

1ST ANNUAL

OZARKS LABOR & EMPLOYMENT LAW CONFERENCE

Wednesday, November 10, 2010
University Plaza Hotel & Convention Center
333 John Q. Hammons Parkway
Springfield, MO 65806

Sponsored By:
Management Development Institute, Missouri State University

In Partnership With:
Springfield Area Human Resource Association and
Branson Tri-Lakes Human Resource Association



THE MANAGEMENT DEVELOPMENT INSTITUTE OF MISSOURI STATE UNIVERSITY IN PARTNERSHIP WITH THE SPRINGFIELD AREA HUMAN RESOURCE ASSOCIATION AND THE BRANSON TRI-LAKES AREA HUMAN RESOURCE ASSOCIATION IS PLEASED TO BRING THIS FULL DAY EMPLOYMENT LAW AND LEGISLATIVE UPDATE TO THE FOUR STATE REGION OF MISSOURI, ARKANSAS, OKLAHOMA AND KANSAS.

7:30 - 8:00 AM

Registration, continental breakfast & networking.

8:00 - 9:15 AM

Economic Outlook & Recruiting

The complexities of the "great recession" impact business operations in many ways. Effective recruiting is a challenge in any economy. Even with 9.5% unemployment some employers are reporting difficulty in finding qualified applicants. This session explores current economic trends and their impact on recruiting.

Hayley Hutchins, PHR - Penmac Staffing Services - Springfield, MO

Marty Romitti, Ph.D. - DED, Missouri Economic Research & Information Center - Jefferson City, MO

9:15 - 9:25 AM

BREAK

9:25 - 11:30 AM

Labor Union Update

Come hear recent developments that impact both union and non-union work environments.

Glenn Pace, GPHR - Management Development Institute - Springfield, MO

Wage & Hour/Regulatory Issues

This session covers timely wage and hour, regulatory compliance issues and relevant case law that impact employers. Hear the latest on ADAA, FMLA, FLSA, etc.

Jennifer Mueller - Baird, Lightner, Millsap & Harpool - Springfield, MO

11:30 - 11:45 AM

BREAK

LUNCH SESSION

11:45 AM - 1:00 PM

Legislative Update

Our speakers will cover State (MO) and Federal legislative updates. Gain insight and know what to expect in 2011 from legislative insiders.

Jeff Kipping - MO State Council of SHRM Governmental Affairs Advisor - Jefferson City, MO

Lynette Weatherford, SPHR - Human Resource Advantage, LLC - Springfield, MO

1:00 - 2:00 PM

Mock Trial

Have you ever been in court? You don't want to be. This unique mock trial provides a realistic look into one of the most challenging areas of human resource management, defending a wrongful termination charge.

Virginia Fry - Husch, Blackwell, Sanders, LLP - Springfield, MO

Ransom A. Ellis, III - Ellis, Ellis, Hammons & Johnson, P.C. - Springfield, MO

2:00 - 2:10 PM

BREAK

2:10 - 3:55 PM

Health Care Reform Update

The historical health care reform legislation has brought sweeping changes for employers and the human resource professionals responsible for health benefits, legal compliance and discrimination. It is critical for human resource professionals to ensure their company avoids hefty fines and penalties. Learn an overview of the various aspects of the laws and a timeframe for implementation. Be informed & be prepared.

Lynne Haggerman, SPHR - Lynne Haggerman & Associates, LLC - Springfield, MO

3:55 - 4:00 PM

Closing Remarks/Adjourn

**HRCI credit pending. CLE credit pending.*

PLEASE COMPLETE ALL SECTIONS OF THIS FORM — *THANK YOU!*

FULL DAY:

\$149 Non-Member; \$129 for SAHRA and Branson Members
(Includes full day programming, materials and lunch.)

LUNCH SESSION ONLY:

\$79 Non-Member; \$59 for SAHRA and Branson Members
(Includes Legislative Update, Mock Trial and lunch.)

Company _____

Contact Name _____

Title _____

Mailing Address _____

City _____ State _____

Zip Code _____ E-Mail _____

Phone _____ Fax _____

Fee Enclosed: (Checks payable to MSU) \$ _____

Please charge \$ _____ to my: MasterCard VISA Am. Ex. Discover

Card # _____ Expires _____

Three-digit security code on back of card _____

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**REGISTER
NOW!**

FOUR WAYS TO REGISTER:

1. **Mail** your completed registration form to:
Management Development Institute
ATTN: Ozarks Labor & Employment Law Conference
Missouri State University
901 S. National Ave.
Springfield, MO 65897
2. **Call** the Management Development Institute at (417)836-5667 or (800)733-3203.
3. **Fax** to (417)836-7666.
4. **E-Mail** registration form to: mdi@missouristate.edu.

Cancellations, Refunds and Substitutions: Cancellations made less than five (5) working days prior to the conference start date are subject to a \$50 cancellation fee. Refunds will not be granted after Monday, November 8; we have to guarantee our attendance with the hotel on that date. Substitutions may be made at any time; please advise us. Speakers and topics are subject to change.



RANSOM A. ELLIS, III

Ransom Ellis, III is a shareholder in the Springfield law firm of Ellis, Ellis, Hammons & Johnson, P.C. Mr. Ellis received a Juris Doctor degree from Southern Methodist University School of Law in 1975. Following graduation from law school, Mr. Ellis worked as a Field Attorney with the National Labor Relations Board in Fort Worth, Texas.



VIRGINIA FRY

Virginia is an experienced litigator in federal and state courts in a variety of areas including constitutional law, commercial and business litigation, breach of fiduciary duty and employment litigation. She frequently defends management in wrongful discharge, harassment, discrimination and related state and federal employment claims. Virginia also advises education clients with respect to the federal and state laws that regulate their operation. Virginia joined Husch Blackwell as a partner in 1998; she is Co-Managing Partner of the firm's Springfield office.



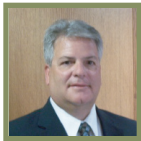
LYNNE HAGGERMAN, SPHR

Lynne has over 25 years of experience in the human resource management field. Currently she is a member of the Society of Human Resource Management, the American Society of Training & Development, the International Association of Career Management Professionals, the Springfield Area Human Resource Association, and the Springfield American Society of Training and Development. Lynne has a Master of Science from the University of Nebraska at Omaha in Industrial Organizational Psychology , Human Resources.



HAYLEY HUTCHINS, PHR

Hayley Hutchins, PHR, has served as the Director of Human Resources for Penmac Staffing Services, Inc. for four years, overseeing the HR functions of as many as 40 branch offices in seven states. Hutchins holds a Bachelor of Science degree in Management with an emphasis in Human Resources from Missouri State University in Springfield, Missouri. She is certified as a Professional in Human Resources, and is a member of the Society of Human Resources Management and the Springfield Area Human Resources Association.



JEFF KIPPING

Jeff Kipping has over 20 years experience as a lobbyist and governmental consultant. Kipping & Associates LLC represent clients in the human resources, insurance, cable and telecommunications industries. Jeff has a Bachelor of Science Business Administration degree in Marketing and Management and a Master of Business Administration degree from Rockhurst University. He is active in community affairs and resides in Waterloo, Illinois, with his wife Laura and their two children, Bethany and Ethan. Jeff and Laura both served on the Truman State University Parents Council.



JENNIFER MUELLER

Springfield, MO: Baird, Lightner, Millsap & Harpool is pleased to announce that Jennifer Mueller has joined its business litigation and employment law team. Ms. Mueller has experience representing employers in litigation involving employment discrimination and employment disputes. Prior to joining BLMH, Ms. Mueller has practiced law in the Springfield area for the past 12 years. Ms. Mueller received her undergraduate degree from Missouri State University in 1995 and she earned her J.D. from Creighton University in 1998. Ms. Mueller is currently admitted to practice in the state of Missouri, the Eighth Circuit Court of Appeals and U.S. District Court for the Western District of Missouri.



GLENN PACE, GPHR

Glenn is Acting Director of the Management Development Institute, and instructs academic classes for the College of Business Administration at Missouri State University, the largest College of Business in the state of Missouri. Glenn received a BS in Management from Missouri State, an MBA from the University of Missouri, and has completed Ph.D. hours at the University of Arkansas. During his MBA, he also completed a dual course of study in University of Missouri's School of Law.



MARTY ROMITTI, Ph. D.

Marty Romitti is a leading expert on Missouri's economy serving as the Director of the Missouri Economic Research and Information Center within the state's Department of Economic Development. MERIC provides innovative analyses and assistance to policymakers and the public, including studies of the state's trends, targeted industries, labor market, and economic development initiatives. The center has been recognized with 12 national awards for research excellence since Dr. Romitti formed it back in 2001. Marty received his Doctoral Degree from MU and still resides in Columbia.



SCOT R. SCOBEE, SPHR - MASTER OF CEREMONIES

Scot is the Assistant Director of the Management Development Institute and a seasoned business administration and human resource professional with over 20 years experience with a special emphasis in compensation, performance management, conflict resolution, strategic planning, workers' compensation, safety and training and development. Scot has held upper management positions with profit and non-profit organizations in manufacturing, hospitality and charitable giving. Scot holds a B.S. degree in Human Resource Management from Missouri State University.



LYNETTE WEATHERFORD, SPHR

Lynette Weatherford founder and president of HR Advantage, Inc. has been in the Human Resource field for more than 18 years. Her expertise includes connecting the HR process & practices to business plans through careful design and implementation in order to meet the bottom-line, "organizational profitability." Lynette earned her Master's Degree in Human Resources from Ottawa University and is an MSU Alumni. She is an active member of the National Society for Human Resource Management (SHRM), Springfield Area Human Resources Association (SAHRA), and The Branson Tri-Lakes HR Association.