# IDAHO STATE COUNCIL SHRM CONFERENCE

**FRIDAY, SEPTEMBER 30, 2016**

## MORNING

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</table>
| 7:30 – 8:00 | Breakfast | WELCOME!!  
REGISTRATION/BREAKFAST  
OPENING REMARKS |
| 8:00 – 9:00 | Opening Keynote | Cynthia Cooper  
Ethical Leadership for the 21st Century |
| 9:00 – 9:30 | Break | Sponsor Visits & Tradeshow |
| 9:30 – 10:30 | Morning Keynote | Kathleen Coulombe, SHRM  
Update from the SHRM Government Relations Team |
| 10:30 – 11:00 | Sponsor Visits & Tradeshow | |
| 11:00 – 11:30 | Welcome Luncheon Remarks and Sponsor Thank you  
Luncheon Served | |
| 11:30 – 12:30 | Lunch Panel Discussion | Employees with Disabilities: A Panel Review of Challenging Scenarios  
This session will be offered by a panel of diverse experts including representatives from the EEOC and IHRC along with employee and employer-based attorneys, who will offer advice and their unique perspectives on some of your most challenging scenarios when dealing with employees who have physical and mental disabilities. The panel will address a series of hypotheticals including:  
- Challenges to whether an employee is disabled  
- Common mistakes employers make and how to avoid them  
- Mental disabilities and the balance of safety in the workplace  
- Leave of absence practices  
- Job performance and workplace misconduct scenarios  
- Workers’ compensation claims and return to work policies including “100 percent healed” standards  
- Best practices for supporting employees with disabilities |
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**Panel Discussion**  
John Stanley, Seattle EEOC’s Supervisory Trial Attorney; Linda Goodman, Administrator for the Idaho Commission on Human Rights and John Ashby, Attorney, Hawley Troxell; Erika Birch, Managing Partner, Strindberg & Scholnick, LLC  
Panel Moderated by Kara Heikkila, Of Counsel, Hawley Troxell

### AFTERNOON

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>12:30 – 12:45</td>
<td>Break</td>
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<tr>
<td>12:45 – 1:45</td>
<td>Adjourn to Breakout sessions</td>
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<td></td>
<td>Sponsor Visits &amp; Tradeshow</td>
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<tr>
<td>Break 1:45 – 2:00</td>
<td>Break</td>
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<tr>
<td>2:00 – 3:00</td>
<td>Breakout Sessions</td>
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<tr>
<td>3:00 – 3:30</td>
<td>Snacks</td>
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<tr>
<td>3:30 – 4:30</td>
<td>Afternoon Keynote</td>
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#### Breakout Sessions 12:45 – 1:45

- **Perspectives from the EEOC and IHRC**  
  John Stanley, Supervisory Trial Attorney  
  Seattle Office of the EEOC  
  Linda Goodman, Administrator, Idaho Human Rights Commission

- **The New Workforce**  
  Fitting the new workplace realities under the existing legal umbrella  
  Clay Gill, Attorney, Moffatt Thomas and panel

- **Idaho Updates:**  
  Trade secrets, non-compete agreements and more  
  Andrea Roscholt & Cindy Melillo, Attorneys Moffatt Thomas

#### Breakout Sessions 2:00 – 3:00

- **Going Green**  
  Marijuana in the Workplace  
  Ben Ritchie, Attorney Moffatt Thomas

- **Workers’ Compensation**  
  Defending against claims and minimizing your risks  
  Mark Peterson, Attorney Moffatt Thomas  
  Holly Alderman, Adjuster Sedgwick Claims Mgmt. Services

- **Workplace Wellness Programs**  
  Healthy for Idaho employers?  
  Patricia Olsson, Attorney Moffatt Thomas

**Presented by**

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[Image of logos: Moffatt Thomas Attorneys at Law]
<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>4:30 to close</td>
<td>Conference Wrap up and Closing</td>
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