

PROFESSIONAL DEVELOPMENT CONFERENCE PRESENTERS

Culture and Employee Engagement
Lynn Eberhart – Harrah's Metropolis



What is culture? Why is it important? Who needs to know it? How does it affect your business and your employees? This dynamic keynote session will reveal some of the secrets to Harrah's Entertainment's strategy for building a positive workplace culture that encourages employees to stay and customers to return again and again.



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George Adams



Todd Logsdon

Test Your HR Knowledge and Kentucky Pregnant Workers' Act Fisher Phillips

Test Your HR Knowledge in a fun and engaging way via scenarios that audience participants are encouraged to debate and discuss. This fast-paced session covers a wide variety of HR topics including fitness for duty, reasonable accommodations, background checks, workplace safety inspections, and workplace violence.

Take a "deep dive" into the new Kentucky Pregnant Workers' Act in this session. A brief overview is also provided of the federal legislation, Pregnancy Discrimination Act (PDA). Scenarios describe real-world situations that the HR professional may encounter. This session encourages critical thinking and discussion to determine the appropriate legal course of action.

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Marijuana and CBD in the Workplace
Dr. Kyle Turnbo – HealthWorks



The legalization of marijuana in many states is a challenge for employers. What is the difference between marijuana and CBD oil? Does the use of medical marijuana impair the ability of the employee to do the job? Does the employer have the right to maintain zero tolerance drug policies even in states that have declared marijuana legal? Do policies need to be updated? This session examines the new and sometimes confusing rules regarding CBD and marijuana use on the job.

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Ask the HR Experts
Bring your toughest HR questions to this panel discussion



Dr. Teri Ray
Murray State University



Dr. Scott Adair
Jackson Purchase Energy



Crystal Balentine
FNB Bank, Inc.

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Randy Fox
Capstone HR



Maurie McGarvey
Paducah Bank

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ERISA

Sherry Brackney – Employee Benefits Security Administration,
Cincinnati Regional Office of the U.S. Department of Labor



ERISA stands for Employment Retirement Income Security Act. It is a federal law that sets minimum standards for most voluntarily established retirement and health plans in private industry to provide protection for individuals in these plans. This session will cover the laws contained in Part 7 of ERISA including Health Insurance Portability and Accountability Act (HIPAA), Genetic Information Nondiscrimination Act (GINA), and the Affordable Care Act (ACA).

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Dealing with Difficult Employees
Julie Gilbert – Four Rivers Nuclear Partnership



Managing difficult employees is never easy. They are toxic to the work environment and can cause a number of problems. However, difficult employees can be managed when we take the time to identify the problem and deal with it.



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Healthcare Cost Containment
Jennie Morehead - HealthWorks



What problems are companies and employees facing in this healthcare climate? What are the driving factors affecting healthcare consumer spending? What are specific items all employees need to understand when it comes to a broader thinking about health insurance coverage from your business? What specifically should employees be educated on when it comes to health insurance? What options can a business consider when attempting to contain healthcare costs? Get these and many more questions answered in this session.



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Katherine Matthew Parker



Kelly Harding

The Truth About Wellness – Peel & Holland

Wellness is not just about health risks anymore. Now, it is a holistic approach to financial well-being, physical health, emotional well-being, and work well-being. Organizations are in an all-out war to attract and retain the best talent. This session explores how to measure the return on investment in your wellness program as well as seven practical strategies your company can easily implement that lead to happier, healthier employees.



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Stefanie Suazo



DJ Story

Employee Benefits Trends You Need to Know— Peel & Holland

Staying up to date on the latest trends in the world of Employee Benefits can be daunting. Constant shifts in the insurance industry, compliance requirements, and employee sentiment are forcing HR professionals to consider new and innovative approaches. The challenge comes in making the right choices that will position your organization as a competitive employer. The best decisions aren't based on instinct, but on facts – and that requires good reference data. There has long been a gap in availability of local data to make relevant decisions based on the environment here in Western Kentucky. In 2016, Peel & Holland decided to do something about that. We developed the Western Kentucky Employee Benefits Benchmarking Study, and after two years of publication, we will be sharing some of the results with you. You'll also hear how to use that data in ways that are actionable inside your organization and learn how others have made positive changes to their benefits program, based on insights from data.

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Joni Goodman



Terry McKee

HR Processes: A Better Way KeeFORCE

Let's face it. The HR department in and of itself is a process. The entire employee cycle is a process. From Recruitment, Hiring, Onboarding, Training, Evaluation and Promotion, to Exit Interviews, there are a number of steps, approvals, etc. that take place. What if we lived in a world where we could ensure those processes were streamlined allowing you to be more productive throughout your day? Well, we do live in that world! Join us in discussing the possibilities.