



REGISTRATION

LCHRA Spring Conference

Name: _____

Job Title: _____

Company: _____

Address: _____

City/State/Zip: _____

E-Mail: _____

- LCHRA Member - \$50 Registration Fee
- Non-Member - \$75 Registration Fee
- I am interested in becoming a member.*

Registration fees include lunch. Three or more registrations from the same organization receive a \$10 discount per person.

Please send form with registration fee to:

LCHRA
Lori Bakken
St. Mary's Innovis Health
1027 Washington Ave.
Detroit Lakes, MN 56501

Make checks payable to LCHRA.

For questions, call Theresa Halverson at 1-800-497-1425.

Registration Deadline:

March 31, 2010



TRUE OR FALSE: HIPPA Privacy laws are not an issue in conjunction with Corporate Wellness programs?

TRUE OR FALSE: Employers can face potential liability from employee use of social networking sites?

TRUE OR FALSE: Driving is considered a major life activity under the ADA?

If you can't answer these questions with

100% CONFIDENCE

this ONE DAY training is for YOU!

REGISTER TODAY!

Sponsored by:



www.lchra.org





**SO YOU THINK YOU KNOW
HR?**

**LCHRA CONFERENCE
THURSDAY, APRIL 22 2010
8:00 a.m.-3:00 p.m.
HOLIDAY INN • DETROIT LAKES, MN**

8:00-8:30	Registration
8:30-8:45	LCHRA Welcome
8:45-10:00	Workplace Legal Implications of Social Networking and other Internet Applications. Presented by Penny Phillips
10:00-10:30	Vendor Break
10:30-11:45	Biometrics: The Next Step in Wellness and Consumer Driven Health Care Presented by David Flotten
11:45-1:00:	Lunch/Keynote Speaker Brandon Johnson Principals of Leadership
1:00-1:30	Vendor Break
1:30-2:45	How to not get Sued/Legal Update Presented by Alec Beck
2:45-3:00	Door prizes and Conference concludes

Join us! LCHRA is comprised of human resource professionals from around the lakes area representing a diverse blend of employers. Member organizations are located in Detroit Lakes, Perham, Fergus Falls, Pelican Rapids, Mahanomen, New York Mills and other lakes area communities.

**Workplace Legal Implications of Social Networking and other Internet Applications
PENNY PHILLIPS**

This presentation will cover how employers can use the internet to conduct searches on applicants, discrimination and privacy issues relating to employees and applicants, along with whether employers can discipline an employee for postings on private blogs or social networking sites.

**Biometrics: The Next Step in Wellness and Consumer Driven Health Care
DAVID FLOTTEN**

Are you ready for the future? Biometric-results driven plans, the latest innovation in group health plan design, are about to explode into the marketplace. We want to make sure you have the knowledge to evaluate whether this ground-breaking option is right for your organization. Biometric plans are the logical extension of today's wellness and consumer driven health care models. Employees earn rewards for meeting certain biometric markers, such as body mass index, cholesterol levels, and smoker/nonsmoker status. Such plans have the potential to reduce costs and improve employee wellness by providing incentives for healthy behavior. But there are also employee relations, legal, and strategic risks if not implemented correctly. Join us for this session that will provide you with the information you need to be able to discuss the primary features, benefits and risks of a biometric results-driven health plan with your benefits consultant and other decision makers in your organization.

**Principals of Leadership
BRANDON JOHNSON**

In this keynote address Mr. Johnson will passionately share the enduring secrets of all success – the Principles of Personal Leadership. Honored as an “Emerging Leader” from the Twin Cities Business magazine, Brandon has developed and led thousands of people through leadership experiences and seminars since 2000 and is known to bring his audiences to their feet with excitement and passion to create results, energy, and commitment to their businesses, communities, families and to themselves all across the US, Canada, and across seas to the UK. Without exception, Brandon models living life 100% from the heart as a business professional, father and husband.

**How to not get sued/Legal Update
ALEC BECK**

The focus of this session will be less on legal updates than on working with the laws most of us are familiar with. The session will walk through several discrete fact scenarios and apply legal principles and HR best practices to reach the desired result. The overall theme of the session will be how to deliver certain results to management/operations, without running afoul of the law. In other words, this will be aimed at higher-end human resource professionals, who have moved beyond the “compliance” aspects of the job and into the strategic area.

Programs have been submitted for credit through HRCI.

