

# COWBOY UP!



Wyoming SHRM  
Annual  
Conference  
Sept 20-21, 2018  
Rock Springs

AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

**This conference is brought to you by:**

*This conference has been pre-approved for  
9.75 hours of re-certification credit.*



# Agenda

**Thursday, September 20, 2018**

**7:00am - 8:00am Registration and Breakfast**

**8:00am - 8:15am Opening Remarks and Welcome**

**8:15am - 9:45am HOLY COW! How to Create an Amazing Workplace that Steers Passion, Performance & Prosperity by Tracy Butz, Speaker, Author and Consultant**

Discover how to inspire change in dysfunctional, under-performing teams to create motivated, accountable and committed team-members who are ready and willing to perform their best. Start influencing a transformation in your workplace culture today.

**9:45am - 10:30am Break with Vendors and Book Signing**

**10:30am -11:30am FLSA Compliance Principles by Teresa Wilde, US Dept of Labor** Increase your knowledge of the FLSA including employer coverage; minimum wage; overtime pay; employment of minors under the age of 18; record keeping requirements and retaliation.



**11:30am - 12:30pm Let's COWBOY UP On Diversifying our Workforce to Include People with Disabilities by Lynn Kirkbride and Wanda Rogers, US Business Leadership Network** Individuals with disabilities are a major source of untapped talent due to social stigma. You will learn the best practices to employ people with disabilities and gain valuable state and nationwide resources to add to your toolkit.



**12:30pm - 1:30pm Networking Lunch with Vendors**

**1:30pm - 2:30pm Six Smart HR Strategies for Addressing Today's Serious Skills Gap by Jon Decoteau, SHRM Divisional Director West** Understand the U.S. Skills Gap and why it matters to your organization and our country. This session explores six HR strategies that can help your organization close its Skills Gap.



**2:30pm - 2:50pm Break with Vendors**

**2:50pm - 3:50pm Opioids: the Good, the Bad, and the Ugly by Franchesca Lata, JD Employers Council** The opioid epidemic has not only significantly impacted our nation, but has led to difficult challenges for employers. This session addresses the catastrophic trend of opioid addiction, its effect on the workplace, and how it intersects with employment law.



**3:50pm - 4:10pm Break with Vendors**

**4:10pm - 5:10pm Be Great! Helping Others Find Their Professional Fit by Jamie Davis, MBA, Beacon Harbor Services** This workshop provides the tools to coach employees in finding their best professional role, providing you with a more productive and motivated staff. Help your employees to *Be Great!* as they find their professional fit.

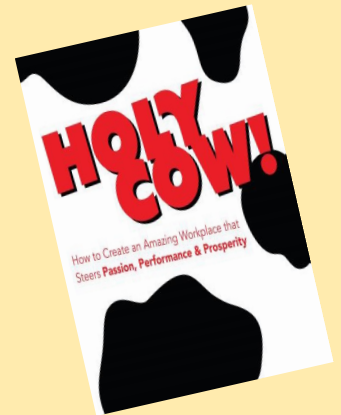


**5:10pm - 5:30pm Announcements & Closing Remarks**

**6:30pm - 9:00pm Life Rolls On Benefit Dinner** Don't miss this great networking event! Conference attendees registration included this event. See page 4 for more details.



Meet Tracy Butz and hear her dynamic presentation on workplace behaviors!



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## CONFERENCE ACCOMMODATIONS

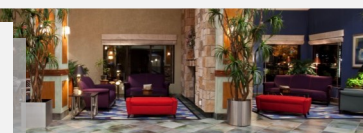
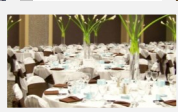
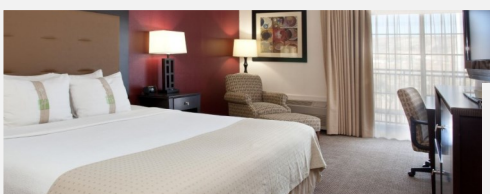
Call by September 4, 2018

to receive the discounted room rate of \$75/night + tax.

Mention that you are booking for the **Wyoming SHRM State Conference**



1675 Sunset Drive  
Rock Springs, Wyoming 82901  
United States  
Check In: 3PM  
Check Out: 11AM  
Check-in Age: 18  
E-mail Hotel  
1 307 3829200  
Chat  
Share Hotel



WyomingSHRM@Yahoo.com  
<http://Wyoming.SHRM.org>

# Agenda

**Friday, September 21, 2018**

**7:00 am Networking Breakfast**

**7:45am-8:00am Opening Remarks and Welcome**

**8:00am - 9:15am Inspire Integrity by Corey Ciochetti, Associate Professor of Business Ethics and Legal Services** Discover how to chase the truly important things in life such as a solid character, strong personal relationships and a sense of contentment. You will leave with a better sense of what it takes to develop integrity, set priorities, gain a big-picture perspective, and chase an authentic life.

**9:15am- 9:45am Break with Vendors and Book Signing**

**9:45am-10:45am Best Practices for Health Plans in the ACA Era by Eric Deeg, President USI Insurance Services** Increase your knowledge on "Best Practices" for employer-sponsored health plans: including engaging employees in selecting higher-quality, cost-effective providers; wellness programs and approaches with REAL impact; current and future ACA changes and how to prepare for the effects.

**10:45am-11:45am Bandits and Buckaroos—Worker's Comp Fraud and How to One UP the Bandits by Jennifer Wilch, Workers Compensation SUI Coordinator** Increase your awareness of the impact that Worker's Compensation Fraud can have on your organization and determine what red flags look like and how to engage the Fraud Investigation Unit.

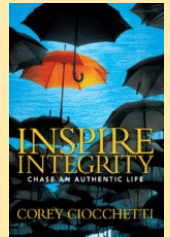
**11:45am-12:00pm Networking Break**

**12:00pm-1:00pm Under the Influence of Stress by Corey Ciochetti, Associate Professor of Business Ethics and Legal Services** Stress is omnipresent. The problem is that excessive stress has major negative repercussions on our bodies and behavior. It roils our immune system, long-term memory, and sleep habits. Corey's speech helps you figure out your current stress level and then evaluates ways to decrease the stressors in your life. Once you lower your stress score, you can focus and, hopefully, eliminate your major stressors and more effectively chase an authentic life.

**1:00pm-1:15pm Closing Remarks**



Meet Corey and find out how to inspire integrity and chase your authentic life.



All cancellations must be in writing & postmarked by August 13, 2018 to receive a 50% refund. Cancellations after this date will not receive a refund. Attendee substitutions are permitted if the substitution request is made in writing to WyomingSHRM@yahoo.com

## REGISTRATION FORM

To register on-line and pay with credit card, go to <http://Wyoming.SHRM.org/event>

Name \_\_\_\_\_

Email Address \_\_\_\_\_

Organization \_\_\_\_\_

Job Title \_\_\_\_\_

Mailing Address, City, State, Zip \_\_\_\_\_

Phone Number \_\_\_\_\_

SHRM Membership Number \_\_\_\_\_

Are you certified? Yes  No

Type of Certification: \_\_\_\_\_

### Full-Conference Registration

- SHRM Member Early Bird **\$229 (before 8/13/18)**
- Non-SHRM Member Early Bird **\$299 (before 8/13/18)**
- SHRM Student Member Early Rate **\$59 (before 8/13/18)**
- SHRM Member Rate **\$300**
- Non-SHRM Member Rate **\$375**

Will you be attending the Thursday Evening Event?  Yes  No  
(Cost included in conference registration)

Will you be bringing a guest to the event?  Yes  No  
(\$30.00 charge for event) \$ \_\_\_\_\_

### PAYMENT SUMMARY

CONFERENCE \$ \_\_\_\_\_  
GUEST EVENT \$ \_\_\_\_\_  
TOTAL AMOUNT PAID \$ \_\_\_\_\_

Make checks payable to **Wyoming SHRM State Council**  
Send completed registration form and payment to  
Wyoming SHRM State Council  
c/o Judi Just, LGLP  
PO Box 20700  
Cheyenne, WY 82003  
Wyoming SHRM EIN: 83-0317658



# 2018 LIFE ROLLS ON Benefit Dinner



The High Desert Human Resources Association and the Dustin Shillcox Foundation is proud to present the 2018 Life Rolls On Benefit Dinner. Dustin's life changed when he was in a car accident August 2010 and sustained major spinal cord damage, a broken upper arm, collapsed lungs, broken ribs, cracked sternum & mild brain injury. Dustin has a T-5 complete spinal cord injury (SCI) which means he has no feeling below his mid-chest. He was told he would never move below his waist again but after being part of a SCI research project at the University of Kentucky in Louisville he is able to move his legs and stand.

Through his adversity, he was able to find a silver lining, in which he is striving to help not only bring awareness to spinal cord injuries, but to motivate the lives of people who have be through traumatic events. The proceeds will allow the Dustin Shillcox Foundation to provide monetary assistance to individuals who need adaptive equipment and/or modifications to residential housing. The High Desert Human Resources Association will use proceeds to provide grants to help local businesses make modifications to their work site that enable individuals with disabilities workplace accommodations and/or better access to employment opportunities.

Please join us at the Sweetwater Events Complex on Thursday, September 20, 2018 at 6:30pm for a fun and inspirational evening. The evening will include a great Dutch Oven dinner, Live and Silent Auctions along with an inspirational message from Dustin Shillcox about how life must roll on in adversity.

**Event Tickets - \$30**  
*Includes meal & one entry for the door prize*

**Corporate Table - \$750**  
*Includes company advertising with event, reserved seating and meals for 10, wine, glasses and appetizers.*

Admit One	<b>Purchase Tickets Online</b>	Admit One
	at	
	<a href="https://highdeserthr.shrm.org/events">https://highdeserthr.shrm.org/events</a>	
Tickets will be available at the <b>Rock Springs and Green River Chambers</b> on August 1, 2018.		



## Conference Sponsors

*A BIG THANK YOU to our generous conference sponsors, all of the Wyoming SHRM Chapters, and the Wyoming SHRM State Council. Without your help, this event could not take place! Be sure to visit with the vendors at the conference and let them know we appreciate their attendance. More vendor opportunities are still available. Email Jennifer.Baker@elwoodstaffing.com for more information.*

