

"Animate HR:From Concept to Creation"

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| Wednesday - 9/24/25 |                                                                                                           |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
|                     | Indigo Bay                                                                                                | Orange                                                                    | Niles                                                  | Zambezi                                                                             | Leopardwood/Rosewood                                                            | Sagewood/Zebrawood                                        | Cypress                                                                                                  |
| 8:00 AM - 9:00 AM   | PreCon-Workshop- Benjamin McCall-<br>"Mapping Your Blueprint: Moving from Current to Future State in HR." | New Conference Attendee Orientation-<br>Meghan Hensley                    |                                                        |                                                                                     |                                                                                 |                                                           | Executive Track- Valerie Grubb- Think Big, Speak Bold: 8 Steps to Communicate at the Executive Level     |
| 9:15-10:15 AM       |                                                                                                           | Cathleen Synder: Elevating Performance through Targeted Skill Development | Meghan Hensley: Creating a Culture of True Wellbeing   | Nicole Armstrong- Beyond Market Rate: The New Model for Equitable and Strategic Pay | Nick Bellanca- Employee Health & Benefits Trends Shaping Our Evolving Workforce | Jack Towarnicky-HSA & 401k, Better Together               |                                                                                                          |
| 10:15               | Doors Open to the Ballroom                                                                                |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
| 10:45 AM - 12:00 PM | Keynote- Austin Franklin- ""The DifferenceMaker Leader: How to Unlock your Personal & Team Potential""    |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
| 12:00 PM - 1:15 PM  | Lunch (Buffet)                                                                                            |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
| 1:30 PM - 2:30 PM   | Melinda A. Caughill, CSA-Medicare, COBRA, HSAs and More - Welcome to Vipers' Nest                         | Jeff Ahola- Done Right, Nepotism is a Happy Word                          | Jennifer Payne- Humor me: Leadership with Connectivity | Barbara Utrup-Think Fast, Lead Smart: Decisive Leadership in Action                 | Tekay Brown-HR Reworked: The Right Tools. The Right Solutions.                  | Casey Webster-HR Escape: Crack the Code on Employment Law | Executive Track- Julie Doyle- "Architects of Impact: Elevating HR's Role in Business Strategy Execution" |
| 2:45 PM - 3:45 PM   | Samantha Kelly- Neurodiverse: Managing, Training, and Leveraging Your Team's Strengths                    | Cathleen Synder: Elevating Performance through Targeted Skill Development | Meghan Hensley: Creating a Culture of True Wellbeing   | Nicole Armstrong- Beyond Market Rate: The New Model for Equitable and Strategic Pay | Nick Bellanca- Employee Health & Benefits Trends Shaping Our Evolving Workforce | Jack Towarnicky-HSA & 401k, Better Together               | Executive Track - Jason Lawson- "Think like a 'C' Maximizing your Executive Presence"                    |
| 3:45 PM - 4:00 PM   | Snack Break                                                                                               |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
| 4:00 PM - 5:00 PM   | Melinda A. Caughill, CSA-Medicare, COBRA, HSAs and More - Welcome to Vipers' Nest                         | Jeff Ahola- Done Right, Nepotism is a Happy Word                          | Jennifer Payne- Humor me: Leadership with Connectivity | Barbara Utrup-Think Fast, Lead Smart: Decisive Leadership in Action                 | Tekay Brown- HR Reworked: The Right Tools. The Right Solutions.                 | Casey Webster-HR Escape: Crack the Code on Employment Law |                                                                                                          |
| 5:00 PM- 7:30PM     | Grand Opening of Exhibit Hall/Heavy Hors D'Oeuvres                                                        |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
| 7:30 PM - 11:30 PM  | Huts                                                                                                      |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |
| 7:30 PM - 11:30 PM  | Bar/Karoke                                                                                                |                                                                           |                                                        |                                                                                     |                                                                                 |                                                           |                                                                                                          |

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| Thursday - 9/25/25   |                                                                                                                                  |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| Session Time         | Indigo Bay                                                                                                                       | Orange                                                                                                            | Niles                                                                                            | Zambezi                                                                                    | Leopardwood/Rosewood                                                            | Sagewood/Zebrawood                                                         | Cypress                                                                                |
|                      | Michael Towers-Win The Day: 7 Habits to Maximize Productivity, Address Burnout, and Achieve Optimal Mental Health                | Jon Antonucci-Why Current Performance, Retention, and Engagement Strategies Aren't Working                        | Tom Green-KWW "Avoiding FLSA Pitfalls: Wage and Hour Compliance in 2025".                        | Lee Geiger & Laura Caty- Desk on Fire? Emails Blowing up? Covering Hot Topics on Your Desk |                                                                                 | Chiquita Hall Jackson- It is Bigger than Diversity. Why Inclusion Matters? |                                                                                        |
| 7:00 -8:00 EarlyBird |                                                                                                                                  |                                                                                                                   |                                                                                                  |                                                                                            | George Sample - Leading With Authenticity                                       |                                                                            |                                                                                        |
| 7:45                 | Doors Open to the Ballroom                                                                                                       |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 8:15 -9:45 AM        | SHRM/OH SHRM (7 min), Animation , Keynote- Valerie Grubb "Leading the Future of Work: HR's Playbook for Staying Ahead"           |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 9:45-11:00 AM        | Exhibit Hall - Snacks in Exhibit Hall                                                                                            |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 9:45 - 10:05 AM      | Smart Stage in Exhibit Hall (Rocco Pangallo - HUB - "Healthcare Cost Stability Through Captives")                                |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 10:10 - 10:35 AM     | Smart Stage in Exhibit Hall (Tim Hudec - Justifacts - "Tailoring your Organization's Background Check Package & Adverse Action") |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 10:40 - 11:00 AM     | Smart Stage in Exhibit Hall (Ricca Racadio - Mercer - "Strategic Outlook: Survey on Health & Benefit Strategies for 2026")       |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 11:00 AM - 12:00 PM  | Greg Modd- Hire a Hero: Unlock Skills, Discipline, and Leadership                                                                | Terah L. Davis-Henderson, PhD, LPC, NCC- The Busy Business Leader: 3 Keys to Take Inventory of Your Mental Health | Jamie Lewis Smith, PhD-Activate Your Superpower: Crafting Your Personal Brand for Greater Impact | John Bernatovicz-Bottom Line HR: Achieving Business Success by Empowering People           | Karl Ahlrichs, SHRM-SCP, SPHR, CSP- A Masterclass in Ethics for Human Resources | Julie Doyle- Charting HR's Course: Navigating the Boardroom for Success    | Emerging Professionals Panel                                                           |
| 11:45 AM- 12:45pm    | Lunch (in the Exhibit Hall)                                                                                                      |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 12:45 - 2:00pm       | Intro/ Keynote/Fireside Chat- Aarti Sequiera "From Kitchen to Culture: The Secret Ingredients to Serve Your Workplace"           |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 2:00 - 3:00 PM       | Exhibit Hall (re-opens)                                                                                                          |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 2:00 - 2:20 PM       | Smart Stage in Exhibit Hall (Joe Rotella - Delphia Consulting - "Say More: 5 Chats That Drive Results")                          |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 2:25 - 2:45 PM       | Smart Stage in Exhibit Hall (Aidan Donahue - Amazon One Medical - "A Modern Approach to Primary Care")                           |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 2:45- 3:00 PM        | Snacks in Exhibit Hall (Raffle Giveaway)                                                                                         |                                                                                                                   |                                                                                                  |                                                                                            |                                                                                 |                                                                            |                                                                                        |
| 3:00 - 4:00 PM       | Michael Towers-Win The Day: 7 Habits to Maximize Productivity, Address Burnout, and Achieve Optimal Mental Health                | Jon Antonucci-Why Current Performance, Retention, and Engagement Strategies Aren't Working                        | Tom Green-KWW "Avoiding FLSA Pitfalls: Wage and Hour Compliance in 2025".                        | Lee Geiger & Laura Caty- Desk on Fire? Emails Blowing up? Covering Hot Topics on Your Desk | George Sample - Leading With Authenticity                                       | Chiquita Hall Jackson- It is Bigger than Diversity. Why Inclusion Matters? | Samantha Kelly- Neurodiverse: Managing, Training, and Leveraging Your Team's Strengths |

