

# SCHEDULE OF EVENTS

8:00 – 9:00 am

Registration/Exhibitor Set-Up /Coffee Bar Opens

9:00 – 10:00 am

<p><b><u>Session 1A – Safety Track I</u></b> <b><i>FACILITY SECURITY: CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN</i></b> <b><u>Presenter:</u></b> <b><i>Rick Hernandez, Gamma Construction</i></b></p> <p>Are you ready to manage a critical event? This program will walk us through how we can learn to secure your building using the CPTED model (Crime Prevention Through Environmental Design). This program is an introduction to workplace design assessment and usage for vulnerability, security, and crime prevention and will cover best practices, policies, and procedures that every facility should have in place.</p>	<p><b><u>Session 1B – HR Track I</u></b> <b><i>TOTAL REWARDS: ATTRACT, RETAIN, GROW YOUR BIGGEST ASSETS</i></b> <b><u>Presenters :</u></b> <b><i>Pam Ames, TDIndustries, Inc.</i></b> <b><i>Melissa Bargainer, Tellepsen</i></b> <b><i>Shannon Davis, Marek Brothers Systems, Inc.</i></b></p> <p>A total rewards programs in the workplace includes all forms or monetary and non-monetary compensation and benefits offered to employees. Total rewards programs are effective tools that employers can utilize when facing the daunting tasks of attracting and keeping employees. In this session we will hear from three professionals who will discuss elements of their company’s total rewards programs and leave you with best practices and strategies for creating and implementing your career development packages.</p>
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10:00 – 10:30 am

Networking Break and Live Product Demonstration

10:30 – 11:30 am

<p><b><u>Session 2– Safety and HR Track 2</u></b> <b><i>CRISIS AND EMERGENCY COMMUNICATION: I LOVE IT WHEN A PLAN COMES TOGETHER</i></b> <b><u>Presenters:</u></b> <b><i>John Marshall, Satterfield &amp; Pontikes Construction Co.</i></b> <b><i>Daniel Wagstaff, Pocketstop, LLC</i></b></p> <p>Being prepared to respond to an incident or crisis with a modern, effective, and comprehensive plan is critical for any company to safeguard their employees, operation, and their reputation. How would your team respond in a crisis? How will you make your plan come together when it matters?</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"><li>• Preparation of your crisis management plan-Where do you start?</li><li>• Communication-Is everyone on the same page? Review the dos and don’ts of event statements.</li><li>• Post crisis evaluation-What worked, what didn’t, and where do you go from here.</li></ul>
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11:30 am – 12:00 pm

Networking Break and Live Product Demonstration

12:00 pm – 1:30 pm

<p><b>KEYNOTE ADDRESS   LUNCH</b> <b><i>Jeff Morris</i></b></p> <p>Jeff is an accomplished leader, author and speaker who is incredibly passionate about making a difference in the lives of others. He is currently employed as a National Sales Director with McKesson and is the bestselling author of Legion Rising: Surviving Combat and The Scars It Left Behind. He is also a highly recognized and decorated former United States Army Infantry Officer with an impeccable record of leadership in the most demanding of environments.</p>
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1:30 – 2:30 pm

<p><b>Session 3A – Safety Track 3</b> <b>EXPERIENCE MODIFIERS 101: WORKERS’ COMP MODIFIERS WHO WHAT WHERE WHEN &amp; WHY</b> <b>Presenter :</b> <b>Julie Schatz, CompGroup AGC</b></p> <p>Get the rationale behind the math of work comp modifiers and how the numbers impact your company. Review what steps can your company take to mitigate risk and manage losses that could result in higher premiums and loss of work.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"><li>• Review of what an experience modifier is and how it plays a role in your business.</li><li>• Review how experience modifier rates are calculated and when.</li><li>• Review actions your company can take to manage claims and reduce losses.</li></ul>	<p><b>Session 3B – HR Track 3</b> <b>HOW TO CREATE A COMPANYWIDE MENTAL HEALTH PROGRAM</b> <b>Presenters:</b> <b>Dr. Ally Sequeira, Psychologist, Houston OCD &amp; Anxiety</b> <b>Dr. Ryan Todd, Psychiatrist, Headversity</b> <b>Zeke Smith, SHRM S-CP</b></p> <p>We will discuss the intersection and integration of HR, Safety, and mental health, in the context of the mental health crisis in the construction industry. Construction leads all industries in suicide. Suicide has now eclipsed the “fatal 4” in terms of lives lost in this industry. Simply, this is a topic that can no longer be an outlier discussed once a year. These session objectives will be to educate HR &amp; Training Professionals on the importance of discussing mental health issues in the workplace and implementing a more robust resiliency training program within our organizations that is interwoven through our existing Health &amp; Safety programs.</p>
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2:30 – 3:30 pm

<p><b>Session 4 – Safety and HR Track 4</b> <b>MARIJUANA AND CONSTRUCTION: A JOINT DISCUSSION</b> <b>Presenters:</b> <b>Anthony Stergio, Andrews Myers, PC</b> <b>Bobby Skyles, Marek Brothers Systems, Inc.</b> <b>Tommy Lee, W. S. Bellows Construction Corp.</b></p> <p>Since the legalization of marijuana in some states across the country there has been renewed and increased interest in the issues surrounding drug testing, safety culture, and employment policies. This program will use a panel of construction industry professionals to discuss current considerations and issues plaguing the construction industry.</p> <p>Considerations and Issues:</p> <ul style="list-style-type: none"><li>• Pre-employment drug testing</li><li>• Limitations of current marijuana testing</li><li>• Owner and contractual obligations</li><li>• Jobsite specific requirements</li><li>• Tight labor market</li><li>• Impact on a safety culture</li><li>• Fit for Duty vs. Zero Tolerance policies</li><li>• HR issues: Discipline for positive tests, ADA issues</li><li>• Post-accident testing and Worker’s Compensation Claims</li><li>• OSHA retaliation claims based upon drug testing</li><li>• Testing positive: OSHA General Duty Clause and third-party liability</li><li>• Multi-state employer considerations</li></ul>
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3:30 –4:30 pm

Sponsored Happy Hour | Door Prize