

CBSHRM Fall Seminar

Columbia Basin SHRM (CBSHRM) is back **LIVE!**

Join us in October 2022 as we host our all day Fall CBSHRM Seminar!

Here are the presentations to look forward to:

	<p>7:30 am – 8:00 am – Continental Breakfast and Networking.</p>
	<p>8:00 am – 8:30 am – Meet and Greet, Columbia Basin SHRM President opening, sponsorship and raffle.</p>
	<p>8:30 am – 9:30 am – Recruiting Efforts and Interviewing Based on Amazon’s Leadership Principles Presented by Erisa Young, Full Life Cycle Recruiter from Amazon Web Services (AWS) HR Recruiting.</p>
<p>Review of Amazon’s unique recruiting efforts and interview process based on their Leadership Principles. In a time where recruiting, finding the right talent and retaining employees has been rough, Erisa Young at Amazon shares their in-depth process to find the right fit for their multiple teams and individuals that bring more than just experience to their company.</p>	
	<p>9:30 am – 10:00 am – Networking Break and Raffle for the SHRM Foundation.</p>



10:00 am – 11:00 am – Trust and Character in Employment Relationships Presented by George Cicotte, Attorney with The Cicotte Law Firm

In many employment relationships there is a trust gap right now. No matter how hard employers work to provide great wages and benefits, if they don't lead with trust and character, it won't work well. Employers and workers are facing a multitude of HR challenges, and HR professionals generally turn to our typical HR solutions to deal with them. What if we started speaking about and demonstrating real trust and character, not in any way that could be considered political or woke [in other words NOT mere DE&I] but in a way that created real trust between employees and leadership? What would that take? How could we do it? What are proven examples of the results that can be achieved?



11:00 am – 12:00 pm – Washington State Law Regarding Salary Transparency and Fair Compensation Presented by Theresa Chow, SPRH, SHRM-SCP, MBA Senior Recruiting Manager at Clark Nuber

2022 has been a record-setting year in many ways. With historic highs in wage growth, inflation, and people quitting their jobs, what do you need to know to be prepared for 2023?

Theresa will discuss the hottest topics in compensation and offer strategies to meet these challenges. We'll talk about how to successfully adapt and thrive in the coming year.

After this session, attendees will:

- Understand current economic trends and how they will impact 2023 compensation strategy
- Identify effective approaches to attract and retain employees in a turbulent time
- Strategize how to comply with the changes to the Washington EPOA and exempt salary threshold



12:00 pm – 1:00 pm – Lunch Break.

Benefits

1:00 pm – 2:30 pm – Pacific Northwest Employee Benefits for the Remainder of 2022 and 2023 Presented by Liliana Salazar, Chief Compliance Officer – Pacific Northwest, Trevor Watson, AVP, Western Regional Leader, Workforce Absence Management and Pat Leahy, MBA, Senior VP – Employee Benefits from HUB International

This session will discuss all the federal and state mandates impacting the administration of benefit plans and best practices to ensure employers remain in compliance. We will address the following topics:

1. COVID-19 Updates- What provisions will be sunseting?
2. ACA Compliance- Reporting, Affordability Calculations in 2023 and Appealing Letters 226-J
3. Transparency rules- What to do to comply with RxDC reporting - Due 12/27/22
4. Overturning Roe v. Wade- What it means to employers and their plans
5. WA Cares Act Update
6. Updates on WA PFMLA
7. New Oregon PFML - Overview
8. What to Expect in 2023- Trends and New mandates



2:30 pm – 2:45 pm – Break and Raffle for SHRM Foundation.



2:45 pm – 3:45 pm – WorkSource Resources and Veteran Resources presented by Carya Bair, Business Services Specialist, ESD Universal Case Manager, Crystal Bright, Workforce System Coordinator and Jose Sandoval, Local Veteran Employment Representative (LVER) from WorkSource Columbia Basin

WorkSource is a statewide partnership of state, local and nonprofit agencies that provides an array of employment and training services to job seekers and employers in Washington.

Customers access services electronically through WorkSourceWA.com or through a network of more than 60 WorkSource centers, affiliates and connection sites.

Last year, WorkSource professionals helped some 170,000 workers and nearly 5,600 Washington employers. Studies show that people who use WorkSource services tend to find work faster and earn more money than those who don't.

	<p>3:45 pm – 4:45 pm – Leadership and Workplace Burnout Presented by Nicole Sherman, Chief Operating Officer from Numerica Credit Union</p>
<p>Affectionately referred to as Head Humans, those taking on roles within any company’s Human Resources truly are “givers”. Over and over they go the distance simply because it’s who they are, it’s in their DNA, and they are the difference makers.</p> <p>Refueling is essential. Mindfulness and meditation, physical exercise, hobbies; all are important to filling your own cup first and yet, as HR professionals, how do you go beyond the basics when your energy is zapped? It’s time to replenish from the inside, out!</p>	
	<p>4:45 pm – 5:00 pm –Columbia Basin SHRM President Closing and Questions.</p>

WHEN: October 19, 2021 from 7:30 am – 5:00 pm
WHERE: Red Lion Hotel & Conference Center Pasco
COST: \$145.00 for member, \$170.00 for non-members and \$70 for student members.

Visit our website: <https://cbshrm.memberclicks.net/events> to learn more and register.

Recertification Credits



SHRM Certification has been approved for this virtual conference for 6.50 General HRCI/6.50 PDC toward SHRM-CP and SHRM-SCP recertification. A program code will be provided at the end of the conference. The program also meets recertification credit standards set by the HR Certification Institute and other HR certifying bodies, but candidates must manually enter their activity into their records.

Event Sponsored by

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About our presenters



Erisa Young

Erisa Young was born and raised in Oklahoma City, Oklahoma. She is currently a Full Life Cycle Recruiter in the R4HRTA (Recruiting for HR Talent Acquisition) at Amazon Web Services (AWS). She has been with Amazon for over four years, beginning in Amazon Operations space. She and fellow Amazon employees support Amazon's philosophy that it is Always Day 1!



George Cicotte

George F. Cicotte founded The Cicotte Law Firm in 2002. Mr. Cicotte's entire career has focused on employee benefits, beginning in 1989 as a pension actuary and, since 1995, as an ERISA attorney. He serves clients throughout the U.S., with a preponderance in the western and southwestern states. Before establishing The Cicotte Law Firm, Mr. Cicotte practiced law in Washington, D.C. with Covington & Burling, consistently ranked as one of the most selective law firms in the nation.

Mr. Cicotte's broad employee benefits practice involves such diverse issues as health and retirement plan design, representing employers in labor relations matters, federal taxation, assisting health plans with HIPAA, COBRA and all other requirements and advising on a myriad of employment and fiduciary responsibility issues. In addition to counseling with clients on compliance and transactional matters the Firm frequently defends ERISA lawsuits.

Mr. Cicotte has spoken throughout the country for groups such as the Western Pension and Benefits Conference, The Institute for Applied Management and Law, The Society for Human Resource Management, Deloitte & Touche Consulting, Lorman Education Services, The National Association of Insurance and Financial Advisors, The National Employer Conference and The Zero Alpha Group. He has authored and co-written several articles and publications including the employee benefits chapter of *The Contingent Workforce - Business and Legal strategies*, published by Law Journal Press.

Mr. Cicotte is rated AV by Martindale-Hubbell, the premier attorney rating service. This video describes what this rating means. The AV designation indicates that Mr. Cicotte has been recognized by other attorneys and judges as having achieved the highest standards of legal ability and ethical conduct.



Theresa Chow

Theresa is a Senior Recruiting Manager of Clark Nuber, with 20 years of recruiting experience which included compensation analysis and offer negotiations. She received her Master of Science degree from Concordia University, Nebraska. She holds a Senior Professional in Human Resources (SPHR) designation with an additional certification as a SHRM-Senior Certified Professional (SCP).

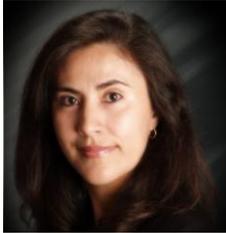


Trevor Watson

Trevor Watson serves as the West Regional Leader for HUB's Workforce Absence Management practice and has over 10 years' experience working in a multitude of roles across the employee benefits and absence management industry.

Trevor began his career in the Life and Disability carrier space as a Disability claims examiner before progressing into a management role, overseeing a team of Disability examiners managing claims for clients ranging in size from 100 – 10,000+ lives. Transitioning out of operations and into client consultation, Trevor worked as an Absence Management Consultant, providing guidance and consultation to clients regarding their Life, Disability, and Leave of Absence programs assisting with topics including, but not limited to, program design and implementation, streamlining administration, and ongoing compliance with state and federal regulations. Trevor leveraged his knowledge and expertise to find success working several years as a Sr. Group Benefits Sales consultant – first with a carrier and later with a TPA. In addition to his experience working in the carrier/TPA space, Trevor also worked in the Absence, Disability Management, and Life specialty practice of a large national insurance broker/consultant where he assisted with absence and time off programs, industry benchmarking, compliance, and program marketing for clients with 10,000 or more employees.

Trevor is a graduate of The University of Arizona with a Bachelor's of Science in Business Administration with a focus in Business Management. He lives in Erie, CO with his wife, son, and chocolate Labrador. He enjoys his time off playing golf and spending quality time with his family.



Liliana Salazar

As Chief Compliance Officer for the Pacific Region for HUB International Limited, Liliana is responsible for addressing public and private employers' health and welfare responsibilities under federal and state laws and city ordinances. She works closely with HUB's service teams and clients to develop short- and long-term strategies that will allow clients to remain in compliance while addressing clients' financial and human capital needs.

Liliana interacts with regulatory agencies such as the Department of Labor, the Internal Revenue Service, the U.S. Treasury Department, the Centers of Medicare and Medicaid Services, the Department of Health and Human Services, the Equal Employment Opportunity Commission and state insurance departments to discuss the applicability of laws and regulations to group health plans.

Liliana possesses 25 years of experience in addressing the compliance and regulatory needs of employers and their group health plans. She actively worked with carriers and clients in ensuring their compliance with the HIPAA Privacy, Security, and HITECH Act rules, GASB 45 obligations, and more recently the Patient Protection and Affordable Care Act (PPACA or ACA). Prior to joining HUB, Liliana was National Practice Leader for the Employee Benefits Compliance Practice of Wells Fargo Insurance Services, and Vice President of Compliance for ABD Insurance Services.

Liliana is a regular speaker at national and state conferences sponsored by private and public employers, employee benefit chapters and HR associations, including ISCEBS, SHRM, CALPELRA, PELRA, NAFOA and others and is also a regular contributor to national and regional employee benefit publications.

Due to her contributions to employee benefits and the insurance industry in general, Liliana was the recipient of the 2013 Women to Watch Award from Business Insurance.



Pat Leahy

As a Senior Vice President with HUB International Northwest, Pat Leahy, MBA, handles market relationships and placement for some of the firm's more complex accounts. He has more than 22 years of experience helping clients develop and implement long-term benefits strategy, being proficient in both self-funded and the fully-insured cover options. Pat's industry knowledge came from 15 years with an insurance wholesaler, where he led a 13-state regional sales team and helped design proprietary Long Term Care insurance products. Pat's strategy for large employers is very straightforward; barring unique employer specific circumstances, if you are big enough to self-fund your health plan, self-fund it. If you are big enough to open an employer sponsored health clinic, open the clinic. Both will save the employer a lot of money while increasing employee engagement regarding their health care. Pat grew up in Yakima, Washington. He graduated from the University of Notre Dame with a degree in Economics, a third generation Notre Dame alumni, having attended on a full athletic scholarship. He was a 6th round draft pick by the Florida Marlins as a pitcher and played 5 years of professional baseball. After baseball, while working full-time and being a father of two young children he obtained his MBA from the University of Washington. In his spare time, Pat likes to ride his motorcycle, watch his son's collegiate football team and in the past was very active in coaching football, baseball and softball for his two children and their friends.



Carya Bair

Carya Bair is the Healthcare Sector Lead and Universal Case Manager with Employment Security Department at WorkSource Columbia Basin. Over the past ten years with WorkSource, she has held a variety of roles as both Business Specialist and Employment Specialist, including providing resources through the WIOA Adult & Dislocated Worker Programs and as the Rapid Response Coordinator. In her current role, she is part of the Business Services Team, providing connections to grow and sustain business, including workforce planning, online recruitment, and staffing resources.

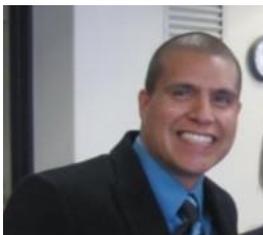
Some fun facts about me. I lived in two foreign countries, and multiple states when growing up. My travels took me to Kenya, Africa, shortly after the Embassy was bombed in 1989. These life experiences

helped shape me for the modern workplace where diversity and inclusion are more important as organizations look to create workplaces more reflective of current demographic trends.



Crystal Bright

Crystal Bright is the WorkSource System Coordinator at WorkSource Columbia Basin. She is an inclusive leader with over 15 years managerial experience across a diverse set of industries, including education, hospitality, financial services, and developmental/behavioral therapy. Through each of these roles she has maintained a commitment to customer centric practices and partnership, resulting in quality services that exceed expectations.



Jose Sandoval

Jose Sandoval is the Local Veteran Employment Representative (LVER) for WorkSource Columbia Basin and former Army Veteran. Jose has used the WorkSource system to achieve his current role and responsibilities. Jose has 4 years as an Employment Specialist at Employment Security Department assisting in programs such as the Re-Entry Program, Basic Food, Employment, & Training Program Case Manager, Disabled Veteran Outreach Program (DVOP), and now Local Veteran Employment Representative. Jose has always wanted the best for the job seekers and businesses he serves to achieve their next goal and provide them resources and tools to use along the way.



Nicole Sherman

In more than 25 years of industry leadership, Nicole is well-known as a catalyst for banking innovation as she brings a refreshing approach to leading and empowering people. She is regarded as a brilliant change agent and an unwavering force in the industry. Nicole is a “leader builder” and does so by her

words of empowerment, actions, work ethic, high standards and dedicated coaching and mentoring of others.

Known for her paramount presentation style, she is a Keynote and Transformational Speaker, Certified Executive Coach and Corporate Presenter. Since 2003, Nicole continues to be a top-rated faculty member at Pacific Coast Banking School at the University of Washington Foster School of Business.

An architect of momentum, Nicole leverages past accomplishments to fuel future innovation. Her “live on purpose, lead with intention” philosophy and dedication inspires others to see their greatness and bring that level of engagement every single day.