with Fortune Brands Home and Security which is based north of Chicago, IL. She is a native to the Southern Indiana/Louisville, Kentucky area where bourbon and horses rule! She started college career in music, but ultimately switched to Psychology and Human Resources. Earning her PHR prior to graduating, she started as a Recruiter in nonprofit and quickly realized recruiting was her niche. She returned to school after two years working in "the real world" and earned a Masters in Human Resource Management. After 6 years in non-profit, she worked a year in third-party recruiting before joining MasterBrand in spring of 2015. She was recently promoted and transferred to FBHS to use her talent and recruiting knowledge to help build and deploy their DEI strategic objectives. In her spare time she is very actively involved in her local SHRM Chapter, sits on the HR Indiana State SHRM Council, travels to Cancun as much as possible, and enjoys trying to get a workout in everyday so she can continue to be the ultimate foodie!



**Jack Towarnicky**  
*Surprise, Surprise, Surprise - Taking Full Advantage Of The No Surprises Act*

Much like the Patient Protection and Affordable Care Act of 2010, the No Surprises Act also amends, the tax code and the Public Health Services Act. This presentation will review the details of the code provisions and the regulations (scheduled to be issued this summer). That review will incorporate analysis of the differences between the code and regulatory guidance (if any) as well as identify any gaps - where there appears to be insufficient guidance or outstanding issues. After confirming minimum compliance requirements, we will identify innovative designs and actionable Total Rewards solutions that will enable organizations to leverage this new legislation so as to optimize the outcome - for both the participants and the plan sponsor.

**Biography:**

serves as an ERISA attorney, Koehler Fitzgerald, LLC, Cleveland Ohio. Previously, Jack held corporate benefits leadership positions in plan sponsor roles at four Fortune 500 firms - Nationwide, Tenneco, Cooper Industries and Marathon. Nationally recognized - Plan Sponsor of the Year, Benefits Manager of the Year, etc. Education: LLM - Employee Benefits, JD, MBA, BBA-Business Economics.

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### Bolton USA

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President  
BLX Employee Benefits Experts  
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Booth #32

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### Cedar Point & Kings Island

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### Ceridian

Booth #28A

Ceridian is a global human capital management (HCM) software company. Dayforce, our flagship cloud HCM platform, provides human resources, payroll, benefits, workforce management, and talent management capabilities in a single solution. Our platform helps you manage the entire employee lifecycle, from recruiting and onboarding, to paying people and developing their careers. Ceridian provides solutions for organizations of all sizes, from small businesses to global organizations.

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At CI-Group, we offer an all-inclusive suite of marketing solutions, including On-Boarding Kits, Holiday Gifts, Years of Service, Safety Programs, Awards and Recognition, Health and Wellness Programs, Company Events, Virtual Events, Incentives, Sweepstakes, Event Planning, Experiential Marketing, Warehousing/Kitting/Fulfillment, Brand Services, Print/Digital Materials, Venue Staging, Design, Custom Packaging.

Wendy Coffey  
Sales Director  
Call or Text: 567.868.9493  
Email: Wendy.Coffey@CI-Group.com



## Cleveland Clinic

### Cleveland Clinic

Booth #76B

Healthy employees create healthy companies. That's why Cleveland Clinic offers a range of corporate health programs and services that meet the individual needs of your business. Our proven programs are designed to help manage costs while providing access to world-class care.

Robert Lomax  
Sales Executive  
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Cleveland, OH 44195  
P: (216) 299-1506  
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## Crucial Learning

### Crucial Learning

Booth #69

Crucial Learning improves the world by helping people improve themselves. We offer courses in communication, performance, and leadership, focusing on behaviors that have a disproportionate impact on outcomes, called crucial skills. Our award-winning courses and accompanying bestselling books include Crucial Conversations®, Influencer, The Power of Habit™, and Getting Things Done®.

Crucial Learning  
hello@cruciallearning.com  
800-449-5989



## ClearPath Benefit Advisors

Booth #95

A leading provider of employee benefit programs, we tailor our solutions to you and support them with one of the most seasoned and experienced professionals in the industry. Our independence sets us apart from publicly traded national competitors. Our national UBA affiliation enables us to deliver cost-saving, efficiency-enhancing, elevated benefit solutions for our clients and their employees.

Brian Waterhouse, Partner & Employee Benefits Consultant  
300 Spruce Street, Suite 250  
Columbus, OH 43215  
brian@clearpathbenefits.com  
(614)754-1887 or (855)468-5598 ext. 1887



## Corporate Traditions

Booth #90

Employee gifting and incentives made easy. No more going to stores and buying gift cards or gifts, and hoping that they'll like them. Our programs give the employee the option to choose for themselves and save you the time, effort, and headache.

Bryan Sampson  
President  
1186 North 300 East  
Pleasant Grove, UT 84062  
P: (385) 224-0390  
E: bryan@corporatetraditions.com



## ERA

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## ERA

Booth #98

Employers Resource Association (ERA) is your one-stop resource for HR advice, training, compensation data, legal updates, news and information. We help keep our members current, compliant and competent. It's why we are trusted by over 1200 organizations in Cincinnati/Northern Kentucky, Dayton, Columbus and Eastern Indiana.

Dan Dugan  
Director of Sales and Business Development  
614-949-2706



## Farm2Workforce (HD Werks)

Booth #99C

Farm2Workforce is an innovative corporate wellness service that seeks to expand the daily fruit and vegetable consumption in the workforces of Ohio. To accomplish this, we offer stylish refrigerated coolers that are stocked weekly with pre-washed, pre-cut, and individually packaged fruits and vegetables in convenient and accessible 2oz., 3oz. or 4oz. servings.

Frank Greiner  
HD Werks  
Founder & Executive Producer  
6755 Beechwood Ave.  
Alliance, OH 44601  
P: (330) 831-2929,  
E: frank@hdwerks.com



Insurance | Risk Management | Consulting

#### Gallagher

Booth #49

Our Health and Welfare Consulting Team helps you design, implement and manage a cost-effective benefits program that is structured to reduce costs, improve workforce productivity, educate employees, mitigate risk and help you attract, retain and develop top talent.

Leslie Berzansky, Area Vice President Sales Operating & Marketing  
leslie\_berzansky@ajg.com



#### Guardian Alarm

Booth #96

Guardian Alarm is one of North America's largest independently-owned security companies protecting both homes and businesses throughout Michigan and Ohio. Since 1930, Guardian Alarm has provided customized, smart security systems that include the latest intrusion alarm technology, smart automation, remote video monitoring, fire and life safety, commercial access control, 24/7 local monitoring, and more. Give Guardian Alarm a call today at 1.800.STAY.OUT or visit GuardianAlarm.com.

Lisa Olvera  
3222 W Central Ave  
Toledo, OH 43606  
P: (567) 328-8390  
E: lolvera@guardianalarm.com



#### HiDow International (MerchandisePlus LLC)

Booth #40

HiDow's pre-programmed therapeutic Micro current, EMS & only 10% TENS portable medical devices have been carefully designed by physical therapists and health care professionals to give the best stim experience on the market. With nearly 20 years leading in class 2 medical devices. No bite. No sting. Only smooth, soothing, pulsations that will provide fast-acting pain relief so you can get back in the game. Our devices offer 3 therapies in 1 one machine where most stim machines only use either TENS or EMS programs, not both. HiDow's unique line of electro-therapy equipment uses both with an additional Microcurrent setting. We also have the only wireless touchscreen multi stim that can treat 6-12 body parts or patients (NO LEADS OR CABLES) HiDow international is a proud sponsor of the St. Louis Blues NHL Ice Hockey team and the Jacksonville Jaguars football team!

Luis Guzman  
Senior Executive  
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merchandiseplusllc@gmail.com



#### Hinge Health

Booth #46B

Hinge Health reduces MSK pain, surgeries, and opioid use by pairing a complete clinical care team with advanced motion tracking and pain management technology. Hinge Health is available to millions of members and used by four in five employers and 90% of health plans with a digital MSK solution, including Salesforce, Self-Insured Schools of California, Southern Company, State of New Jersey, US Foods, and Verizon.

Jessica Stutler  
Regional Vice President, Sales  
jessica.stutler@hingehealth.com  
(312) 804-3806



HRC®  
Consulting Services

#### HRC Consulting, Inc.

Booth #24B

HRC Consulting Services was established in 1985 in Cincinnati, Ohio, and enjoys serving a client base of premier organizations from small non-profits such as the Free Store Foodbank to global leaders such as Procter and Gamble. HRC partners with our clients to provide talent development, behavioral assessments, human resources processes, compensation, training, and coaching services. HRC consultants and trainers are experienced practitioners who pride themselves in helping organizations achieve a workplace of high commitment and extraordinary performance. At HRC we are passionate and strategic. We bring our technical competence, business acumen and expertise in multiple industries to deliver high value, customized solutions to organizations like yours!

Julie Doyle, SHRM-SCP, SPHR | Senior Consultant  
jdoyle@hrc.com  
513-762-7667



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#### HSA Bank

Booth #53

HSA Bank is the best place for all your Healthcare Account needs. As your partner we make it easy for you to drive success in your CDH program giving you the leading edge for talent against your competitors and added value in your benefits program.

Sara Jo Richmond  
4140 Mallard Ln  
Hudsonville, MI 49426  
srichmond@hsabank.com

# EXHIBITORS



## HYLANT

Insurance & Employee Benefits



### HUB International

Booth #26B

HUB International is the largest privately-held, full-service insurance consulting advisor. When you partner with us, you're at the center of a vast network of employee benefits, risk, insurance, retirement and wealth management specialists that bring clarity to a changing world with tailored solutions and unrelenting advocacy. So you're ready for tomorrow.

Jason Bainum  
SVP, Columbus Office Lead  
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Delaware, Ohio 43015  
P: (740) 363-6028  
E: jason.bainum@hubinternational.com

### Hylant

Booth #76A

Hylant is one of the largest privately held insurance brokerages in the United States. We provide value to our employee benefit clients by:

- Helping benefit managers stay in compliance and out of trouble
- Delivering cost-effective and competitive programs that support employee recruitment and retention
- Helping HR, finance and safety officers protect the well-being of their domestic and international workforces
- Developing customized well-being strategies with meaningful resources and tools

Robert Kelleher, Senior VP-Employee Benefits  
Email: bob.kelleher@hylant.com

### InCheck

Booth #66

For over 20 years, InCheck's expert consultants have helped organizations design and implement pre-employment background screening and employee monitoring solutions. Services include background checks, drug testing, employment and education verifications, MVRs, and occupational health screening. InCheck is PBSA accredited and recognized as a top provider by HRO Today's Baker's Dozen.

Nicole Berryman  
7500 West State Street Suite 200  
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nicoleberryman@inchecksolutions.com  
414-316-3774

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Joanne Lakomski  
joanne@humanresorceress.org

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humanresorceress.org



## Graduate Studies



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### Indiana University of PA (IUP)

Booth #47

IUP's SHRM Certified Master of Arts in HR and Employment Relations is a multidisciplinary program that brings up-to-date teaching and allows you to take face-to-face courses at your home through Zoom. We accept all undergraduate backgrounds whether you are looking to add to your resume or make a career change. Be sure to stop by our booth to learn more!

Lucy Archer

Assistant Director of Graduate Admissions

724-357-7776

larcher@iup.edu

### Justifacts

Booth #38

Justifacts Credential Verification, Inc. is a PBSA accredited, nationwide provider of thorough and informative background verifications. Based in Murrysville, Pennsylvania with over 40 years of industry experience, Justifacts specializes in a background screening process that is detailed, efficient and backed by superior customer service and technology.

Dave Hunter

Sales Manager

Justifacts Credential Verification

412-712-1607

dhunter@justifacts.com

### Language Testing International

Booth #97

From Fortune 500 corporations to small and mid-size companies, government agencies, and academic institutions, Language Testing International (LTI), works with clients to test prospective candidates and current employees for language proficiency. With 30 years of experience providing language assessments, LTI has tested hundreds of thousands of candidates in over 60 countries and in over 120 languages and is the largest and most respected world language proficiency test provider globally. As the exclusive distributor provider of ACTFL language proficiency assessments, we proudly offer our clients valid and reliable speaking, writing, reading, and listening tests. We offer the highest level of client service as well as convenient online test scheduling and reporting over secure client networks.

Renee Tarrant, Global Accounts Manager

rtarrant@languagetesting.com



KASTNER WESTMAN & WILKINS, LLC

### isolved

Booth #65

isolved is an employee experience leader, providing intuitive, people-first HCM technology. Our solutions are delivered directly or through our partner network to more than five million employees and 145,000 employers — who use them every day to boost performance, increase productivity, and accelerate results while reducing risk. Our HCM platform, isolved People Cloud, seamlessly connects and manages the employee journey across talent management, HR & payroll, workforce management and engagement management functions. No matter the industry, we help high-growth organizations employ, enable and empower their workforce by transforming employee experience for a better today and a better tomorrow.

Floyd Lee, Major Markets Sales

Representative

flee@isolvedhcm.com

610-505-8592

### Kastner Westman & Wilkins, LLC

Booth #82

Kastner Westman & Wilkins, LLC represents management exclusively in a full range of labor and employment law matters. The Akron-based firm offers monthly, interactive workplace law and HR consulting workshops led by its attorneys for continuing education credits. Visit [kwvlaborlaw.com](http://kwvlaborlaw.com).

Nick Abernathy

3550 West Market St. #100

Akron, Ohio 44333



### Lincoln Financial

Booth #48

Lincoln Financial Group provides advice and solutions that help people take charge of their financial lives with confidence and optimism. Today, more than 17 million customers trust our retirement, insurance and wealth protection expertise to help address their lifestyle, savings and income goals, and guard against long-term care expenses.

Troy Guerrette

Vice President

Institutional Retirement Distribution

Lincoln Financial Group

(603) 369-9221 Mobile

Troy.Guerrette@lfg.com

LincolnFinancial.com



Kroger  
Prescription  
Plans

### Kroger Prescription Plus

Booth #70

Kroger Prescription Plans is the catalyst to combining the full suite of Kroger entities to improve health and deliver savings. We help people live healthier lives by simplifying healthcare and creating solutions that combine health, wellness and nutrition.

Lanette King, Regional VP-PBM Sales

Lanette.King@krogerhealth.com

513-289-8679

### Jet Dental

Booth #22

Francis Kozak

Sales Executive

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# EXHIBITORS



**Marathon**  
Health™

M A T R I X



## Marathon Health

Booth #79B

Marathon Health partners with employers around the U.S. to deliver a healthcare experience that's convenient and focused on driving real behavioral change, which results in healthier employees and better financial savings. Employers save an average of \$2,000 for each employee who engages with Marathon Health, with the average company saving around \$11 million. Marathon Health delivers its advanced primary care solution across more than 265 onsite, Network and virtual health centers.

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Marathon Health  
Events Coordinator  
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Indianapolis, Indiana 46202  
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E: lperez@marathon-health.com

**MARCUM**  
WEALTH

## Marcum Wealth

Booth #68

Marcum Wealth serves as your financial hub, heading up a team of trusted advisors, including wealth, tax and legal, to support the future of your business and your employees. As part of the Marcum Group, we collaborate with diverse experts to provide you with cohesive, multidisciplinary and customized retirement plan solutions that mitigate fiduciary risk, reduce costs and minimize the administrative burden. In addition, we provide an individually designed roadmap for your employees to help them improve their financial wellness and retirement readiness. #401ksrock

Wendy L. Eldridge, MBA, CPFA  
Managing Director, Partner  
Marcum Wealth  
6685 Beta Drive  
Cleveland, OH 44143  
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E: Wendy.Eldridge@marcumwealth.com

## Matrix Integrated Psychological Service

Booth #21

Matrix is one of the oldest independently owned Employee Assistance Programs in the country. Our unique philosophy of providing EAP services differentiates us in a market oversaturated with programs all claiming to offer the same thing. We believe access to mental health services should never be complicated or stressful. At Matrix, it never will be. This is our guarantee.

Daeylin Rock, MEd, LPCC-S  
Director of Practice Development/Clinical Director  
2 Easton Oval, Suite 450  
Columbus, OH 43219  
614-475-9500 (Office)  
330-646-5583 (Direct)  
drock@matrixpsych.com



McGohan  
Brabender

## McGohan Brabender Agency, Inc.

Booth #72

McGohan Brabender is an independently owned employee benefits firm with offices in Dayton, Cincinnati, Columbus, Indianapolis, and Northern Kentucky. We strive to help you navigate the ever-changing landscape of employee benefits. With specialists in strategy, data analytics, healthcare innovation, and employee advocacy, we work with employers to create a benefit offering that aligns with your organization's culture and employee needs.

Alex Crouch  
475 Metro Place South, #300  
Columbus, OH 43017  
acrouch@mcgohanbrabender.com  
(614) 596-5095

## Mercer

Booth #30A

At Mercer, we believe in building brighter futures. Together, we're redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. We do this by meeting the needs of today and tomorrow. By understanding the data and applying it with a human touch. And by turning ideas into action to spark positive change. For over 75 years, we've been providing trusted advice and solutions to build healthier and more sustainable futures for our clients, colleagues and communities. Welcome to a world where empathy and economics make a difference in people's lives. Welcome to brighter.

Jamie Liebert, Client Development, Central Region  
M +1 513 658 9079  
jamie.liebert@mercer.com  
525 Vine St. Suite 900  
Cincinnati, OH 45202  
www.mercer.com



## MJB Immigration

Booth #29A

There is no substitute for quality. Over the years, the Cleveland Immigration Attorneys at Martin Jolic and Associates, LLC have exceeded the expectations of their clients with attention to detail combined with in-depth knowledge of the nuances of immigration law. Service is our top priority. Our mission is to deliver quality work product, provide well-reasoned counsel, and respond promptly to our clients. MJB Immigration continues to provide clients with exceptional representation in all aspects of US Immigration law. Ranked as a Cleveland Tier 1 "Best Law Firms" in Immigration Law by Best Lawyers® as reported by U.S. News & World Report and Best Lawyers, MJB Immigration is home to attorneys listed as Best Lawyers® Immigration Law "Lawyer of the Year" in Cleveland for six consecutive years.

Stacy Cozart Martin  
Attorney at Law  
MJB Immigration-Martin Jolic and

Associates, LLC  
6050 Oak Tree Blvd., Suite 250  
Independence, OH 44131  
Phone: (216) 328-9878/Fax: (216) 328-9879  
stacy@mjbimmigration.com



**Mutual of Omaha**

*Booth #28B*  
The Mutual of Omaha Retirement Services 401(k) offering simplifies the advisor and TPA 401(k) experience. Clients can have peace of mind with sophisticated features, including investment oversight, multiple levels of plan protection and simplified implementation and administration. Let us help you get retirement right!

Jeff Susie  
Regional Sales Director  
Mutual of Omaha Retirement Services  
(312) 909-2021  
jeff.susie@mutualofomaha.com



**National Diagnostic Services**

*Booth #50*  
NDS Wellness has been a healthcare provider for over 20 years, and dedicated to make healthcare more accessible. Our mobile and fixed clinics provide employers with unique wellness offerings for their team members. NDS programs are focused heavily on health education, and coordination of care with local providers. All NDS programs are customized for our clients, and compliment current wellness initiatives your organization may in place!

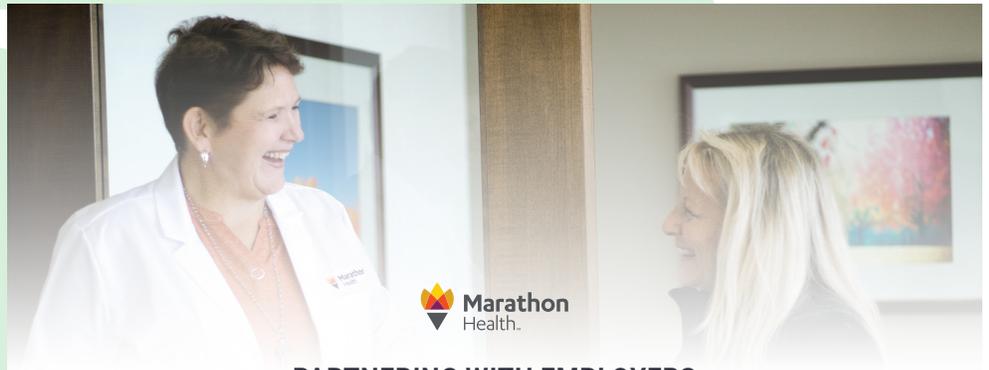
Nina Carlson  
28700 Cabot Drive Suite 500  
Novi MI 48377  
ncarlson@ndswellness.com  
888-267-4786

# NEOGOV

**NeoGov**  
*Booth #81A*  
NEOGOV is the leading provider of an integrated HR, payroll, and talent

management solution for the public sector. NEOGOV customers report increased employee productivity and engagement, time and cost savings, improved regulatory requirement compliance, and reduced paper processes, with a net result of better services for citizens. Serving over 6,000 organizations, NEOGOV provides intelligent HR for the public sector. [www.neogov.com](http://www.neogov.com).

Dina Gallagher  
Event Manager  
dgallagher@neogov.net



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# EXHIBITORS

## Northwest Group Service

Booth #39  
David Smelcer  
1910 Indian Wood Circle, Suite 101  
Maumme, OH 43537  
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Independence, OH 44131  
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E: vicki.jenkins@onedigital.com



## NovaCare Rehabilitation

Booth #75B  
Jaime Berecek  
WorkStrategies Coordinator  
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Columbus, OH 43215  
P: (614) 202-2546  
E: jberecek@selectmedical.com

## Optavise (Formerly DirectPath)

Booth #100  
Optavise is a comprehensive provider of year-round, personalized employee benefits solutions that helps employers and their employees maximize their benefits to make better health and financial decisions. We offer a unique combination of personalized, confidential enrollment assistance, year-round communications, education, advocacy, and benefits administration technology.

Chris Edick  
Sales Director  
O: (414) 877-0676  
cedick@directpathhealth.com



## Ohio SHRM State Council

Booth #37  
The Ohio SHRM State Council, along with our local affiliated SHRM chapters, is dedicated to leading, educating, and inspiring the over 12,000 HR professionals in Ohio and educating, serving as HR experts to, and positively impacting other business professionals in Ohio. Membership is made up of nearly 50 volunteers who are elected or appointed to the Council and includes the Chapter Presidents of the local SHRM affiliated chapters in Ohio.

## Onsite Wellness

Booth #51  
OnSite Wellness partners with employers to positively impact health and well-being, making a difference for over 15 years all around the country. The OnSite Wellness team works with employers to design, develop, implement, and administer wellness solutions providing a robust suite of wellness services including strategic planning, incentive tracking, wellness coaching, online programming, biometric screenings and an online wellness portal and mobile app.

Amy Ritsema  
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Grand Rapids, MI 49516  
amy@onsitewellnessllc.com  
616-309-2773

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## Oswald

Booth #80B  
Founded in 1893, Cleveland-based, and employee-owned, Oswald is one of the nation's largest independent insurance brokerage and risk management firms. Through our eight market locations, and family of partner companies, our "One Oswald" approach helps individuals and businesses identify, reduce and manage

Karen Fagnilli  
State Council Director  
state-director@ohioshrm.org



Insurance | Financial Services | HR Consulting

## OneDigital

Booth #88  
Businesses of all sizes rely on OneDigital's exceptional advisory teams for counsel in employee benefits, human resources, pharmacy consulting, property and casualty solutions, and retirement and wealth management services. OneDigital's commitment to technology and innovation enables its 3,000 advisors to deliver the most modern and intuitive customer experience anywhere in the industry.

Vicki Jenkins  
Marketing & Sales Specialist  
4200 Rockside Road



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353 W. Nationwide Boulevard  
Columbus, OH 43215



**Paycom**  
Booth #87

Paycom's user-friendly HR and payroll technology enhances the entire employee life cycle in a single software. From onboarding and benefits enrollment to talent management and more, Paycom streamlines processes, drives efficiencies, increases data integrity and gives employees power over their own HR information through one easy-to-use self-service app. With employee-managed payroll through Paycom's Beti®, companies and team members win. Honored as one of the Fastest-Growing Companies in the world by Fortune, World's Most Innovative Companies by Fast Company and Best Employers in the U.S. by Top Workplaces, Paycom stands at the forefront of the digital transformation in the American workplace.

Channing Lippert  
7501 W. Memorial Road  
Oklahoma City, OK 73142  
P: (800) 580-4505  
E: Channing.lippert@paycomonline.com



**Paylocity**  
Booth #94  
Founded in 1997, Paylocity (NASDAQ: PCTY) is a leading provider of cloud-based HR and payroll software solutions. Its intuitive product suite helps businesses tackle today's challenges while accompanying them toward the promise of tomorrow. An industry leader that believes people matter most, Paylocity delivers personalized service with its cutting-edge technology.

Cassandra Sabado  
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Schaumburg, IL 60173  
P: (122) 422-1669  
E: CSabado@paylocity.com

## PAYROLL PARTNERS

Elevating Your HR & Payroll Experience

### Payroll Partners

Booth #25B  
Payroll Partners Inc. is a rapidly growing Northern Kentucky based UKG Workforce Ready technology and service partner. Our clients choose us because they are more than a number and treated like so. Our un-rivaled customer service and feature rich software draws our clients in, but our people keep them here. Partnering with us means working with real people who guide you through our award winning software successfully.

Amy Canary  
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Erlanger, KY 41018  
(859) 817-2280  
E: npreisler@payrollpartners.net

## PerfectFeast™

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Booth #34  
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Andre Rainey  
Sales Executive  
Perfect Feast  
801-569-2381  
andre@perfectfeast.com



### PrevueHR

Booth #33  
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Ashley Salvador  
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Vancouver BC, V6E 3L2, Canada  
888-277-3883  
sales@prevuehr.com



## Qualifi

### Qualifi

Booth #91  
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Des Prentice  
Account Executive  
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Noblesville, IN 46060  
P: (518) 258-7886  
E: leila@qualifi.hr

# EXHIBITORS



RECOURSE COMMUNICATIONS, INC.

## Recourse Communications, Inc.

Booth #44

We are experts in all areas of Talent Acquisition and Management with over 50 years of experience. We have spent decades building our solutions and knowledge. Because we realize that your needs are unique to your company, we always like to start at the beginning. At RCI, we customize our services to meet your individual business needs. The unrelenting pursuit of innovative strategies and practices that help our clients find, hire, and retain top talent is what we strive toward every day. We are problem solvers. We are consultants. We are subject-matter experts. But, above all, we are partners. Look around, get to know us. Let our experts go to work for you, with you.

Mike Moore President/CEO  
RCI Recourse Communications, Inc.  
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Palm Beach Gardens, FL 33410  
561.686.6800 Main  
561.868.1700 Direct  
561.261-3243 Cell  
www.rciars.com



## RecogNation

Booth #94B

At RecogNation, we believe that every moment matters in this journey of building thriving and high performing relationships with our team members. And we're on a mission to transform how team members all over the world view and interact with their workplace. Because by recognizing the seemingly small day-to-day moments, we can unlock the meaning in work, the power of connection, and the positive energy that accelerates success for all!

Neely Adkins  
616-802-7911  
nadkins@recognition.com



## RetireMediQ

Booth #77

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Kevin Lowden  
Senior Account Executive  
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Direct: 937-281-2281  
Toll Free: 877-291-4110  
www.retiremed.com/B5



## RiskAware

Booth #30B

RiskAware is a recognized national provider of pre and post employment screening solutions that help clients better manage and avoid personnel risks, especially when hiring. Contact us today to learn more about our 7 Point Quality, FCRA Background Checks, Verifications, Reference Checks, Social Media Reporting, Drug and Medical Screenings; or our software tools for Electronic I9 and E-Verify, Anonymous, or Incident Management and Reporting Systems. RiskAware's portfolio of products combine to help cover the full lifecycle of your employee risk.

Christine Prespare  
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877-552-8907 x 112  
cprespare@riskaware.com

## Sentric

Booth #43

Sentric provides all-in-one HR & Payroll software that makes people management easier from day one. Based in Pittsburgh, we have more than 27 years of experience helping small and medium-sized businesses power workplace culture. With our industry-leading technology, pre-packaged workflows, and support from real people, we help you automate key processes, manage compliance, and connect with your employees every step of the way.

Michelle Vokac  
Regional Sales Manager  
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412.253.1340



## SHARE Mobility

Booth #19

SHARE Mobility is a software-based transportation solution provider. Founded in 2017 our vision is to make transportation benefits as common as health insurance. For large companies with hourly employees we provide a turnkey transportation solution for employees that fill jobs, improves employee retention, and enables recruiting diversity.

Mark Carr  
Director of Sales  
mcarr@ridewithshare.com



## SHRM

Booth #36

SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business

executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally.

Faith Stipanovich, SHRM-SCP  
Field Services Director  
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1.800.283.7476 Toll Free  
faith.stipanovich@shrm.org  
www.shrm.org



### SimpleVMS

Booth #86

SimpleVMS is an easy-to-use, web-based platform that consolidates client contingent vendor pools to ensure HR policy compliance, reduce cost and accelerate time-to-hire. The tool automates procuring, managing, and analyzing contingent labor, as well as budgeting, tracking, and managing your variable workforce's time and expenses.

Rob Geist  
Director of Channel Sales  
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Cincinnati, OH 45230

P: (513) 325-9181  
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### Spooner Risk Control

Booth #81B

SuretyHR is a professional employer organization, and part of the Spooner Risk Control family. We partner with HR teams to provide solutions, eliminate distractions, and offer support and guidance where needed. We give you back the time to focus on true HR duties, and save both time and money. With a self-insured workers' compensation program, SuretyHR can also help businesses lower premiums and manage EMRs.

Mike Kowalski  
28605 Ranney Pkwy  
Westlake, OH 44145  
440-249-5205  
mkowalski@spoonerinc.com



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### SpringCreek Fertility

Booth #26A

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Mark Weckesser  
VP, Business Development  
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E: robert.peterson@springcreekfertility.com

# EXHIBITORS



## Springstone Behavioral Health Ohio

Booth #29B

Springstone Behavioral Health is dedicated to changing people's lives by delivering quality, compassionate care in a safe environment to individuals struggling with mental, behavioral, and substance use issues. We provide both in-patient and outpatient services for adults and children. We also are committed to providing mental health and substance use education to the community.

Barbara Thompson  
BarbaraThompson@spsh.com  
513-515-9895



## Steele Benefits

Booth #41

Steele is your trusted partner for Benefit Administration. We help employees understand benefits, and help companies enroll and administer benefits.

Brett Steele  
Director of Sales and Marketing  
1343 Main Street, Unit 9  
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## Success Communications Group

Booth #80A

We're a woman-owned, full-service advertising and public relations agency, with decades of experience in recruitment marketing. We work with both large and small organizations to increase their hiring and ROI through recruitment marketing and branding, pipeline building and employee retention.

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P: (770) 315-1297  
E: tdavis@scgadv.com

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## Staffworks Group

Booth #75A

The mission of Staffworks Group and its affiliates is to fully identify our clients' needs and provide exceptional customized staffing, recruiting and human resource support services. Through Quality People and Superior Service, our commitment is to provide Better Results for our partners. As a leading provider of flexible staffing services, we strive to connect reliable and highly skilled personnel with the right employment situation whether it be temporary, temp-to-hire or direct hire placements. We provide people with the opportunity to succeed.

Scott Adamonis  
Vice President  
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Auburn Hills, MI 48326  
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E: sadamonis@staffworksgroup.com

## Strategic HR

Booth #74A

We are the Strategic HR Business Advisory Division of Clark Schaefer Hackett. We partner with clients to develop, strengthen, augment, or manage their human resources function. We provide the benefit of experienced HR professionals without the headcount. We've been providing human resources and recruiting expertise to organizations of all sizes since 1995, and we're proud to be recognized as a leader in our industry.

Samantha Kelly, Sr. Sales & Marketing  
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513.697.9855 ext. 316  
8160 Corporate Park Drive, Suite 200  
Cincinnati, OH 45242



## SuperGames

Booth #24A

At SuperGames We bring people together to share fun, positive experiences. With a focus on special events and team building, SuperGames offers the best activities, staffing and service in the industry! Whether you are planning a company picnic, festival, party or team building event, our skilled event planning team will ensure every part of the event goes smoothly. SuperGames has the most innovative activities in the industry! Our unique options include a portable zipline, inflatable bounces and interactive obstacle courses, as well as carnival games, balloon artists and petting zoos. We can even help clients select a caterer and scout the perfect location. In short, we have everything you need to make your next gathering an unforgettable experience. While our activity selection and event space is impressive, our biggest asset is our staff! Our people are energetic, social, well-mannered and presentable. Most importantly, the entire SuperGames staff loves what they do! Our staff members go through a thorough background check process. In addition, they have completed SuperGames' safety-training program, and many are also First Aid/CPR trained.

Steve Butcher  
sbutcher@supergames.org  
(614) 846-8946



**Sword Health**

Booth #84

Sword Health's mission is to free two billion people from pain. It's the first digital solution to deliver a clinically-proven, personalized treatment plan that is more effective and less expensive than traditional care. Sword Health works with health systems and employers to make musculoskeletal care accessible to everyone.

Jay Camp  
37 COLLINSBROOKE CT  
SIMPSONVILLE, SC 29681-6623  
j.camp@swordhealth.com  
864-380-1444



**Team Performance Institute**

Booth #92

Team Performance Institute has earned its reputation as the preferred performance & leadership development firm by curating a seasoned class of published authors, PhDs, PsyDs and former corporate executives under one roof. Our world class coaches, educators and master facilitators bring out the best in leadership across demanding corporate, public sector and non-profit workplace environments.

Patrick Haller  
Vice President of Sales & Marketing  
513-967-0372  
pat@teamperformanceinstitute.com



**The Chambers Group**

Booth #46A

The Chambers Group provides "Essential Benefits" for today's challenging and complex workforce. They equip people with the tools and resources needed to prepare and navigate successfully through work and life events! They do this by offering unique employee programs that complement and

enhance your current benefits! In this Covid and Post Covid world, the usual benefit offerings will not be enough to attract and retain the talent needed for a company to be healthy, thrive and grow.

The Chambers Group  
Ron Chambers  
ron@gochambersgroup.com  
www.gochambersgroup.com  
313-215-5304



**The HSA Authority**

Booth #20

Continually ranked as one of the best HSAs, The HSA Authority provides year-round admin support for employer and accounts holders, onsite and virtual education programs and no monthly maintenance, set up or annual fees. Contact us to see why The HSA Authority can be your true HSA partner!

Kathy Goffer  
(M) 260-415-9606  
Email: Kathy.Goffer@theHSAauthority.com



**TSC headversity**

Booth #79A

headversity is a mental health and resilience platform that gets the workforce ahead of adversity. Reaching more than 1M employees worldwide, we've helped organizations revamp their wellbeing strategy with a focus on prevention, avoiding costly outcomes around safety and performance, and bringing mental health to the center of work culture.

Steven Gramlich  
Chief Marketing Officer/Co-founder  
steven@headversity.com  
647-391-1585



Our purpose is people

**UKG**

Booth #27

Built from a merger that created one of the largest cloud companies in the world, UKG is a leading global provider of HCM, payroll, HR service delivery, and workforce management solutions that help organizations drive better business outcomes, improve HR effectiveness, and make work a more connected experience for everyone.

Alena Roth  
Alena.roth@ukg.com



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Mike Norton  
Assistant Director, Recruitment U2B  
nortonme@ucmail.uc.edu  
513-556-7639

# EXHIBITORS



## USI

Booth #83

USI is one of the largest insurance brokerage and consulting firms in the world, specializing in property and casualty, employee benefits, personal risk, and specialty products. USI combines its client-centric culture at the local level with leading-edge technical resources on the national level. With approximately 200 offices, we have a team of professionals nearby ready to serve you.

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ty.reid@usi.com | www.usi.com

## Value Health

Booth #67

Matt Wright

Reg Mgr, Business Development

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Leawood, KS 66211

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E: mwright@valuehealth.com



## Velocity Resource Group

Booth #54

We are Velocity Resource Group. Since 2001, thousands of clients have relied on our sourcing and candidate engagement expertise to connect with in-demand talent at impressive speeds. We provide expert level, white-glove service from which our clients gain the incredible recruiting advantages of more time, more resources, and less budget waste. Velocity is the best value in the recruitment industry, hands down.

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**Veritable Screening**

Booth #94C

Veritable Screening is a nationwide Pre-Employment Screening firm located in Cleveland, Ohio. Let Veritable help you create a customized screening program that can help to minimize fraud and theft within your organization, mitigate potential legal liability from bad hires, protect your employees, and provide compliance with FCRA and other laws and regulations.

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Booth #25A

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Chris Walden  
Account Executive  
chris.walden@vsp.com



**Wellness Coaches**

Booth #93

Wellness Coaches is an industry leading, nationwide provider of health & wellness services. We help people live their best lives with personalized solutions that reduce health & safety risks for organizations. We are committed to helping individuals thrive in all aspects of well-being. For 20 years, we have delivered exceptional outcomes through our comprehensive services. All of our services are administered by impactful

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Ashwin Lakhi  
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P: (614) 584-5005  
E: alakhi@wcusa.com



**Workforce Payhub**

Booth #52

Workforce PayHub, Inc. is your local provider of Human Capital Management solutions that assist you in managing your most valuable asset, your workforce. The Workforce team currently provides expert payroll, time & attendance and HRIS solutions to more than 39 states and territories.

Eric Jones  
104 E. Maumee St.  
Adrian, MI 49221  
ejones@workforcepayhub.com  
517-759-4026 x 101

# YOUR MONEY LINE

**Your Money Line**

Booth #85

Your Money Line simplifies financial wellness by providing a dedicated, confidential financial expert helpline and educational dashboard for every employee and their immediate family to find financial stability in their life. Learn more about what we do at yourmoneyline.com

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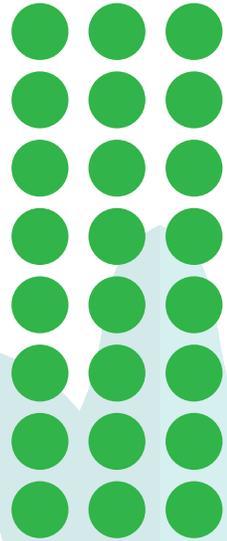


# MAP



OHSRM  
Exhibitor /  
Sponsorship  
Team

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#18 - Ashland University	#24B - HRC Consulting
#19 - SHARE Mobility	#25A - VSP Vision Care
#20 - The HSA Authority	#25B - Payroll Partners
#21 - Matrix Integrated	#26A - SpringCreek Fertility
#22 - Jet Dental	#26B - HUB International
#23 - A&S UltraSound Special Events	#27 - UKG



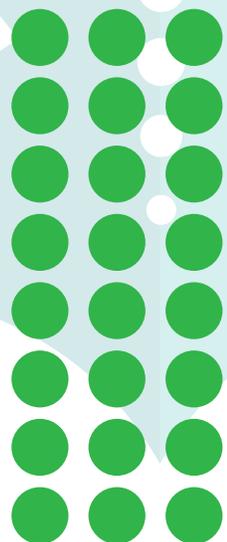
FOOD STATION

FOOD STATION

STAGE

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#67 - Value Health	#74B - ADP
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FOOD STATION



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#30A - Mercer	#36 - SHRM
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#31 - Bottom Line Experts	#38 - Justifacts

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#92 - Team Performance Inst.	#97 - Language Testing International
#93 - Wellness Coaches	#98 - ERA
#94 - Paylocity	#99 - Behavioral Health Systems
#94B - RecogNation	#99B - CI Group
#94C - Veritable Screening	#99C - Farm2Workforce
#95 - ClearPath Benefit Advisors	#100 - Optavise

# CAST

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