



Hickok & Boardman
HR INTELLIGENCE



Building a Smarter Workforce

Comply, Engage, Evolve

We cordially invite you to attend Comply, Engage, Evolve, a Human Resources seminar designed to inform, entertain and enlighten HR professionals.

The sessions are listed below along with the bios of the speakers. On behalf of Hickok & Boardman HR Intelligence, we sincerely hope that you can join us.

This seminar has been submitted for HRCI/SHRM credits and is pending approval.

This is a free seminar, but space is limited. To register for this seminar, please click [here](#).

Agenda

Date: Thursday, November 2nd, 2017

Time: 8:30 - 12:00

Place: Green Mountain Room
La Quinta Inn & Suites
St. Albans, VT 05478

8:30-9:00 Breakfast & Networking

9:00-9:15 Introduction

Michael Kilfoyle, Principal and Senior Vice President
Hickok & Boardman HR Intelligence

9:15-10:00 **New York Paid Family Leave**

Brenda JM Sabin, CBP, SPHR, SHRM-SCP, CHRS, Director of Compliance & Payroll Solutions
Hickok & Boardman HR Intelligence

10:00-10:15 Break for Networking

10:15-11:00 **Engage & Retain Employees Through Career Mapping**

Karin Tierney, Director of Strategic HR Services
Hickok & Boardman HR Intelligence

11:00-11:15 Break for Networking

11:15-12:00 **Meeting the New Needs of Talented Employees**

Michael Kilfoyle, Principal and Senior Vice President
Hickok & Boardman HR Intelligence

Brenda JM Sabin, CBP, CPHR, SHRM-SCP, CHRS
Director of HR Compliance & Payroll Solutions
Hickok & Boardman HR Intelligence



New York Paid Family Leave

Do you have employees that perform some of their work in NY? Do you have a NY tax id number? Workers Compensation? Disability Benefits policy? You may have to comply with this new law effective Jan 1, 2018! Learn which employers have to comply, which employees are eligible and what you should do NOW to prepare!

Bio:

Brenda Sabin joined Hickok & Boardman HR Intelligence in 2013 and has worked in the field of human resources for over twenty four years. For thirteen of those years she was the Payroll and Benefits Manager for a major and rapidly growing national company based in Vermont. This growth and its ensuing challenges enabled Brenda to gain expertise in benefits, payroll, regulatory compliance, and best practice procedures in HR administration.

After leaving the corporate world in 2003, Brenda founded Key Concepts, LLC, a training and consulting business. Key Concepts, LLC is an organization dedicated to providing a wide array of benefits, communications and awareness programs for employees of small to medium sized organizations. Additionally, Brenda conducted a variety of workshops nationally that focused on HR-related regulatory compliance, best practice procedures and benefits administration for employers of all sizes. She has also created a comprehensive payroll audit that she conducts for employers at the national level as well.

From September of 2005 through April of 2011 she became employed by HRSentry, LLC - an online human resources management and HR compliance service created for small businesses and organizations. She worked at HRSentry as the Director of Operations and Site Administration, while continuing her consulting business.



Karin Tierney
Director of Strategic HR Services
Hickok & Boardman HR Intelligence

Engage & Retain Employees Through Career Mapping

Engage your employees by helping them advance in their careers and meet their goals – whatever they may be. By taking steps to help employees map out their career progression, you ensure that your employees not only want to work there today, but envision themselves growing and remaining with your organization.

Bio:

Karin joined Hickok & Boardman HR Intelligence in September as the Director of the brand-new practice area, Strategic HR Services. Karin brings 19 years of experience in Human

Resources as a specialist, generalist and strategic business partner, having worked in higher education, state government, and most recently food manufacturing at Vermont Smoke & Cure. There, she served as a member of the executive leadership team with a focus on providing strategic solutions to achieve business objectives through its employees. Through organizational design and workforce planning, Karin helped to implement initiatives to recruit, develop, engage and retain a dynamic team at a time of rapid growth.

Karin holds a Bachelor's degree in Political Science (BA), a Master's degree in Public Administration (MPA) and a Master's degree in Education, Counseling (MEd) from the University of New Hampshire. She is also certified as a Professional of Human Resources (PHR).

Michael Kilfoyle
Principal/Senior Vice President
Hickok & Boardman HR Intelligence



Evolving Your Organization - Meeting the New Needs of Talented Employees

As millennials continue to take over the workplace and digital natives enter the workforce, organizations need to evolve to meet the needs of the modern worker. Talented employees, those that drive organizations forward, are both hard to find and increasingly hard to keep and those organizations who understand the realities of the evolving workplace will be those that thrive in the future. In this interactive session, you'll learn about strategies to attract and keep the best talent including branding your culture and practices, new management practices, paid time off, purpose driven work, creating an unforgettable employee experience, and what the workplace of the future will look like.

Bio:

Michael Kilfoyle joined Hickok & Boardman HR Intelligence in 2007 and supports the firm in many of its strategic and client initiatives. Michael supports key client relationships, oversees the firm's newer practice areas and conducts the firm's popular Vermont Employee Benefits Survey.

Michael has over 20 years of business experience working in the disciplines of sales consulting, technology, finance, operations and overall management and has worked for both for profit and non-profit organizations. Michael has been recognized as a national sales leader and regularly speaks to business groups on a variety of topics including sales skills, health care and organizational culture.

Michael is also an adjunct professor at Plymouth (NH) State University where he teaches classes on professional selling.

Michael has a B.A. in History and an M.B.A with a concentration in organizational development from Plymouth State University and holds the Registered Health Underwriter designation from the American College. Michael has served on a number of non-profit boards and coaches youth basketball.

