

**EARN**  
HR Professional  
Development  
Credits!  
details on page 1

**NEW Dates and Location!**

Aug. 30 - Sept. 1, 2016  
Galt House Hotel • Louisville



32<sup>nd</sup> Annual Conference

# KYSHRM

Aug. 30 - Sept. 1, 2016 | Galt House Hotel | Louisville



presented by



[kyshrmconference.com](http://kyshrmconference.com)

# Registration and Lodging

## 4 Easy Ways to Register

ONLINE: kyshrmconference.com  
PHONE: 502-848-8727  
EMAIL: lgoff@kychamber.com  
FAX/MAIL: Download a registration form from our website



## Registration Fees

Classification	3-Day	2-Day	1-Day	Preconference Upgrade
SHRM or Kentucky Chamber Member	\$499	\$399	\$299	Add \$100*
Non-members	\$599	\$499	\$399	Add \$100*

\***Preconference upgrade:** If you attend the conference and would like to also attend the **Business Acumen for the HR Professional** preconference workshop you may upgrade your registration for an additional \$100.

## KYSHRM Networking Reception on the Belle of Louisville

Registered conference attendees: FREE  
Guest of conference attendees: \$75/per guest

## Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions welcome. Special accommodations made upon request.

## Conference Hotel Information

Galt House Hotel  
140 N. 4th Street, Louisville, KY 40202

Phone: 502-589-5200 or 1-855-736-3527

Room Rate: Rivue Tower Deluxe Guestroom \$149\*\*

Suite Tower Executive Suite \$159\*\*

Cutoff Date for Hotel Rooms is August 8, 2016

Please reference KYSHRM Conference when making your reservation.

\*\*The advertised KYSHRM Conference room rate cannot be guaranteed after the cutoff date.

## Professional Development!

### SHRM Professional Development Credits (PDCs)

Earn up to 14.75 credit hours!

## HRCI certification

Earn up to 14.75 Business Management and Strategy credit hours or up to 11.75 HR General credit hours!

## Track Your Steps and Win Cash!

Pedometers brought to you by



Registered attendees will receive an Anthem pedometer at registration. Track your steps during the conference to be eligible to win cash prizes.

## Consent to Use of Photographic Images

Registration and attendance at or participation in Kentucky Chamber/KYSHRM meetings and other activities constitutes an agreement by the registrant to the Kentucky Chamber/KYSHRM's use and distribution (both now and in the future) of the registrant or attendees image or voice in photographs, videotapes, electronic reproductions and audiotapes of such events and activities.

# Schedule

## Tuesday, August 30, 2016

8 a.m.	Preconference Workshop attendee registration
8:30 - 11:30 a.m.	Preconference Workshop: Business Acumen for the HR Professional
10 a.m. - 4:30 p.m.	Exhibitor registration and setup
12 p.m.	Attendee registration
12:30 p.m.	Concurrent 1.5-hour workshops
2 p.m.	Afternoon break
2:15 p.m.	Concurrent 1.5-hour workshops
3:45 p.m.	Afternoon break
4 p.m.	Closing Keynote: Meeting Kentucky's Workforce Challenge
5 p.m.	Welcome Reception w/ Sponsors & Exhibitors <i>sponsored by Anthem Blue Cross and Blue Shield</i>
7 p.m.	HR Marketplace opens 32nd Annual Kentucky SHRM Conference day one adjourns

## Wednesday, August 31, 2016

7 a.m.	Attendee registration
7 a.m.	HR Marketplace opens
7 a.m.	Breakfast <i>sponsored by Dental Health Options</i>
7:30 a.m.	Wellness Corner activities
7:30 a.m.	Concurrent 1-hour workshops
8:30 a.m.	Morning break <i>sponsored by Sullivan University</i>
8:30 a.m.	Wellness Corner activities
8:45 a.m.	Opening Keynote: Rise of HR: Catalyst to both Organizational and Individual Fulfillment
10 a.m.	Morning break
10 a.m.	Wellness Corner activities
11 a.m.	Concurrent 1-hour and 1.5-hour workshops
11 a.m.	Buffet lunch <i>sponsored by Littler Mendelson, P.C.</i>
11 a.m.	Wellness Corner activities
1:15 p.m.	Concurrent 1.5-hour workshops
1:45 p.m.	Concurrent 1-hour workshops
2:45 p.m.	Afternoon dessert break <i>sponsored by ARG! Financial Group</i>
2:45 p.m.	Wellness Corner activities
3:45 p.m.	Concurrent 1.25-hour workshops
4-6 p.m.	Exhibit tear down and move out
5:30 p.m.	Boarding begins on Belle of Louisville
6 p.m.	Networking Reception on the Belle of Louisville begins <i>sponsored by KentuckyONE Health</i>
8 p.m.	32nd Annual Kentucky SHRM Conference day two adjourns

## Thursday, September 1, 2016

7 a.m.	Attendee registration
7:30 a.m.	Continental breakfast
8:30 a.m.	Concurrent 1-hour workshops
8:45 a.m.	Morning break
8:45 a.m.	Concurrent 1.25-hour workshops
10 a.m.	Morning break
10:30 a.m.	Concurrent 1.25-hour workshops
12 p.m.	Closing Keynote Luncheon: The Humans are Coming! The Humans are Coming!
2:30 p.m.	\$2,500 cash giveaway must be present to win
	32nd Annual Kentucky SHRM Conference adjourns

## NOTE

All events take place at the Galt House Hotel except the Networking Reception on the Belle of Louisville.



Wellness activities will take place during each break/meal function on Wednesday, August 31 in the HR Marketplace. Details will be released closer to the conference.

# Keynote Speakers



BOX



HANNA



HEINER



SCHIEMANN



GORMAN

4 p.m. | Tue., Aug. 30

## KEYNOTE ADDRESS: Meeting Kentucky's Workforce Challenge

Jay K. Box, Ed.D., President, KCTCS

Lyle Hanna, SPHR, SHRM-CP, President & CEO, Hanna Resource Group

Secretary Hal Heiner Education and Workforce Development Cabinet, Commonwealth of Kentucky (invited)

Join us for an engaging and interactive discussion on what's being done today to fill tomorrow's most demanding jobs. Kentucky is matching employers needs with education and training providers across the state to build a competitive workforce.

Dr. Jay Box, President of Kentucky Community and Technical College System (KCTCS), leads the largest training and education provider in the state, servicing more than 100,000 students annually.

Secretary Hal Heiner is responsible for Kentucky's University system and Workforce Innovation Boards, which are designed to support employer workforce needs.

Lyle S. Hanna, SPHR, SHRM-SCP, has represented Kentucky's employers through KYSHRM and the Kentucky Chamber of Commerce for over 30 years and is serving as a catalyst to prepare the Kentucky workforce for global competition.

Learn how your organization can be a part of enhancing our workforce and what initiatives you can anticipate in the coming months.

8:45 a.m. | Wed., Aug. 31

## KEYNOTE ADDRESS: Rise of HR: Catalyst to both Organizational and Individual Fulfillment

William A. Schiemann, Ph.D., GPHR, CEO, Metrus Group

Finding, optimizing and keeping the right talent; managing increasingly diverse workforces; and using people analytics to make strategic business decisions are just a few of the seven critical challenges HR professionals face today. Based on the new book, *The Rise of HR*, edited by Dave Ulrich, William Schiemann and Libby Sartain, Schiemann will share insights and lessons learned from 73 global HR thought leaders on how HR can address these challenges and emerge as a strategic partner to the business. He will also highlight one of the learnings that magic occurs when the organization and employee are in sync—high alignment, capabilities and engagement leading to breakthrough performance. His new book, *A Life Fulfilled*, explores how HR professionals can be catalysts in creating a culture that nurtures rich, diverse workforces; accelerates company performance; and energizes individuals on their quest for life fulfillment.

12 p.m. | Thu., Sept. 1

## KEYNOTE ADDRESS: The Humans Are Coming! The Humans Are Coming!

China Gorman, Consultant, Speaker and Writer

Gorman will share personal observations from her experience as a CEO/President as well as current research and analysis on the ROI of creating a more human workplace culture. Despite popular attention being paid in the business media about the importance of "engagement," progress has been minimal in the big picture. That data point notwithstanding, some organizations are reaping the very real benefits of relating to their employees as people with lives and interests outside the workplace rather than skills resources that arrive at 9:00 and leave at 5:00. You'll be interested to learn about the positive evidence that shows humanity is here to stay.

**guidebook**  
Conference Mobile App



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[kyshrmconference.com/guidebook](http://kyshrmconference.com/guidebook)

Read about our keynote speakers online at [kyshrmconference.com](http://kyshrmconference.com).

# Preconference Workshop



## Upgrade your registration!

Attend this preconference workshop and gain 3 hours of business management strategy credit hours!

Additional cost to attend:

\$100

Tue., Aug. 30 | 8:30 - 11:30 a.m.

### Business Acumen for the HR Professional

Sandra K. Allgeier, SPHR, Allgeier Human Resources Consulting

We hear about it a lot. HR people need to possess business acumen. But what does that mean? What exactly is business acumen? What behaviors and competencies are demonstrated when we have it? Is it all about numbers and data – or are there other qualities? What gets in our way in communicating clearly that we possess this important capability? During this session you will explore all of this in a practical, down-to-earth session with plenty of interaction. You will discuss how it all begins with understanding your organization's business strategy, then connecting HR strategy to it. You will review the key behaviors needed to demonstrate business acumen and ways to continue to develop those behaviors. Most importantly, you will develop confidence in your business acumen capabilities and be energized to maximize your impact.

### About Allgeier

Allgeier is a consultant, speaker, trainer and author who assists organizations to best maximize their human potential. She is known for engaging her audiences with a high degree of participation. Prior to beginning her consulting and speaking business in 2000, Allgeier's experience included corporate HR leadership roles in Fortune 500 organizations within several industries including hospitality, financial services and assisted living.

Allgeier's background includes a strong focus on helping individuals and organizations in building personal credibility and communication capabilities. Her book *The Personal Credibility Factor: How to Get It, Keep It, and Get It Back (If You've Lost It)* has been featured in *O Magazine* and *USA Today*.

Her major focus today is assisting organizations to develop their greatest asset – their people!

= approved for business management strategy credits

## Conference Extras



### Belle of Louisville

Wed. | Aug. 31 | 5:30 p.m.

Join us for a Welcome Reception and Dinner Cruise! The Belle, America's last true Mississippi river steamboat still in operation, turned 100 years old in October 2014.

All aboard!



### Wellness Corner

Wellness activities will take place during each break/meal function on Wed., Aug. 31 in the HR Marketplace. Details will be released closer to the conference.

### Track your steps and win cash!

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Conference Mobile App

Learn more at  
[kyshrmconference.com/guidebook](http://kyshrmconference.com/guidebook)



# Sponsors

## CONFERENCE HOSTS



Kentucky Society for Human Resource Management State Council  
Shannon Byrne, Council Management Professional  
P: 502-494-8047  
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W: kyshrm.org



### Kentucky Chamber

Kentucky Chamber of Commerce  
Kelly Wolf, Senior V.P., Membership & Marketing  
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Society for Human Resource Management  
Shelly Trent, SPHR, Field Services Director  
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W: shrm.org

## PRESENTING SPONSOR



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## It's not too late to sponsor!

A few high-profile opportunities remain. Contact me today to learn more.

Andrea Flanders  
Sponsorship Development Manager  
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P: 502-848-8723



Follow us on twitter @KYSHRM.  
Connect with your fellow HR professionals!

# Workshops

	Management sponsored by 	Motivation
<b>Tuesday, August 30</b>		
<b>Session 1</b> 12:30 p.m. - 2 p.m.	<b>M1</b> The Recruiting Revolution: Interrupting Business as Usual to Hire the Best Talent – <i>David Pumpelly</i>	<b>I1</b> Influencer: The New Science of Leading Change – <i>Cynthia Knapak</i>
	<b>M2</b> Financial Intelligence for HR Professionals – <i>Cynthia Thompson</i>	<b>I2</b> Leading the Four Generations — Motivating, Mentoring & Managing Multi-Generations – <i>Scott Lesnick</i>
<b>Session 2</b> 2:15 p.m. - 3:45 p.m.	<b>M3</b> Bridging the Talent Gap: A Louisville SHRM Case Study – <i>Beth Davisson, MBA, Bridgett Strickler &amp; Dan Ash, Ph.D.</i>	<b>I1</b> Influencer: The New Science of Leading Change – <i>Cynthia Knapak</i>
	<b>M1</b> The Recruiting Revolution: Interrupting Business as Usual to Hire the Best Talent – <i>David Pumpelly</i>	<b>I2</b> Leading the Four Generations — Motivating, Mentoring & Managing Multi-Generations – <i>Scott Lesnick</i>
<b>Wednesday, August 31</b>		
<b>Session 3</b> 7:30 a.m. - 8:30 a.m.	<b>M4</b> Transform Your Mind, Life and Company – <i>Carlos Rivas, MS, CSCS, ACSM-CPT</i>	<b>I3</b> Poolside to Power Lunch: An Insider's Look at Work/Life Balance – <i>Mitzi Root, PHR, SHRM-CP</i>
<b>Session 4 (1 hour track)</b> 11 a.m. - 12 p.m.	choose one class from 1 or 1.5 hour track	<b>M5</b> HR's Secret Weapon: The Power of Analytics – <i>Steve VanWieren</i>
<b>Session 4 (1.5 hour track)</b> 11 a.m. - 12:30 p.m.		<b>M6</b> Take the Fear Out of Feedback: A Brain-Based Approach to Feedback Conversations – <i>Jeff Nally, SHRM-SCP, SPHR, PCC, RPCC</i>
<b>Session 5 (1.5 hour track)</b> 1:15 p.m. - 2:45 p.m.	choose one class from 1 or 1.5 hour track	<b>M6</b> Take the Fear Out of Feedback: A Brain-Based Approach to Feedback Conversations – <i>Jeff Nally, SHRM-SCP, SPHR, PCC, RPCC</i>
<b>Session 5 (1 hour track)</b> 1:45 p.m. - 2:45 p.m.		<b>M5</b> HR's Secret Weapon: The Power of Analytics – <i>Steve VanWieren</i>
<b>Session 6</b> 3:45 p.m. - 5 p.m.		<b>M7</b> Diversity is a Fact, Inclusion is a Leadership Behavior – <i>Tim Findley, EdD, MBA, CCDP/AP</i>
		<b>M8</b> Interviewing 101: How to Interview Like the Police – <i>Adam Argullin</i>
<b>Thursday, September 1</b>		
<b>Session 7</b> 7:30 a.m. - 8:30 a.m.	<b>M4</b> Transform Your Mind, Life and Company – <i>Carlos Rivas, MS, CSCS, ACSM-CPT</i>	<b>I3</b> Poolside to Power Lunch: An Insider's Look at Work/Life Balance – <i>Mitzi Root, PHR, SHRM-CP</i>
<b>Session 8</b> 8:45 a.m. - 10 a.m.	<b>M9</b> Performance Reviews Gone Rogue – <i>Angela Bailey, SHRM-SCP, SPHR, CCP, MBA</i>	<b>I8</b> Closing the Confidence Gap – <i>Hope Zoeller, Ed.D</i>
	<b>M10</b> Job Analysis: The Hammer in Your HR Toolbox! – <i>Jean-Paul Phillippe</i>	<b>I9</b> The Future is Now: Developing Your Emerging Leaders – <i>Jenny Banner, SPHR, CPC</i>
<b>Session 9</b> 10:30 a.m. - 11:45 a.m.	<b>M9</b> Performance Reviews Gone Rogue – <i>Angela Bailey, SHRM-SCP, SPHR, CCP, MBA</i>	<b>I8</b> Closing the Confidence Gap – <i>Hope Zoeller, Ed.D</i>
	<b>M10</b> Job Analysis: The Hammer in Your HR Toolbox! – <i>Jean-Paul Phillippe</i>	<b>I9</b> The Future is Now: Developing Your Emerging Leaders – <i>Jenny Banner, SPHR, CPC</i>

Business Management Strategy	Human Resource Law	sponsored by  STURGILL TURNER	Benefits & Compensation	sponsored by  Ultimate SOFTWARE
<b>BMS</b> A1 Recognizing & Engaging Employees Today – <i>Bob Nelson, PhD</i>	<b>L1</b> Minimizing Company Exposure in Government Audits and Investigations – <i>Wendy Hyland, Todd Logsdon &amp; Mark Gomsak</i>		<b>B1</b> Navigating the Bermuda Triangle of Employment Law: The Interplay of the ADA, FMLA and Workers Compensation – <i>Laurie Kemp</i>	
<b>BMS</b> A2 CREDTalks: The Evolution of HR – <i>Cathy Fyock, CSP, SPHR, SHRM-SCP</i>			<b>B2</b> Health & Welfare Compliance: What Employers Should Know – <i>Lauren Johnson, APA, CFC</i>	
<b>BMS</b> A1 Recognizing & Engaging Employees Today – <i>Bob Nelson, PhD</i>			<b>B3</b> Best Practices and Trends for Benefits in the Workplace – <i>Angela Bailey, SHRM-SCP, SPHR, CCP, MBA &amp; Christina Heckathorn</i>	
<b>BMS</b> A2 CREDTalks: The Evolution of HR – <i>Cathy Fyock, CSP, SPHR, SHRM-SCP</i>	<b>L2</b> Special Employment Law Topics for Religiously-Affiliated Employers – <i>Elizabeth Muyskens &amp; Allison Cooke</i>		<b>B4</b> Financial Wellness Programs – More Than Just a Fad – <i>Jeanne Fisher</i>	
<b>BMS</b> A3 Strategic HR: Being an HR Professional AND a Business Partner – <i>Lyle Hanna, SPHR, SHRM-SCP</i>	<b>L3</b> Getting Worker Classification Right – <i>Jeff Calabrese</i>		<b>B5</b> Minding Your 401(k) Plan - Fiduciary Basics and Developments – <i>Alison Stemler &amp; Debbie Hardesty</i>	
<b>BMS</b> A4 Shhhh...You Might Be Doing OD: OD Philosophy and Practice in the Workplace – <i>JC Gibson, MSOD</i>	<b>L4a</b> Mock Employment Jury Trial – Part 1 – <i>Mitzi Wyrick</i>		<b>B6</b> Reasonable Accommodation or Regrettable Obligation? Don't Let Your Good Deed Be Punished – <i>Josh Salsbury</i>	
<b>BMS</b> A5 Ubuntu! Inspiring Teamwork and Collaboration at Work – <i>Bob Nelson, Ph.D</i>	<b>L5</b> The Top Employment Cases and Legislation of 2016 – <i>Mauritia Kamer</i>		<b>B7</b> Wage & Hour Update – <i>Jim Cockrum</i>	
<b>BMS</b> A5 Ubuntu! Inspiring Teamwork and Collaboration at Work – <i>Bob Nelson, Ph.D</i>	<b>L5</b> The Top Employment Cases and Legislation of 2016 – <i>Mauritia Kamer</i>		<b>B7</b> Wage & Hour Update – <i>Jim Cockrum</i>	
<b>BMS</b> A4 Shhhh... You Might Be Doing OD: OD Philosophy and Practice in the Workplace – <i>JC Gibson, MSOD</i>	<b>L4b</b> Mock Employment Jury Trial – Part 2 – <i>Mitzi Wyrick</i>			
<b>BMS</b> A6 Top Strategies for Acquiring the Best Talent – <i>Wendi Shufflebarger, PHR, SHRM-CP, CSP, MSHRL</i>	<b>L6</b> Background Screening: What You Don't Know Can Hurt Your Organization – <i>Debra Keller, FCRA Advanced Certified</i>		<b>B8</b> Implementing a Worksite Wellness Program – <i>Jennifer Hoert, Ph.D, SHRM-CP, PHR &amp; Angela Bailey, SHRM-SCP, SPHR, CCP, MBA</i>	
	<b>L7</b> Emerging Issues in Protections for LGBT Employees – <i>Allison Moreman</i>		<b>B9</b> Innovative Benefits for Different Generations – <i>Bob Nelson, Ph.D</i>	
<b>BMS</b> A3 Strategic HR: Being an HR Professional AND a Business Partner – <i>Lyle Hanna, SPHR, SHRM-SCP</i>	<b>L8</b> Oh No...Please Tell Me You Didn't! – <i>Lynn Ingmire, SHRM-SCP, SPHR &amp; Marian Ahl</i>		<b>B10</b> FMLA Update – <i>Demetrius Holloway</i>	
<b>BMS</b> A7 The Complexity of Designing Simpler Organizations – <i>Reed Deshler</i>	<b>L9</b> What HR Professionals Should Know About the Recent Trends in NLRB Decisions and Guidance – <i>Cynthia Effinger &amp; Stephen Amato</i>		<b>B11</b> Understanding the Impact of Health Care Reform Now and in the Future – <i>Lisa Stamm</i>	
<b>BMS</b> A8 Your Title May Be Human Resources, but Trust Me: You're in Marketing! – <i>Jim Smith, SPHR, SHRM-SCP, PCC</i>			<b>B12</b> Tips & Tricks to Help You Excel with Excel! – <i>Candra Bryant, MBA, PHR, SHRM-CP, Kurt Kessler, LSSBB &amp; Lyle Hanna, SPHR, SHRM-SCP</i>	
<b>BMS</b> A7 The Complexity of Designing Simpler Organizations – <i>Reed Deshler</i>	<b>L9</b> What HR Professionals Should Know About the Recent Trends in NLRB Decisions and Guidance – <i>Cynthia Effinger &amp; Stephen Amato</i>		<b>B13</b> Immigration Update – <i>Charles Baesler</i>	
<b>BMS</b> A8 Your Title May Be Human Resources, but Trust Me: You're in Marketing! – <i>Jim Smith, SPHR, SHRM-SCP, PCC</i>	<b>L10</b> Working on Overtime: Preparing for DOL's Changes to FLSA Overtime Regulations – <i>LaToi Mayo &amp; Jay Inman</i>			

DATED MATERIALS — PLEASE RUSH

32<sup>nd</sup> Annual Conference

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