OCTOBER 26-27, 2022

GLACIER CANYON CONFERENCE CENTER
Wisconsin Dells, Wis.

REGISTER ONLINE: www.abcwi.org/hrconference
Conference Registration

- $149 for first attendee
- $119 for additional attendee from same company

Register online at www.abcwi.org/hrconference

Hotel Accommodations
Call 1-800-867-9453 by 9/26
Take advantage of ABC’s special room rate of $119 at Glacier Canyon Lodge & Conference Center.
Reference Group #927559
# SCHEDULE AT A GLANCE

## Wednesday, October 26, 2022

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:30 p.m. to 2:30 p.m.</td>
<td>HR Committee Meeting</td>
</tr>
<tr>
<td>2:00 p.m. to 3:00 p.m.</td>
<td>Registration / Welcome</td>
</tr>
<tr>
<td>3:00 p.m. to 4:30 p.m.</td>
<td>HR Boot Camp: Welcome to HR Auditing Your Employee Handbook Relative to New Developments in Labor &amp; Employment Legislation and Case Law</td>
</tr>
<tr>
<td>4:30 p.m. to 5:00 p.m.</td>
<td>Break with Exhibitors</td>
</tr>
<tr>
<td>5:00 p.m. to 6:30 p.m.</td>
<td>Legal Update: Significant Cases &amp; Developments in 2022</td>
</tr>
<tr>
<td>6:30 p.m. to 9:00 p.m.</td>
<td>Social with Exhibitors</td>
</tr>
</tbody>
</table>

## Thursday, October 27, 2022

<table>
<thead>
<tr>
<th>Time</th>
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</tr>
</thead>
<tbody>
<tr>
<td>7:00 a.m. to 8:00 a.m.</td>
<td>Registration / Breakfast / Welcome / Announcements</td>
</tr>
<tr>
<td>8:00 a.m. to 9:00 a.m.</td>
<td>Benefit Statements / Job Interviewing Tips / Do I need to comply with DOT requirements? / Financial Statement Impact of the New Leasing Standard under GAAP / Job Costing – Back to the Basics</td>
</tr>
<tr>
<td>9:00 a.m. to 9:30 a.m.</td>
<td>Break with Exhibitors</td>
</tr>
<tr>
<td>9:30 a.m. to 10:30 a.m.</td>
<td>Magnetic Leadership / Handling Difficult People / HR Department of One / Financial Reporting Opportunities / Change Orders – Best Practices</td>
</tr>
<tr>
<td>10:30 a.m. to 11:00 a.m.</td>
<td>Break with Exhibitors</td>
</tr>
<tr>
<td>11:00 a.m. to 12:00 p.m.</td>
<td>Responding to Employee Concerns / Union Organizing in 2022 – Generation Z Makes its Mark / Stay Interviews / Building and Maintaining a Financially Strong Business</td>
</tr>
<tr>
<td>12:00 p.m. to 1:00 p.m.</td>
<td><strong>LUNCHEON KEYNOTE</strong> Dane Deutsch – Building Blocks of Character and The Tricycle Effect</td>
</tr>
<tr>
<td>1:00 p.m. to 2:00 p.m.</td>
<td>Compensation in a Post Pandemic World / Mental Health: Creating a Stigma-Free Workplace Training / OSHA Update and Model Techniques for Handling OSHA and other Government Inspections / Wisconsin Sales &amp; Use Tax Issues for the Construction Industry: Building Blocks for a Better Tax Outcome / Retirement Plan Best Practices to Help Achieve Employee Financial Wellness</td>
</tr>
<tr>
<td>2:00 p.m. to 2:30 p.m.</td>
<td>Break with Exhibitors (Prize Give-A-Ways - Ice Cream Social)</td>
</tr>
<tr>
<td>2:30 p.m. to 3:30 p.m.</td>
<td>HR Roundtable / Legal Update / Digital Technology – Friend or Foe? / Cutting Cost; Winning Workers Compensation</td>
</tr>
<tr>
<td>3:30 p.m.</td>
<td>Safe Travels Home</td>
</tr>
</tbody>
</table>

* Sessions subject to change without notice.

ABC of Wisconsin recognizes that COVID-19 safety and health protocols continue to change. ABC of Wisconsin will publish the protocols that will be used at the conference in mid-October. Those protocols will be consistent with guidance from local health officials.
Dane Deutsch
Coach / Speaker / Trainer / Author

Building Blocks of Character and The Tricycle Effect

We are excited to have Dane Deutsch join us as our keynote speaker. The Tricycle Effect teaches and coaches you to live a significant life by leading with character first. Understand how to balance success in your life and lead with character first to gain real significance and meaning in this day and age of anything goes. This presentation will inspire the audience to grow personally as leaders and transform their company cultures.

Speaker Lineup

DANIEL D. BARKER
Daniel D. Barker is a principal in the Madison office of Jackson Lewis P.C. Daniel represents employers in all labor and employment law matters. He has successfully defended clients in discrimination claims before courts and administrative agencies and works with employers to find creative and cost-effective solutions to their most difficult labor and employment-related legal challenges. His experience includes guiding employers through union-related challenges and all traditional labor matters, including strikes, collective bargaining, arbitrations, organizing campaigns, elections, and cases before the National Labor Relations Board.

DAN BERGS
Dan Bergs is a senior manager in Wegner CPAs’ management and human resources department. Dan joined Wegner CPAs as an intern in 2008 and started full-time after graduation in 2010. He specializes in working with individuals and business clients, providing them with a variety of tax and accounting services. Bergs specializes primarily on serving individuals and businesses in individual and business income tax planning and preparation; corporate, S Corporation and partnership tax returns; outsourced accounting and bookkeeping; entity planning for new businesses; QuickBooks consulting; and sales tax and multi-state tax.

JENNA BIDWELL
Jenna Bidwell has 15 years of Human Resources experience with eight years consulting with clients in the areas of compensation and the employee experience. She’s a Gallup certified CliftonStrengths coach and leads the Carlson Dettmann Consulting efforts on employee engagement. She received a bachelor’s degree from the Wisconsin School of Business with an emphasis in management and human resources.

AUSTIN DEMOSS
Austin DeMoss is a member of Wipfli, LLP’s state and local tax group and a firmwide resource in assisting with and resolving clients’ multistate tax issues. As a former auditor for the Wisconsin Department of Revenue and the Texas Comptroller of Public Accounts, his knowledge and experience help him provide the best possible outcome for clients of all sizes. Austin is committed to providing outstanding customer service and helping his clients to understand the complex world of sales and use tax.

JOHN FOLSOM
John Folsom is a partner in Wegner CPAs’ Tax and Business Services Department. He joined the firm in 2013 with more than 20 years of public accounting experience. Throughout his career, Folsom has gained extensive experience in business profitability consulting; projections and budgeting consulting; reviews and compilations for businesses in a variety of industries; audit and tax preparation engagements for the construction industry; income tax preparation and planning for businesses and individuals; and developing and presenting educational seminars for businesses.

NICOLE FRANK
Currently the Human Resources Manager for Dave Jones, Inc., a family-owned mechanical contractor, Nicole has 20 years of human resources experience. Nicole has worked for multiple family-owned companies ranging in size from 100 employees to 5,000 employees. In her current role, Nicole is responsible for the creation and
implementation of a Pay for Performance Plan. Nicole is a current member of SHRM (Society for Human Resources Management), the ABC Human Resources Committee (Chair for 5 years), and a Management member of the Worker’s Compensation Advisory Council for the State of Wisconsin.

MITCHELL GURALSKI
Mitchell Guralski is a Certified Financial Planner located in Wausau, WI. Mitchell specializes in assisting business owners in satisfying their fiduciary duties while establishing and maintaining retirement plans, including 401(k), 403(b), and Cash Balance plans. He also educates the employees of such businesses regarding the retirement benefits provided to them, as well as on other financial wellness topics.

MIRIAM HORWITZ
Miriam has more than 40 years of experience in litigation, employment law, and workplace issues. Before joining Goldstein Law Group, S.C., Miriam was a Deputy City Attorney for the City of Milwaukee, supervising the section on litigation, employment, employee benefits, contracts, and municipal law and, before that, she served as an Assistant City Attorney. She is a graduate of Northwestern University (BA) and Northeastern University School of Law (JD). Miriam served as President of the Government Lawyers Division of the State Bar, and on the Board of Governance from 2015 to 2016. Currently, Miriam is on the Board of Tikun HaRt, a social action organization with a mission to “heal the city.”

MARK A. JOHNSON
Mark A. Johnson is an attorney with Ogletree Deakins in Milwaukee and has a wide range of experience representing businesses in matters involving labor and employment law. Johnson has represented employers in hundreds of cases in federal and state courts and before federal and state administrative agencies in Wisconsin and throughout the country. Johnson is a frequent speaker on topics related to litigation and labor and employment law, such as wage and hour, hiring and discharge, arrest and conviction record, employment contracts, covenants not to compete, downsizing, non-disclosure agreements, employee handbooks, harassment claims and investigations, retaliation, union organizing, unfair labor practices and arbitration.

MIKE JOHNSON
Mike Johnson joined Hausmann Group in 2018 and brings a wealth of employee benefits knowledge and experience to the team. By looking two to three years out and addressing any type of cost or compliance concerns head on, he is able to help his clients and their employees achieve their goals. He works to build repeatable processes that address his clients’ benefit costs, compliance, and communications. Mike is proud to be recognized as a member of the In Business Magazine “40 under 40.” He gives back to the community through his role as Vice President of Membership for the Greater Madison Area Society for Human Resource Management, while also participating on the Advisory Board for Wisconsin Recruiters.

TARA JOHNSON
Tara Johnson B.A., B.S. is a Senior Manager in the Wipfli’s state and local tax practice. Tara has over 17 years’ experience in public accounting and assisting clients in a variety of industries with federal, state and local compliance. She currently focuses time in the spaces of property tax and sales/use tax. Tara oversees property tax compliance in multiple states for over 600 Wipfli clients. She has been heavily involved in educating and advising clients and non-clients alike on the impact of the state and local economic nexus thresholds for sales tax, and in monitoring continuing state and local developments in response to South Dakota v. Wayfair, Inc. Tara appreciates the variety of challenges and opportunities that arise from public accounting and the expansive range of clients and industries that are served therein.

ANDREW KAENHY
Andy Kaehny is Vice President, Chief Administrative Officer for Steiner Electric, Inc., which is primarily an industrial and commercial electrical contractor based in West Bend. Andy has a Bachelor of Science degree in financial planning from the University of Wisconsin-Madison and has more than 20 years of professional business leadership experience in financial services and construction. Andy currently serves on the ABC of Wisconsin Board of Directors. He serves on the board of directors of the Volunteer Center of Washington County, and he is a past board member of the West Bend Community Scholarship Foundation, where he promoted technical and trade careers through the selection of scholarship recipients.

JULIE MCCARTHY
Julie McCarthy has worked in the areas of professional business development, facilitation and coaching. Early in her career, she founded and built a successful small business, which she sold years later. She then built and led a team of over 100 independent consultants in the direct selling industry. She has facilitated professional development courses in the areas of Coaching for Performance and Emotional Intelligence as an Adjunct Professor, conducting two-day seminars across the country and has helped small business owners identify and assess areas for improvement such as talent acquisition, team development and retention as a Business Development Manager.

NANCY MEHLBERG
Nancy helps clients improve their company’s profitability and protects their interests by clearly understanding their future goals. She works closely and proactively with clients with an emphasis on business and income tax planning and financial reporting. Nancy helps clients establish internal financial reporting procedures and provides year-end financial reporting services. After evaluating procedures and processes, Nancy recommends options to streamline business processes. She reviews and recommends software that ensures management is provided with timely and accurate financial reports to run a profitable business.

DEREC MIEDEN
Derec Miden always sees the glass half-full (always), and more importantly, he is incredibly passionate about helping others, particularly when it comes to their finances. Together, these qualities make Derec a valuable and integral member of Wipfli Financial’s advisory team, on which he helps individuals, families, small business owners and retirement plan participants pursue their current and future financial goals and move forward with confidence. Whether it’s the business owner in need of a sound retirement plan, or the family hoping to finance their children’s education, Derec helps his clients visualize and develop big-picture strategies for the future through interactive and ongoing financial planning.

SAM MITCHELL
Sam is an attorney at Husch Blackwell LLP in Milwaukee. Sam focuses his practice on management-side employment litigation and counseling in the health care, education, life sciences, and construction industries.

BRUCE MORTON
Bruce Morton is the senior loss control consultant in the business insurance operations at Marsh McLennan Agency in Wisconsin. Bruce provides loss control and safety services to construction, manufacturing, general industry and trucking clients, specializing in construction. His goal is to provide high-end services to help companies and their employees strive to make the workplace safer and more productive. In addition, Bruce is a highly sought-after mental health speaker and a published author with topics in mental health.
In the construction industry, Chuck’s years of experience working with Circuit Court of Appeals. Clients rely on Review Commission and the Seventh including multiple six-figure and/or fatality defended employers in more than independent contractor labor negotiations, employment law, cases involving OSHA, Nazier focuses her talent in helping clients effectively address their strategic, people, and operational challenges. Drawing on more than 25 years of experience in strategy, leadership, professional coaching, organizational and cultural development, succession planning, change management and performance improvement, she helps executives overcome the major issues that create roadblocks to reaching their full potential.

As a leader in Wipfli’s Organizational Performance team, Tina Nazier focuses her talent in helping clients effectively address their strategic, people, and operational challenges. Drawing on more than 25 years of experience in strategy, leadership, professional coaching, organizational and cultural development, succession planning, change management and performance improvement, she helps executives overcome the major issues that create roadblocks to reaching their full potential.

Jenna Olvier is the Human Resources and Marketing Manager for Daniels Construction, located in Madison. Jenna has more than 12 years of human resources process and leadership experience in the caregiver, healthcare, title insurance, and construction industries. She has had the opportunity to work as a HR department of one and enjoys the challenge of wearing many hats, assisting her employees and helping her employer flourish. Jenna is a graduate of Marion University of Fond du Lac with a degree in Human Resources Management and is a Certified Professional by the Society of Human Resources Management.

Charles B. Palmer Chuck Palmer of Michael Best & Friedrich LLP handles complex cases involving OSHA, employment law, labor negotiations, independent contractor and joint employment matters. He has defended employers in more than 1,000 Occupational Safety and Health Administration (OSHA) citation cases, including multiple six-figure and/or fatality cases. Most cases are before the OSHA Review Commission and the Seventh Circuit Court of Appeals. Clients rely on his years of experience working with state and federal enforcement agencies to develop human resource, safety and environmental policies and practices. In the construction industry, Chuck’s experience encompasses safety, risk management, labor negotiations, and indemnification.

Kevin is a Principal at Newport Group. His specialty areas include wage and incentive plan design; board compensation, survey initiatives, organizational planning; performance management design; human resources compliance. Over the past 25 years, Kevin has assisted hundreds of companies in the financial services, professional services, manufacturing, not-for-profit, and construction industries. He has authored a number of articles in prominent national publications and is a frequent speaker for trade associations and service clubs.

Robert Sanders is a partner in Taylor English’s labor and employment department. He prides himself on delivering practical, straightforward legal advice that fits each client’s unique circumstances. He is a skilled trial attorney and negotiator, with a mediation and alternative dispute resolution background, whose first aim is to keep clients out of the courtroom. He routinely counsels employers on best practices to avoid risk when handling employee discipline and discharge, leave and accommodation, anti-discrimination, wage and hour, workers’ safety, and other issues. He has successfully tried cases before administrative agencies and state and federal courts, including federal jury trials.

Leia Schneeberger Leia Schneeberger is a dynamic brand ambassador with Mid-West Family Madison. Leia’s significant expertise in creating and managing marketing solutions for local businesses is unparalleled with hundreds of marketing campaigns generating millions in revenue. She now brings her considerable experience to help companies focus their recruiting efforts with these same proven marketing principles to attract top talent through brand building to make them the employer of choice in their category. Leia is backed by a team of strategists, writers, and creative designers who operate as an unpaid marketing department.

Denita Schreier Denita Schreier, CMA CCIFP, has been in the construction industry since 1995. Her career started as a regional controller for the Pennsylvania office of an ENR top 300 contractor, eventually being promoted to corporate controller over four regional offices. In 2005, she started her own consulting practice, helping construction companies make better use of their financial and project management software, preparing financial statements, creating process efficiencies and improving job cost reporting. In 2013, she was hired as CFO for WDS Construction, which later that year added a development arm, JCW Development. Earlier this year, Schreier was promoted to executive vice president over both companies. She is currently Vice President of the Madison CFMA chapter, and an ABC of Wisconsin Board Member.

Preston Tomlinson Preston Tomlinson is a manager on Wipfli’s audit and accounting services team with experience working on audits of both public and private companies. Preston’s industry focus is in construction and real estate where his technical knowledge of the audit and accounting standards and financial reporting requirements enables him to provide an efficient and effective audit service for his clients. Preston is also part of Wipfli’s professional standards taskforce for technical accounting issues. Preston leads Wipfli’s taskforce for ASC 842 implementation and education.

Doug Witte Doug Witte, an attorney with Boardman Clark, has more than 30 years’ experience representing private and public sector employers in all aspects of labor and employment law. His experience includes advising employers on employment issues, such as hiring, discipline and discharge, wage and hour laws, FMLA, ADA, unemployment compensation issues, and workers’ compensation claims, and representing employers in employment discrimination, wage and hour, workers’ compensation, and federal courts and administrative agencies, including Wisconsin’s Equal Rights Division and the EEOC. This includes defending employers who have EPLI or other insurance.

Mike Yonka Michael Yonka has a wide and diverse background in the transportation industry. He spent the first 10 years as an OTR driver in dry vans, reefer, flats and tankers. He has worked in the construction industry hauling roll-offs and dump trucks. He originally moved into the office as a dispatcher and soon was promoted into the terminal manager position. He has also held positions as the director of maintenance, human resources and recruiting. Michael has been a full-time safety director since 1991 for various large trucking companies in the Midwest. He is a Certified Director of Safety and Certified Driver Trainer through the North American Transportation Management Institute.
EARLY BIRD SESSIONS

Wednesday, Oct. 26

Come early for three great sessions, stick around for an evening of networking with peers and exhibitors

Registration opens at 2 p.m.

Wednesday Schedule

2:00 - 3:00 P.M.
Registration Opens
Welcome at 2:50 p.m.

3:00 - 4:30 P.M.
HR Boot Camp: Welcome to HR
► Sam Mitchell, Husch Blackwell LLP
► Caitlyn Doyle, Husch Blackwell LLP
This session will provide an overview of the Wisconsin and Federal employment laws that all HR professionals need to know and dispel some misconceptions regarding laws that many think exist but do not. The discussion will include an overview of wage and hour law and dealing with harassment in the workplace. We will also discuss the nature of “at-will” employment and best practices when interviewing candidates and extending employment offers.

Auditing Your Employee Handbook Relative to New Developments in Labor & Employment Legislation and Case Law
► Miriam Horwitz, Goldstein Law Group, S.C.
Recent developments at the federal and state level mandate that we give a serious reading to the language contained in our existing employee handbooks – e.g., employee classifications, drug and alcohol testing, etc. In some instances, the language of your current policy may invite issues, such that it should be modified. In other instances, a policy should be added (or deleted). We will cover how to message these changes to your employees. We will also examine your most frequently referenced policies – e.g., progressive discipline; social media; workplace violence and searches, etc. Although not mandatory, attendees are encouraged to bring their own employee handbooks.

4:30 - 5:00 P.M.
Break with Exhibitors

5:00 - 6:30 P.M.
Legal Update: Significant Cases & Developments in 2022
► Mark Johnson, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
► Sam Mitchell, Husch Blackwell LLP
► Doug Witte, Boardman & Clark, LLP
While all employers would like some stability and predictability, the reality is the employment landscape continues to shift. Staying current on all the new legal developments can be overwhelming. But minimizing risk is something all contractors want to do. Come find out about new laws, executive orders, regulations, and decisions from the past year so that you can prepare for the future and lessen your risks. This interactive session will update you on the latest court and agency actions, highlight other significant issues employers need to know about, and answer questions you might have so you can continue to be successful in 2022 and beyond.

6:30 - 9:00 P.M.
Social with Exhibitors
THE MAIN EVENT

Thursday, Oct. 27

Tons of sessions, a keynote speaker, prize giveaways and an afternoon ice cream social with exhibitors

Start the day off with breakfast at 7:00 a.m. and check out our 15 human resources and eight accounting sessions.

Thursday Schedule

7:00 - 8:00 A.M.
Registration, Breakfast, Welcome & Announcements

8:00 - 9:00 A.M.

**HUMAN RESOURCES**

**Benefit Statements**
- Jenna Oliver, Daniels Construction
- Andrew Kaehny, Steiner Electric, Inc.

In today’s labor market what can I do to help my employees understand the value working for me has to them and their family. A benefit statement is a personal summary of an employee’s benefits, including an estimate of the cost to provide those benefits. It highlights the value the employee receives from the company over and above the regular paycheck. This session will assist you in calculating your total compensation package for your employees and then how to present the statement to your employees.

**HUMAN RESOURCES**

**Do I Need to Comply with DOT requirements?**
- Michael Yonka, CDS, CDT, Sentry Insurance

The Federal Motor Carrier Safety Regulations (FMCSR) are the DOT rules which regulate vehicles on the roadway. Much confusion exists about complying with FMCSR. This session will provide an overview of the FMCSR (DOT) regulations including who needs to comply, who needs a commercial driver’s license (CDL), and a summary of key regulations.

**ACCOUNTING**

**Financial Statement Impact of the New Leasing Standard under GAAP**
- Adam Mueller, Wipfli, LLP
- Preston Tomlinson, Wipfli, LLP

This presentation will discuss the new leasing standard under GAAP that goes into effect for most private companies starting in 2022. The financial statement impacts may be significant for companies, and those impacts should be understood in advance of year end. We will discuss what the major changes are from existing GAAP, what impacts the users of the financial statements may see, and what conversations should be started today with those users.

9:00 - 9:30 A.M.
Break with Exhibitors

9:30 - 10:30 A.M.

**HUMAN RESOURCES**

**Magnetic Leadership: How to Attract, Lead & Retain Extraordinary People**
- Julie McCarthy, Magnetic Leadership 101

Learn to lead not simply by your title, but from a position of natural influence. Because people don’t follow companies, they follow people. In this session you’ll gain strategies that’ll help you confidently lead in a magnetic fashion that will empower you to attract, develop and retain an extraordinary team.
Thursday Schedule

HUMAN RESOURCES
Handling Difficult People
▶ Tina Nazier, MBA, CPC, CCM, Wipfli, LLP
Are you ready to master tough conversations? The ones that typically cause you to blow up or avoid. If so, this session about handing difficult people is for you!

HUMAN RESOURCES
HR Department of One
▶ Mike Johnson, Hausmann Group
As the world of work continues to evolve, these changes have an increasing pressure on HR teams of one. This session is designed to discuss trends and best practices in employee benefits, compensation and compliance related items.

ACCOUNTING
Financial Reporting Opportunities: Software Matters
▶ Nancy Mehlberg, CVB, EA, SVA Certified Public Accountants, S.C.
▶ Jack Clapham, CPA, SVA Certified Public Accountants, S.C.
Contractors have specific reporting needs that can be met easily with the appropriate financial reporting software. Wondering which is the best option for your business or if you are reporting on the right information? This session will discuss the best software solutions for your industry as well as the advantages and disadvantages of each option. There are many options for customized reporting to make your monthly/yearly reporting efficient. Interact with experts who use each software. They will discuss Quickbooks, Masterbuilder (Safe 100) and Intacct.

ACCOUNTING
Change Orders – Best Practices
▶ Denita Schreier, WDS Construction, Inc.
▶ Andrew Kaehny, Steiner Electric, Inc.
Come to this session to hear from two CFO’s on change order best practices from both the subcontractor and general contractor perspective. Lessons learned will be shared as we navigate techniques to make sure you don’t have a profit fade from scope adjustments throughout a project. Take away tips to apply to your company’s policies and procedures.

ACCOUNTING
Building and Maintaining a Financially Strong Business
▶ John Folsom, CPA, Wegner CPAs
▶ Dan Bergs, CPA, Wegner CPAs
Join John Folsom, CPA and Dan Bergs, CPA as they discuss best practices to ensure your business is poised to foster and maintain healthy growth.
In this session, attendees will learn how to assess the overall health of their businesses both financially and operationally so they can begin to “work on their business, not just in their business.” Each attendee will evaluate their business from a high-level and identify key areas for improvement. Topics covered will include:

- Understanding key performance indicators (KPIs) and ratios
- Budgeting
- Fraud prevention and protection
- Building value
- And more!

HUMAN RESOURCES
Responding to Employee Concerns; Creating a Supervisor’s Playbook to Stay in Bounds and Out of Penalty
▶ Robert Sanders, Taylor English Duma LLP
Your supervisors are the first line of defense when workplace issues arise. This includes responding to discrimination, harassment, safety or health, fraud waste or abuse, working conditions, and a wide range of other issues. In this session, we will discuss strategies to ensure your supervisory team responds to issues in a consistent and reliable way, quickly identifying issues so that they can be resolved in compliance with legal obligations which promote employee satisfaction and reduces litigation risk. This session will conclude with “HR Jeopardy” where you can practice your new-found skills and win “fabulous prizes.”

HUMAN RESOURCES
Union Organizing in 2022 – Generation Z Makes its Mark
▶ Daniel D. Barker, Jackson Lewis P.C.
Union membership levels across the country are reaching their highest levels in years due to a combination of factors, including favorable federal policies, worker shortages and an increased trend toward social activism. This presentation will update participants on recent organizing trends and changes in labor law direction, while identifying key decision points for employers interested in union topics.

HUMAN RESOURCES
Stay Interviews
▶ Jenna Bidwell, Carlson Dettmann Consulting
According to recent Gallup surveys, most turnover is avoidable. In fact, 52% of voluntarily exiting employees say their organization could have done something to prevent them from leaving. One of the best ways to keep your star players is by having stay conversations. These talks reveal risk factors for turnover and show top talent that you truly care.
Join this session to learn what they are, how to have them, and the far-reaching benefits. Don’t wait for signs of trouble; learn what can be done to proactively retain talent.

(Continued on next page ▶)
Thursday Schedule (Continued from previous page)

12:00 P.M. - 1:00 P.M.

KEYNOTE LUNCHEON
Building Blocks of Character and The Tricycle Effect
▷ Dane Deutsch, LMDC

This keynote is a multimedia presentation designed to “coach” the audience on the character building blocks necessary in “The Tricycle Effect” to be more significant in life by being more productive and successful leading with character first. This presentation will inspire you to grow personally as leaders and transform your company culture.

1:00 - 2:00 P.M.

HUMAN RESOURCES
Compensation in a Post Pandemic World
▷ Kevin Paulsen, Newport Group

Compensation strategies and approaches have not been immune from the impact of the pandemic. The challenges finding capable field, professional and leadership people is as challenging as ever. This session will identify the most effective techniques to help an organization attract, retain and motivate employees in this new atmosphere. We will explore the latest impacts on base, premiums and incentives so they are delivered in a way that reinforces the organization’s desired strategy and work environment. This will include the latest data and approaches so an organization can remain competitive in the talent marketplace.

HUMAN RESOURCES
Mental Health: Creating a Stigma-Free Workplace Training
▷ Bruce Morton, CHST, Marsh & McLennan Agency

Mental health impacts millions of individuals each year. While the prevalence of mental health is high, negative attitudes and stigma related to mental health are still pervasive. That stigma, along with other factors such as negative past experiences, cost, and access issues, prevent many individuals living with a mental health disorder from seeking treatment. All employees can play a significant role in helping to reduce the stigma related to mental health and build a work culture that makes it okay to talk about it. This training will introduce you to skills to help you notice and recognize potential signs and symptoms of mental health challenges and provide tools and resources to reach out and start a conversation. In addition, the training will share techniques for helping create a culture that supports the mental health of all employees.

HUMAN RESOURCES
OSHA Update and Model Techniques for Handling OSHA and Other Government Inspections
▷ Charles B. Palmer, Michael Best & Friedrich LLP

This presentation will outline the changes in OSHA standards and target areas applicable to ABC of Wisconsin contractors and demonstrate a best practice format for handling inspections.

ACCOUNTING
Wisconsin Sales & Use Tax Issues for the Construction Industry: Building Blocks for a Better Tax Outcome
▷ Austin DeMoss, CPA, Wipfli, LLP
▷ Tara Johnson, CPA, Wipfli, LLP

This session will guide you through the typical audit process, highlight common mistakes, update you on recent tax law changes, and address some of the issues you should be aware of when dealing with the Wisconsin Department of Revenue in a sales and use tax audit. Our presenters have past experience auditing for the Wisconsin Department of Revenue and helping construction contractors with sales and use tax issues.
Thursday Schedule

ACCOUNTING

Retirement Plan Best Practices to Help Achieve Employee Financial Wellness
▶ Derec Mieden, CFP, CRPS, QKA, Wipfli, LLP
▶ Mitchell Guralski, CFP, AIF, CRPS, Wipfli, LLP

The benefits of the retirement plan you offer may sometimes be forgotten by employees. However, when properly utilized, retirement accounts can become an individual’s largest source of wealth. Learn how you can help your employees take their retirement benefits to the next level with financial wellness sessions, online tools, and appropriate messaging, while also following best practices for maintaining your retirement plan.

2:00 - 2:30 P.M.
Break with Exhibitors
Includes prize giveaways and an ice cream social!

2:30 - 3:30 P.M.

HUMAN RESOURCES

HR Roundtable – Thinking Out of the Box to Hire and Retain Employees
▶ ABC of WI HR Committee Members

Companies are having to think out of the box with new ideas for recruiting and retaining employees. A few examples would be Corporate Chaplain and Dream Coach. Come to this roundtable discussion with your ideas or ways that your company is thinking out of the box and share them with other HR professionals who attend.

HUMAN RESOURCES

Legal Update: Significant Cases and Developments in 2022 (repeated)
▶ Mark Johnson, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
▶ Sam Mitchell, Husch Blackwell LLP
▶ Doug Witte, Boardman & Clark, LLP

While all employers would like some stability and predictability, the reality is the employment landscape continues to shift. Staying current on all the new legal developments can be overwhelming. But minimizing risk is something all contractors want to do. Come find out about new laws, executive orders, regulations, and decisions from the past year so that you can prepare for the future and lessen your risks. This interactive session will update you on the latest court and agency actions, highlight other significant issues employers need to know about, and answer questions you might have so you can continue to be successful in 2022 and beyond.

3:30 P.M.
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