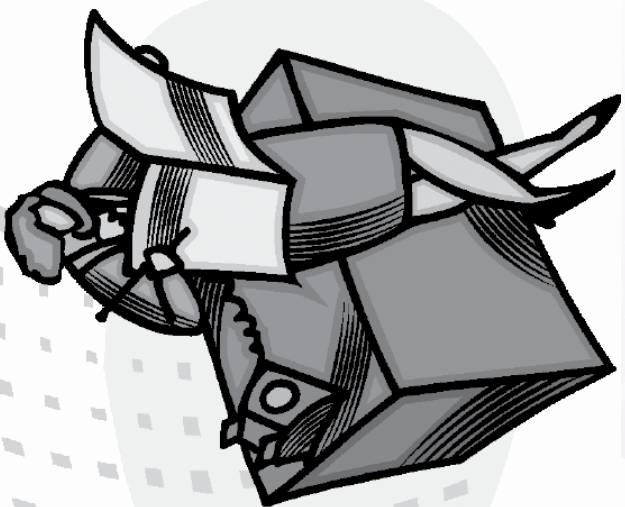


HR Compliance and Best Practices

APRIL 30, 2015 • OKLAHOMA CITY



SCHEDULE

8:30 a.m. Registration
9 a.m. to 3 p.m. Program

QUESTIONS?

Call Nancy, Hilary or Janis at the OBA for further information at 405-424-5252, or email Janis at janisr@oba.com.

LOCATION

Harris Event Center at the OBA
643 N.E. 41st St., Oklahoma City
405-424-5252

If you have a disability that may impact your participation in this event, please forward a statement regarding any special needs to the OBA. We will contact you to discuss accommodations.

HR SEMINAR 2015

OBA MEMBERS: REGISTER ONLINE AT WWW.OBA.COM.

Early bird fee by 4/16/15: \$220

Regular fee after 4/16/15: \$240

Non-members: \$480

The fee includes instruction, materials, breaks and lunch.

Cancellation requests must be made in writing and be received by 4/16/15 to receive a full refund. A 50-percent refund will be given on all cancellations received by 4/23/15. No refunds will be given on requests received after 4/23/15; however, substitutions may be made.

BANK/CO. _____

PHONE _____

FAX _____

P.O. BOX _____ CITY _____

ZIP _____

NAME _____

TITLE _____

EMAIL _____

NAME _____

TITLE _____

EMAIL _____

NAME _____

TITLE _____

EMAIL _____

PAY BY CREDIT CARD:

For security reasons, please fax your registration form and credit card information ONLY to the OBA's dedicated registrations fax line: **405-604-9545**.

BILL TO VISA MASTERCARD

CARDHOLDER NAME _____

CARD # _____

EXPIRATION DATE _____

SIGNATURE _____

PAY BY CHECK:

Mail this form with payment to:

Oklahoma Bankers Association

P.O. Box 960173

Oklahoma City, OK 73196-0173

COURSE DESCRIPTION

HR is indeed a continuing journey of changes, updates and challenges. There is no question that those responsible for the HR function can be overwhelmed by employment law compliance.

As community banks and large financial institutions wrestle with compliance issues, changes in laws, new acts of legislation and social trends throughout the bank, there are more implications for the HR function.

Attending this seminar will provide information to allow HR managers and staff to comply with these changes and support the overall compliance function.

The format of the seminar will be a combination of open discussion with a facilitator, with an opportunity for roundtable peer discussions to address your specific needs in these areas. Each participant will receive a binder with seminar materials and reference materials for compliance.

Federal Agency Compliance Updates

- Equal Employment Opportunity Commission (EEOC)
- Americans with Disabilities Act Amendment of 2008
- Office of Federal Contract Compliance (OFCCP)
- Department of Labor (DOL)
- The Affordable Care and Patient Protection Act of 2010
 - Implications of Revised Timelines
- Updates on Immigration Reform
- Fair Labor Standards Act (FLSA)
 - Increase in lawsuits regarding exempt classifications
- Potpourri of Compliance Issues
 - Workforce Innovation and Opportunity Act (WIOA)
 - Military Leave

Best Practices

- “Deadly Sins of Supervisors”
- Compensation Scorecard
- Paid Time Off (PTO) conversion
- Smoke Breaks
- BYOD - Managing Devices and Social Media in the Workplace
- Additional Topics Upon Request

Seminar Objectives

1. Receive updated information about compliance with changes in federal and state regulations related to human resources management;
2. Receive updated information about best practices;
3. Have opportunities to discuss issues and concerns in roundtable discussions; and
4. Receive a “checklist” for ongoing compliance.

WHO SHOULD ATTEND

Supervisors, managers and officers who are directly responsible for human resources compliance should attend this timely and informative event. A request for HRCI general credit certification (for SPHR and PHR professionals) is pending.

REGISTRATION

To qualify for the early bird fee of \$220, you must register by 4/16/15. The fee after 4/16/15 is \$240. Non-member fee is \$480. The fee includes instruction, materials, breaks and lunch.

ACCOMMODATIONS

Courtyard Oklahoma City NW
1515 Northwest Expressway, Oklahoma City
1-405-848-0808

Be sure to ask for the OBA rate of \$114 per night including breakfast.

ABOUT THE SPEAKER

Gayla R. Sherry, SPHR, CMC, is a well-known and respected seminar facilitator, human resources professional and former banker. Ms. Sherry is President of Gayla R. Sherry Associates, Inc., which is an Oklahoma City-based consulting firm founded in 1995. The firm provides a wide range of services to a diverse client base, including banking organizations, Fortune 500 corporations, private, public and non-profit organizations.

Ms. Sherry has more than 30 years business and senior management experience in the private and government sectors. As a former banker, Ms. Sherry easily relates to the needs and challenges of bank employees, supervisors, managers and officers. Ms. Sherry is a member of the faculty for several Oklahoma Bankers Association schools. She is a contributing author for “The Oklahoma Banker,” “The Branch Manager,” and is the author of “Bank Employee Retention: Reducing the Risk and Cost of Turnover,” a 2004 publication of Thomson Publishing.

Ms. Sherry is recognized by the Society of Human Resources Management (SHRM) as a Senior Professional in Human Resources (SPHR.) In addition, Ms. Sherry holds the designation as a Certified Management Consultant (CMC,) which is held by only 10,000 management consultants worldwide. She is certified by the EEOC to conduct internal investigations and mediation.