

# 2009 NYS SHRM Conference & Solution Center

## An Invitation to Participants

HR Professionals, Executives, Small Business Owners,  
Trainers, and Business Leaders Interested in  
Maximizing Human Capital and Personal Performance



Turning Stone Resort & Casino  
July 19-21, 2009



The Voice of Human Resources for NYS  
[www.nysshrm.org](http://www.nysshrm.org)

AFFILIATE OF  
**SHRM**<sup>TM</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

# WELCOME

## 2009 NYS SHRM CONFERENCE & SOLUTION CENTER

July 19, 20 and 21, 2009

### SURVIVE AND THRIVE

is the theme of the Annual NYS SHRM Conference and Solution Center located, this year, at the Turning Stone Resort and Casino. We are all facing some tough times but hope to bring you an easy commute with limited expenses for the conference as well as a lineup of speakers and concurrent session presenters who will provide you suggestions and solutions for “Thriving and Surviving”.

This year, we are offering some evening concurrent sessions to give you more for your conference dollars. If this works for you, please take advantage of getting another presentation into your schedule. Also, with the Solution Center grand opening on Monday, we are giving you the opportunity to participate in TWO pre-conference workshops for those of you who are early to the conference. Take a little time to enjoy all that the resort offers for our conference attendees from gaming and entertainment to fine dining, the spa and salon and several signature golf courses.

Sincere appreciation is extended to our partners and vendors for their continued support of our conference. Help us to show them our appreciation by visiting the Solution Center offering you solutions for your business needs. We are pleased that you have decided to join us for this exciting opportunity for professional achievement. NYS SHRM is looking forward to seeing you at the Turning Stone Resort and Casino in July.

Have a great conference experience.

NYS SHRM and the Conference Planning Committee

## Pre-Conference Concurrent Sessions

Sunday, July 19, 2009 • 2:15 - 5:00 pm

**2:15 - 3:30 pm:**

### **Maintaining Work-Life Balance in a Stressful Economy**

Today's economic downturn is making it more challenging than ever to maintain work-life balance. Layoffs often result in increased workload for those who remain on the job. Everyone feels more pressure to be indispensable. We have to work better and faster while also experiencing more internal and external stress. Learn practical ways to reduce stress and manage the inevitable stress of the workplace, now coupled with the additional pressure of economic concerns. It begins with understanding your stress triggers and mind-set. Delve into managing time and priorities using proven techniques with the ultimate goal of being more efficient and effective than ever without sacrificing your work-life balance.

Judi Hampton - President, Judi Hampton Public Relations & Blackside Inc.

**3:45 - 5:00 pm:**

### **Being a *Best Company to Work For* in Tough Times**

Panelists representing organizations that have successfully competed in the Best Companies to Work For in New York will discuss:

- Logistics of the process
- Value to their organization
- Why their organization is a Best Company
- What they are doing in 2009 (and beyond) to maintain their Best Company status in difficult economic times

Moderated by Barry Manus, Principal - Bravo HR Services, Inc.; Best Places to Work in NY  
Chairperson

[www.bravohrservices.com](http://www.bravohrservices.com)

# Conference At-A-Glance

## Sunday, July 19

2:15 - 3:30 pm  
Pre-Conference Session 1  
*Maintaining Work-Life  
Balance in a Stressful  
Economy*

3:45 - 5:00 pm  
Pre-Conference Session 2  
*Being a Best Company to  
Work for in Tough Times*

5:30 - 6:15 pm  
Social Reception

6:15 - 7:00 pm  
Dinner

7:00 - 7:15 pm  
Welcome - Opening Remarks

7:15 - 8:15 pm  
General Session 1  
*Leading Through  
Turbulent Times*

## Monday, July 20

8:00 - 9:30 am  
Solution Center Opening;  
Continental Breakfast

9:45 - 11:00 am  
Solution Center

11:15 am - 12:30 pm  
Concurrent Sessions M1

12:45 - 1:30 pm  
Lunch

1:30 - 1:45 pm  
Announcements -  
Speaker Introduction

1:45 - 3:00 pm  
General Session 2  
*The Benefits Edge:  
The Competitive Value of  
Employee Benefits in an  
Era of Sustainability*

3:00 - 4:15 pm  
Solution Center

4:15 - 5:30 pm  
Concurrent Sessions M2

5:30 - 6:30 pm  
Solution Center with  
Social Reception

6:45 - 8:00 pm  
Evening Sessions

## Tuesday, July 21

8:00 - 9:00 am  
Solution Center  
with Breakfast

9:00 - 10:15 am  
Concurrent Sessions T1

10:45 am - 12:00 pm  
Concurrent Sessions T2

12:15 - 1:00 pm  
Lunch

1:00 - 2:15 pm  
General Session 3  
*The New Normal: Secret  
HR Strategies to Thrive  
in a Strange Economy*

2:15 - 2:45 pm  
Closing - Prizes, Thank You

## Recertification Credits

*Survive and Thrive* sessions have been submitted for recertification credits toward PHR, SPHR, GPHR through the Human Resources Certification Institute (HRCI)



# About The Turning Stone Resort & Casino

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In Upstate New York's historic Mohawk Valley, The Turning Stone Resort & Casino provides culinary delights, exciting gaming, lavish entertainment, an enticing spa, and 72 holes of championship golf.

**Accommodations.** Revel in a stunning panoramic view of the countryside from The Tower at Turning Stone, a 19-story magnificent hotel features nearly 300 rooms and suites. A lush, tropical indoor garden provides a grand entranceway into The Tower and surrounding resort.

**Golf.** Three signature golf courses are designed, constructed and maintained to tour standards. Each course offers 18 holes of PGA-quality golf in a spectacular natural setting, and has captured the attention of national golf publications and professional players.

**Gaming.** Turning Stone is an internationally recognized gaming destination offering more than 2,400 multi-game machines, over 100 table games, and New York's largest bingo hall. Play the ever-popular Keno throughout the property, as well as in a comfortable Keno lounge.

**Dining.** The resort has eleven restaurants offering a dining experience for every taste and every budget, from quick snacks to gourmet steak, seafood and Asian cuisine. Enjoy a fabulous meal then stop by Opals Confectionery to indulge in the tempting array of sweets.

**Spa.** Take a dip in the heated indoor swimming pool, then relax in the sauna and top it off with a muscle-and-mind-soothing massage. The resort's Fitness Facility is constructed with mirrored walls and huge glass windows, so you can enjoy the site of our resort while you work out. Spa guests enjoy complimentary use of Tower Fitness, the adjoining lap pool and the Spa pool. Hotel guests are allowed complimentary use of the Spa pool.

## **Accommodations**

**Hotel Accommodations:** Turning Stone Resort & Casino, 5218 Patrick Road, Verona, NY, 13478

**Hotel Reservations:** Make your reservations by calling 315-361-7711 or 1-800-771-7711 and mention the "SHRM" Conference for your discount.

**Incredible Conference Discount:** The Tower Hotel: \$119.00 per night, single or double occupancy, Sunday thru Thursday. All rooms subject to an 8 % tax unless payee is tax exempt. An additional rate may be charged for Saturday night. Hotel check in is at 3 p.m.

# General Session 1

Sunday, July 19, 2009 7:15 - 8:15 pm

**Judi Hampton - President**

**Judi Hampton Public Relations & Blackside Inc.**

## ***Leading Through Turbulent Times***

Leading in today's turbulent economy is more difficult than ever - leadership skills have never been more essential. Now we all need to be adept at motivating staff and colleagues to work under increased pressure. Judi will show you how to lead during turbulence - how to motivate others even in a workplace that is facing layoffs, budget restraints, and other difficulties.



Learn:

- Why your self-perception is a key factor in how - and if - others perceive you as a leader
- To maintain a positive attitude despite economic realities
- To demonstrate and project resilience in your mind-set
- Delegation strategies and skills to allow everyone on your team to excel, adapt to new challenges and achieve shared goals
- Qualities of leaders who maintain their vision and poise in turbulent times and situations
- Motivation techniques of successful leaders and how you can apply them to your work

## **Judi Hampton**

Over the last decade, Judi Hampton has led hundreds of training programs for non-profit organizations, government agencies, and corporations. She has conducted seminars for Cornell University Extension Programs, Boston University Corporate Education Center, Neighborhood Reinvestment Corporation, and the New York City Department of Citywide Administrative Services. Clients include: The Ford Foundation, the United Nations, MasterCard, Raytheon, Hudson Health Plan, Weill Medical Center, and numerous universities.

Judi Hampton also serves as President of the Board of Directors of Blackside Inc., which produced *Eyes on the Prize*, the Emmy Award-winning public television series on the civil rights movement. Ms. Hampton spearheaded a successful fundraising campaign that raised over \$1 million to clear rights for the series and make it available to the public and the educational community again. This resulted in the series being rebroadcast in 2006 and 2008 on public television, a national outreach program, and a new DVD set. This effort is an extension of Judi's lifelong commitment to efforts that benefit minority communities.

Ms. Hampton has over 25 years of experience in the public relations field. Her firm, Judi Hampton Public Relations, has conducted successful public relations programs for the Brooklyn Children's Museum, Panasonic, McDonald's, Alvin Ailey American Dance Theater, the New York City Human Resources Administration (HRA), the New York City Office of Equal Employment Opportunity, Literacy Volunteers, and many other clients. Prior to starting her own company, she was a senior public affairs officer and spokesperson for the Mobil Corporation.

Judi Hampton's experience managing her own two companies and in a major corporation enables her to lead programs that provide real-life solutions. Ms. Hampton's programs feature accelerated learning techniques that allow participants to retain skills and apply them directly to their specific workplace challenges.

## General Session 2

Monday, July 20, 2009 1:45 - 3:00 pm

Ronald S. Leopold, MD, MBA, MPH, Vice President  
and National Medical Director  
MetLife Institutional Business

### *The Benefits Edge: The Competitive Value of Employee Benefits in an Era of Sustainability*

Employers have a historic window of opportunity to recalibrate the competitive value of employee benefits, to sustainably drive key business goals of productivity, retention and attraction.

Dr. Leopold describes four “employee benefits profiles” that decision-makers can explore to clarify their own company benefits opportunities, together with an innovative framework that challenges traditional benefit approaches to health, retirement and work/life balance and maps resources with the strategies most likely to produce an engaged and productive workforce.

### **Ronald S. Leopold, MD, MBA, MPH**

Ronald S. Leopold, MD, MBA, MPH, is Vice President and National Medical Director of MetLife Institutional Business.

Dr. Leopold is an industry thought leader for MetLife focusing on the future of work, health and benefits. He is a nationally-recognized public speaker with an entertaining style that blends thought-provoking industry insight with compelling illustrations and humor.

He is a Board Certified Occupational Medicine Physician who holds a Masters in Business Administration from the Wharton School of Business, the University of Pennsylvania and a Masters in Public Health from Boston University.

His book THE BENEFITS EDGE: The Competitive Value of Employee Benefits in an Era of Sustainability was recently published.

He is also the author of A Year in the Life of a Million American Workers, an almanac of absence data that provides a comprehensive picture of one million American workers and their health conditions, illnesses and absence patterns over a one-year period.

[www.MetLife.com](http://www.MetLife.com)



# General Session 3

Tuesday, July 21, 2009 1:00 - 2:15 pm

**Karl J. Ahlrichs, Partner  
ExactHire**

## ***The New Normal: Secret HR Strategies to Thrive in a Strange Economy***

The economy is forcing organizations to go back to basics: value, metrics, LEAN, and high-impact ROI. The secret is that none of these buzzwords work if core processes are broken and people are underperforming. It's time to look beyond the "buzzwords" and truly rethink the core processes driving Human Resources.

Karl will challenge how your HR department operates now and give practical advice on making process changes that will produce real results in the pressure cooker of today's economy.

This is a fast-paced, interactive session which will look at some clever and aggressive new hiring, motivation and retention processes to save money, and effort and that are both effective and legally compliant. Mixing fresh case studies with psychological theory, Karl has answers for many of the questions facing modern organizations.

Karl brings this program to New York State SHRM after presenting it at the SHRM National Conference and Exposition in New Orleans in June 2009.

## **Karl J. Ahlrichs, SPHR**

With 25+ years of human resources, sales and marketing experience, Karl assists audiences and clients with their business and marketing experience.

Currently, he is a partner in ExactHire, a national organization specializing in improving the sustainability and efficiency of organizations. Prior experience was a Senior Consultant for Professional Staff Management, a PEO. Earlier in his career, he was Director of Business Development in the Indianapolis office of Marsh & McLennan, and Vice President of Right Management Consultants, and international human resources consulting and outplacement firm. At those firms, his clients included Roche, Boeing, Apple Computer, Anthem, and Frito Lay.

Karl facilitates an invitation-only roundtable for Indianapolis CFOs. He is a member of SHRM and the American Society of Training and Development, and the Association for Psychological Type.

In 2003, Karl was named the SHRM Human Resource Professional of the Year for the State of Indiana. He has presented at the National SHRM Conference for 7 consecutive years. Karl received his B.A. in Business from Indiana Wesleyan University and is enrolled in the Butler University M.B.A. program.

[www.exacthire.com](http://www.exacthire.com)



# Concurrent Sessions

## M1-A: The ADA & FMLA - What Was Old is New Again

This session will examine the dramatic changes to the ADA and FMLA and their functional implications for your organization. Through case studies, John will examine the changes, the practical steps HR should take to comply, and how to deal with real life scenarios that will present themselves in your workplace.

John Bagyi, Esq., SPHR - Partner, Bond, Schoeneck & King, PLLC

[www.bsk.com](http://www.bsk.com)

## M1-B: Human Resources IS About Business

HR is constantly scrutinized for its value - often viewed as a cost center...a drain on the company's financial assets. What if your CFO or COO saw HR as a creator of value and could demonstrate its positive impact to shareholder value.

Learn:

- The profit side of the P&L and HR's impact on the bottom line
- The financial translation of your efforts to actual shareholder value
- How to develop a business case to access investment in HR initiatives and report its results
- Five great ideas to redeploy your HR staff during tough times without laying them off - and show positive outcomes

*(Session is offered again at 4:15 pm.)*

Geoffrey M. Dubiski, MS, CDR, CIR - Principal & Managing Director, Sumner Grace & Associates

Mark S. Andrekovich, Chief of Human Capital; President, Tax Credit & Employer Services, Maximus

[www.sumnergrace.com](http://www.sumnergrace.com)

## M1-C: It's About the Results We Want, Not the Initiatives We Plan

Are you constantly trying to engage your people while working harder to maintain performance and growth? Is executing your business strategy getting more difficult as you must balance tomorrow's opportunities with today's economic challenges? Learn how to design a culture that is focused on results - not initiatives - so we can survive and thrive beyond today's turbulent times. Participants will leave with the ability to drive immediate value from their people.

Jack Gottlieb - President, The Total Solutions Group, Inc.

[www.tsgresults.com](http://www.tsgresults.com)

## M1-D: Pirates of St. Croix

Chris creates themed-learning at its best! Critical skills like leadership, teamwork, delegation, communication, attention to detail and problem-solving are skillfully wrapped in a multi-media pirate presentation that culminates with a fast-paced out-of-your-seat crew competition. This epic adventure is real-world professional development. Don't miss this one-of-a-kind experience.

*Seating is limited to 40 per session. (Session will be offered again at 4:15 pm and 6:45 pm.)*

Christopher Novak - The Summit Team

[www.summit-team.com](http://www.summit-team.com)

# Concurrent Sessions

## M2-A: Human Resources IS About Business

HR is constantly scrutinized for its value - often viewed as a cost center...a drain on the company's financial assets. What if your CFO or COO saw HR as a creator of value and could demonstrate its positive impact to shareholder value.

Learn:

- The profit side of the P&L and HR's impact on the bottom line
- The financial translation of your efforts to actual shareholder value
- How to develop a business case to access investment in HR initiatives and report its results
- Five great ideas to redeploy your HR staff during tough times without laying them off - and show positive outcomes

**Geoffrey M. Dubiski, MS, CDR, CIR - Principal & Managing Director, Sumner Grace & Associates**

**Mark S. Andrekovich, Chief of Human Capital; President, Tax Credit & Employer Services, Maximus**

[www.sumnergrace.com](http://www.sumnergrace.com)

## M2-B: HR Answers the SOS Call

More than ever HR is serving two masters: the CEO demanding downsizing, salary and benefit reductions, and the "survivors" needing TLC to remain positive and productive. Treating HR's internal customers with respect and sensitivity creates the extra needed support. Learn easy and effective ways to offer stellar service by understanding your internal clients' needs and providing customer-focus to meet those needs.

**Joan M. Hebert, MBA, MS - Principal, Hebert Performance Training**

[www.heberttraining.com](http://www.heberttraining.com)

## M2-C: Surviving the Employee Free Choice Act

Learn how the Employee Free Choice Act will change existing law to make it easier for unions to conduct successful campaigns to organize the employees of private sector employers. In addition, learn what employment policy changes and other steps might be taken by employers to maintain nonunion status in the face of the new legal requirements.

**John T. McCann, Esq., Partner - Hancock and Estabrook, LLP**

[www.hancocklaw.com](http://www.hancocklaw.com)

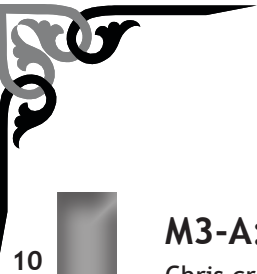
## M2-D: Pirates of St. Croix

Chris creates themed-learning at its best! Critical skills like leadership, teamwork, delegation, communication, attention to detail and problem-solving are skillfully wrapped in a multi-media pirate presentation that culminates with a fast-paced out-of-your-seat crew competition. This epic adventure is real-world professional development. Don't miss this one-of-a-kind experience.

*Limited to 40 participants. (Session will be offered again at 6:45 pm.)*

**Christopher Novak - The Summit Team**

[www.summit-team.com](http://www.summit-team.com)



# Concurrent Sessions

## M3-A: Pirates of St. Croix

Chris creates themed-learning at its best! Critical skills like leadership, teamwork, delegation, communication, attention to detail and problem-solving are skillfully wrapped in a multi-media pirate presentation that culminates with a fast-paced out-of-your-seat crew competition. This epic adventure is real-world professional development. Don't miss this one-of-a-kind experience.

*Limited to 40 participants.*

Christopher Novak - The Summit Team

[www.summit-team.com](http://www.summit-team.com)

## M3-B: HR Job Search in a “Not Normal” World

In a normal world, the rules for finding a job in HR have always been a little different. Now, the rules are totally off the charts. If you are currently in a search (or intend to start one) come join us for a discussion of the current state of affairs and some clever “next step” strategies for HR. Learn:

- How to create a job where there is none
- How to build a personal network in a hurry
- How to expand your options within driving distance from your house
- How to address the economy
- How to do a job search “behind the scenes”
- The new rules for cover letters and resumes

All of this will be facilitated by hiring expert Karl Ahlrichs, based on more than a decade in outplacement and an additional decade as an expert on the hiring process. Bring your myths and we will share realities.

Karl J. Ahlrichs, SPHR - Partner, ExactHire

[www.exacthire.com](http://www.exacthire.com)

# Concurrent Sessions

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Concurrent Sessions T1

Tuesday, July 21, 2009 • 9:00 - 10:15 am

## T1-A: Uncommon Sense - Why Finance and Human Capital Don't Get Along

There is good news and bad news for HR in this stressful economy. Good news: HR, through solid metrics and a strategic alignment with the bottom line, has a chance to make a significant impact on the organization. Bad news: few HR professionals understand the constraints and convoluted thinking of their new partner, the CFO. Illustrated with real life examples and seen through the eyes of an HR professional who is bilingual with finance, this presentation examines:

- The “real life” world of the CFO
- A view of the world and the workforce through the eyes of a CFO
- Best practices that work effectively in communicating with and gaining the trust of the CFO

Karl J. Ahlrichs, SPHR - Partner, ExactHire

[www.exacthire.com](http://www.exacthire.com)

## T1-B: Turning Crisis into Opportunity in a Period of Downsizing

With today's financial crisis and other major disruptions, organizations are going through layoffs, salary freezes and dismantling of entire service areas. Yet successful organizations are turning these crises into opportunities for future growth and dominance in their industries. This presentation will provide specific strategies that successful companies are using to motivate their staff, shed unnecessary work and position themselves for success both now and in the future. Learn the critical leadership role that Human Resources can play in successfully navigating through the current storm.

Eugene P. Buccini, Ph.D - Buccini Associates

[www.bucciniassociates.com](http://www.bucciniassociates.com)

## T1-C: Wellness Responsibility

Discover how *Wellness Responsibility* can reduce the cost of health and workers' compensation insurance, and improve employee productivity and absenteeism. Seventy-five percent of health care expenses are “lifestyle” related. Learn how to engage all employees in a customized approach to change behavior towards healthy living. *Wellness Responsibility* can produce definite return on investment and drive negative medical trend. Featuring two employer case studies, this workshop examines the simple initiatives that continue to produce positive results.

David W. Melby, VP and J. Martin Brayboy, VP - Rose & Kiernan, Inc.

[www.rk.com](http://www.rk.com)

## T1-D: Employee Engagement in Tough Times

Feel like the present economy is squeezing your organization in a vise? Engaging and retaining valued employees is particularly critical amid periods of economic uncertainty if organizations are to maintain product and service quality and a foundation for future growth. Drawing on extensive research with leading companies, learn how, with careful attention to positioning individuals and teams to succeed, you cannot only weather the storm but emerge from the downturn with a stronger organization. Karl will explore strategies for keeping employees onboard and motivated in a tumultuous economy.

Karl Peyronnin - Senior Consultant, Hay Group Insight

[www.haygroup.com](http://www.haygroup.com)

# Concurrent Sessions

## T2-A: Are We Having Fun Yet? 77 Ways to Create a Motivating Work Environment - Even in Tough Times

Did you ever hear that happy employees are more productive? Do your employees love coming to work every day? Do they have fun? Is your organization listed as one of the Best Companies in New York State? Regina will share best practices and realistic solutions from companies that know how to create positive work environments even during tough economic times. Come prepared to share your best ideas, too.

Regina M. Clark, CSP - Principal, Left Brain Leverage

[www.reginaclark.net](http://www.reginaclark.net)

## T2-B: HR Survival Guide for Compensation - During Today's Tough Times

Today's "doom and gloom" economic situation demands that HR professionals seek innovative ways to survive. Compensation, often the largest expenditure, is often first impacted. Learn how companies continue to evolve their compensation processes for stretching pay dollars. Examine changes over the past six months relative to merit increases, bonuses, and performance management. With a positive look into the future, Paul will share insights on how HR professionals can best position their compensation structures for year-end and beyond.

Paul R. Dorf, Ph.D. - Managing Director, Compensation Resources, Inc.

[www.compensationresources.com](http://www.compensationresources.com)

## T2-C: Cutting Back in a Slumping Economy? Employment Options and Risk Management Strategies

Employers are responding to the unprecedented economic uncertainty by reducing expenses, primarily employment expenses. Companies are reorganizing business units and reducing staff through voluntary and involuntary group termination programs. These initiatives present challenges for managing a wide range of employment law risks. This presentation examines various legal issues, including alternatives to workplace reduction, options for conducting voluntary and involuntary attrition programs, effective criteria and procedures for making layoff decisions, determining disparate impact, considerations under the federal and state Worker Adjustment and Retraining Notification Act (WARN), securing valid releases, strategies for communicating with departing and remaining employees, administering the new federal subsidy of COBRA premiums, and wage-hour considerations.

Penny Lieberman, Esq. and Christopher Valentino, Esq. - Partners, Jackson Lewis

[www.jacksonlewis.com](http://www.jacksonlewis.com)

## T2-D: Lead Through Transition

Whether change comes from positive growth or economic downturn, surviving and thriving in the midst of change takes more than business savvy, it takes skill and confidence. HR professionals are vital in influencing the process and evolution of change in their organizations. Understanding the stages of transition and the skills and behaviors required to demonstrate leadership during change is critical to lead successfully during change. Using a personal case study, participants will examine

- The stages of transition
- How to identify individual and team position in the transition process
- Tactics for influencing individuals during transition
- Suggestions for creating team synergy in transition

Diane M. Weber - Partner, Skills Source

[www.leadershipskillssource.com](http://www.leadershipskillssource.com)

# Solution Center

## Solution Center - Marketplace, Culinary Delights and More!

Explore NYS SHRM's Solution Center to discover new products and services to enhance your organization and enable you to strategize, lead and deliver. Time has been scheduled for conference participants to visit the Solution Center to network with experts and colleagues.

The following are some of the areas that will be represented:

- Recruitment
- HR Information Systems
- Legal Services
- Employment Services
- Benefit Services
- Consulting
- Media and Publication Services

The Solution Center is also the place for coffee and snack breaks. Be sure to experience the culinary delights of The Turning Stone Resort and Casino at the social reception as well as the keynote sessions.

## Solution Center - Event Schedule

The Solution Center is open all day on Monday from 8:00 a.m. to 6:30 p.m. and Tuesday from 8:00 a.m. to 12:00 p.m.

<u>Date</u>	<u>Time</u>	<u>Exposition Event</u>
Monday, July 20	8:00 a.m.	Grand opening and continental breakfast
	9:45 a.m. - 11:00 a.m.	Coffee Break
	3:00 p.m - 4:15 p.m.	Ice Cream Break
	5:30 p.m. - 6:30 p.m.	Solution Center with social reception
Tuesday, July 21	8:00 a.m. - 11:30 a.m.	Solution Center open

## Prizes Galore!

*Survive and Thrive* will give away \$1,000 in cash, a weekend get-a-way at The Turning Stone Resort and Casino, a free registration to the 2010 Conference as well as other prizes and surprises.

## Conference CD

Take the conference home with you. Each participant will receive a CD with information on each Conference presentation, a listing of participants and exhibitors as well as information about the NYS Society for Human Resource Management, the 17 Chapters in New York State and upcoming State Council Events.

# 2009 Conference Participant Registration Information

Register online at: <http://www.nysshrm.org>

Sunday, July 19 through Tuesday, July 21, 2009

	SHRM (National) Or Local Affiliate Chapter Member	Non-Member
<b>Conference Fees:</b>	\$350	\$400

Conference fees include pre-conference workshops, keynotes, concurrent sessions, all meals, cocktail receptions, conference tote bag, list of all exhibitors and participants, and conference CD.

## Accommodations:

**Hotel Accommodations:** Turning Stone Resort & Casino, 5218 Patrick Road, Verona, NY, 13478

**Hotel Reservations:** Make your reservations by calling 315-361-7711 or 1-800-771-7711 and mention the "SHRM" Conference for your discount.

**Cancellation:** Conference cancellations received in writing before June 1, 2009 will receive a full refund less a \$75 administrative fee. After June 1, 2009, no refund is provided.

**Tax Deductibility:** Conference expenses may be tax deductible; consult your tax advisor.

**Conference Payment:** Payments can be made online using Visa, MasterCard and American Express.  
Checks and Money Orders should be mailed to:  
NYS SHRM  
P. O. Box 396  
Guilderland Center, NY 12085

**Questions on Registration:** [aguido1@nycap.rr.com](mailto:aguido1@nycap.rr.com)

**Suggested Code:** Business casual - and don't forget plenty of business cards!