

University of NORTH ALABAMA



15TH ANNUAL NORTH ALABAMA HUMAN RESOURCES MANAGEMENT CONFERENCE

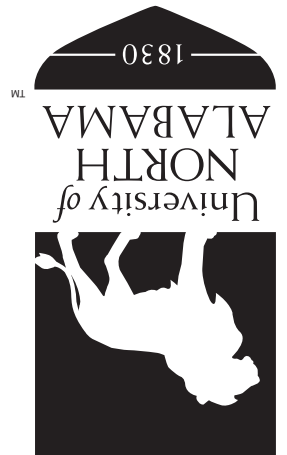
*Wednesday, June 9, 2010
8:00 am – 4:15 pm
UNA East Campus
Florence, AL*



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June 9th, 2010 • UNA East Campus • Florence, AL

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Wednesday, June 9, 2010 • 8:00 am – 4:15 pm • UNA East Campus • 1640 Tume Ave., Florence, AL 35630

Cost: \$99 per person if registered by June 2, 2010 • \$129 per person after June 2, 2010

(fee includes continental breakfast, refreshment breaks, lunch, course materials, and a certificate of attendance)

AGENDA

7:30 AM - 8:00 AM	CHECK-IN AND PICK UP MATERIALS. Enjoy a continental breakfast.
8:00 AM - 8:15 AM	WELCOME & INTRODUCTIONS
8:30 AM - 10:00 AM	INFLUENCING THE CORPORATE CULTURE FROM THE HR POSITION Gary Huckaby
10:00 AM - 10:15 AM	BREAK
10:15 AM - 11:15 AM	FEDERAL MINIMUM WAGE, OVERTIME, RECORDKEEPING AND CHILD LABOR REQUIREMENTS UNDER THE FAIR LABOR STANDARDS ACT Mark Manush, US Department of Labor, Wage & Hour Division
11:15 AM - 12:15 PM	HEALTH CARE CHANGES FOR 2010 & 2011 Nancy Bolyard, Blue Cross Blue Shield of Alabama
12:15 PM - 1:00 PM	LUNCH
1:00 PM - 2:00 PM	TOP TEN TIPS FOR DEALING WITH EEOC Beverly Hinton, Equal Employment Opportunity Commission
2:00 PM - 2:15 PM	BREAK
2:15 PM - 4:00 PM	LEGAL UPDATE Gregg Smith
4:00 PM - 4:15 PM	CONFERENCE WRAP-UP AND PRESENTATION OF CERTIFICATES



Register Online @
www.una.edu/continuing-studies

MEET YOUR INSTRUCTORS

NANCY BOLYARD has been employed in the Legal Department of Blue Cross and Blue Shield of Alabama as a Senior Managing Attorney since June 2006. She graduated from the University of Alabama School of Law in 1991 and graduated summa cum laude from the University of Alabama in 1988 with a Bachelor of Arts in Philosophy.

BEVERLY HINTON is employed by the Birmingham District Office of the U.S. Equal Employment Opportunity Commission as Deputy District Director. She assists with management of the daily operations of the district office, and frequently represents the agency in the implementation of its fee-based training programs. Prior to her appointment as deputy director, Beverly served the district as program analyst, and coordinator of internal and external training, education and outreach programs to employers, organizations, community groups and individuals. She has been employed with EEOC for thirty-one years, and in addition to her current position as deputy director, she has also served as program analyst, investigator, fact finder and conciliator of individual and class charges of discrimination, as well as pattern and practice cases. She has co-authored training manuals on Work Place Harassment, Understanding EEO, and has had substantial input in training modules used by the Commission nationwide. She is also a member of the EEOC's Investigator Training Team. During May 2003, Beverly was named Federal Employee of the Year in the area of Equal Employment Opportunity by the Birmingham Federal Executives Association. She is the recipient of three Commission CORE Awards for her contributions in the area of training, as well as numerous performance awards and recognition by numerous community-based organizations, including the NAACP Metro Birmingham Chapter's recognition as one of Birmingham's Outstanding Women of Achievement and Community Service during March 2009.

GARY C. HUCKABY, JR., Ph.D., is a nationally recognized author, consultant and professional speaker. He received his Ph.D. in Industrial/Organizational Psychology from the University of Mississippi and his Bachelor of Science degree from the University of Alabama in 1986. In the past twenty years he has built an impressive resume' including, teaching at both the elementary and collegiate level, owning a construction company, hosting a daily talk radio show, and taking an interim role as Vice President of an international manufacturing company. As a founding partner and President of Huckaby Consulting Group, Inc., formally known as Benchmark Behavioral Management, Inc., he has been the recipient of the "National Durrance Award" given to the most outstanding academic advisor, the "Delta Leadership Award", the Small Business Administration "Excellence in Consulting" Award—Mississippi, 1995, the Junior Achievement "Instructor of the Year"—2001 for the State of Alabama and the "Commanders Leadership Award" from Redstone Arsenal in 2007.

Dr. Huckaby provides keynote speeches, leadership training and HR related consulting to companies all across the country. He maintains a busy schedule consulting and speaking to a wide variety of corporations ranging from small family owned businesses to Fortune 500 companies throughout the United States and abroad. He has published several articles in both professional journals and trade magazines and authored two books, "Lead Like a Lizard" and "Build a Bridge and Get Over It." He has shared the stage with names such as Zig Ziglar,

Ken Blanchard, First Lady Barbara Bush, Katie Couric, Dave Ramsey, Joe Montana and Senator Trent Lott.

His hobbies include golf, hunting, fishing, antique auctions, welding, scuba diving, carpentry and flying. Gary and his wife Stacey have two daughters and reside in Huntsville, Alabama.

MARK MANUSH graduated from the University of North Alabama with a bachelor's degree in Health, Physical Education and Recreation. He began work with the Federal Government in 1989 as an Investigator with the U.S. Office of Federal Investigations. He conducted background and suitability investigations on employees seeking employment or already employed with a federal agency in a sensitive position. He has been employed with the U.S. Department of Labor, Wage and Hour Division's Field Office in Huntsville, Alabama, since February 1994.

GREGG L. SMITH has his own law practice located in Birmingham, Alabama where he represents management and individuals on a national basis in all aspects of labor and employment law. Mr. Smith is a graduate of the University of Alabama School of Law. He received his undergraduate degree from the University of Alabama and, after graduation, worked in Ft. Lauderdale, Florida in the construction and real estate industries. Mr. Smith owned his own small business and later served in a management capacity for other companies prior to attending law school. Mr. Smith has lectured frequently on the different aspects of employment law drawing upon his practical and legal experience in making legal theories easier to understand and apply in the workplace. Mr. Smith has represented a wide variety of private and public employers on employment matters including discrimination complaints, EEOC investigations, worker's compensation claims, OSHA violations, and wage and hour compliance.



UNA CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

UNA COURSE REQUIREMENTS

60 Hours comprised of the following:

The **SHRM Learning System** (offered online each Spring and Fall) 35 Hrs. This course is required.

Electives: 25 Hrs., courses are offered during the day and evening hours

Electives are offered in the spring, summer, and fall. Separate brochures are mailed when information is available. Electives must be a UNA sponsored event.

Visit our website for the latest course offerings at www.una.edu/continuing-studies.

UNA's Office of Continuing Studies and Outreach tracks your progress in the certificate program. Progress reports may be requested at any time, however, they are usually available at the seminar you are attending.



Who Should Participate?

- Individuals in HRM/Personnel Management who wish to improve their knowledge and skills
- HRM Directors and Specialists preparing for professional certification by the Society for Human Resource Management (SHRM)
- Individuals new to, or wishing to enter human resource management
- Middle Managers in need of broadening their knowledge and skills base
- Business Managers who need a good knowledge of employment and people management

This valuable certificate recognizes that you have completed a professional program in human resource management. When you complete the certificate, you will receive a mounted certificate from UNA stating that you have successfully completed the 60 hour program. For more information, contact Meghan Fike at 256-765-4289 or mmfike@una.edu.

FAST & EASY REGISTRATION



BY PHONE

Our registration office is open from 8 a.m. to 4:30 p.m. Monday through Friday. Call (256) 765-4UNA (4862) or 1(800)-825-5862, ext. 4862. We accept American Express, Discover, MasterCard and Visa. We also accept company purchase orders.



IN PERSON

During our office hours, come by our office in the UNA East Campus building at 1640 Tune Avenue, Florence.



VIA FAX

Simply fax the attached registration form any time, day or night to (256) 765-4872. All fax registrations require a credit card number unless the course is being invoiced to your company.



ONLINE

To register online, visit our website at www.una.edu/continuing-studies Click on Human Resources for a list of available courses and course descriptions.



MAIL

Complete the attached registration form and mail with your check or credit card information (don't mail cash) to Continuing Studies & Outreach, UNA Box 5036, University of North Alabama, Florence, Alabama 35632-0001.

Cancellations: If you must cancel, notify us three days in advance for a **full refund**. Later cancellations may receive credit toward future workshops if requested by the date of the seminar less a \$50 cancellation fee. Participant substitution may be made at any time.

Please make as many copies of the attached form as you need.

Registration Form

If registering more than one person, please list additional names and information on an attached sheet or duplicate this form.

Name _____

Job Title _____

Company/Organization _____

Mailing Address Home Work _____

City _____ State _____ Zip _____

Phone: (Day) _____ (Evening) _____

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Payment Method:

Check Enclosed (payable to UNA) Please include course name on lower left side of check.

Please invoice company above. If different address than mailing, please provide:

Purchase Order

Money Order

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PLEASE REGISTER ME FOR THE FOLLOWING SEMINARS:

15th Annual North Alabama Human Resources Management Conference • June 9, 2010 • Florence, AL

\$99 per person if registered by June 2, 2010 \$129 per person if registering after June 2, 2010

Please make as many copies of this form as you need.