



Native Nation
E V E N T S

13th Annual
Native American
Human Resources
Conference

January 23rd-24th, 2023
The Palms Casino Resort
Las Vegas, NV

7:30-8:30 AM

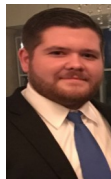
Registration & Networking Breakfast

Ballroom 4-6

8:30-8:45 AM

Welcoming Remarks & Conference Co-Chair Remarks

Ballroom 1-3



Dan O'Connor
Sponsorship Sales Manager
Native Nation Events



Jaylon Jackson
Head of Customer Success
Corporate Traditions



Scott D. Nostaja
*Senior Vice President & National
Organizational Effectiveness
Practice Leader*
Segal

8:45-9:30 AM

Keynote

Ballroom 1-3

“Retention is Dead. What Now?”

- Learn the 3 attributes of QPR
- Discuss succession planning in the 21st century
- Identify best engagement practices right now



Jerrod Murr
CEO & Founder
Paradigm Shift

9:30–10:30 AM

General Session

Ballroom 1–3

Round Table:

The Importance of a Comprehensive Recruiting Plan With Today's Workforce

- Staff shortages are plaguing America, what effect is it having on business operations?
- What mediums have proven successful when advertising job openings? Especially given the very adverse employee makeup many tribal enterprises have.
- What job platforms seem to work vs others?
- When do you recognize it's time to hire an outside recruiter and what is your enterprise's policy on that?
- Do job fairs work?
- Selection Process—How do you determine the best person for the job?
- The Pros vs. Cons of Tribal First policies
- How do you attract top talent? What tools, strategies, and metrics should be used in the competitive market?

Moderator:



Brad Porter
Senior Sales Executive
Healthcare Management
Administrators

Presenters:



Elise Campbell
Executive Director of Human Resources



Le Trozzo
Member
Sault Tribe of Chippewa Indians



Charles Walters
Senior Director of Human Resources
Isleta Casino and Resort



Christine Winn
Chief Executive Officer
Quinault Indian Nation

10:30 – 11:00 AM

Morning Networking Break

Ballroom 4–6

11:00–12:00 PM

General Session

Ballroom 1–3

Round Table Discussion:

Retaining Your Current Employees As Well as Your New Hires

- Creating a compensation strategy that keeps employees and how to know if it's competitive and sustainable.
- How creating an employee incentive and career development program can increase overall morale.
- How important is it to have employees who are both engaged and motivated? How do you achieve this?
- Why a successful onboarding experience helps to retain new employees.
- Identifying and creating a healthy culture within the workforce, and how empathy is the new norm.
- How an engaged employee with great morale reduces employee apprehension and what that means in terms of money.
- How an ongoing training program improves morale.
- Recognizing burnout and what tools are available to prevent it.

Moderator:



Jerrod Murr
CEO & Founder
Paradigm Shift

Presenters:



Gary Murrey
Chief Operating Officer
La Jolla Band of Luiseno Indians



Paula Allen
*Director of Leadership Development
& Guest Services*
7 Cedars Resort Properties



Alicia Finley
Human Resources Service Director
Blue Stone Strategy Partners

12:00–1:00 PM

Networking Lunch

Ballroom 4-6

1:00–1:45 PM

Breakout Sessions

Ballroom 1-3

Track A

Generating a Comprehensive Benefits Strategy That Catches the Eye of Today's Diverse Workforce

- How important is "Benefits vs Compensation" in keeping employees?
- What products are out there that cater to the diversity within the workplace?
- Is long-term care a benefit tribes usually offer? If not, why? Is this a benefit many workers even look for especially the younger generations?
- What are some "unique" benefit features in the market designed to attract and maintain staff?

Moderator:



Christopher Goldsmith
Vice President & Senior Consultant
Segal

Presenters:



Randy Karli
Case Manager
GITW Benefits



Lena McQuary
Director of Human Resources
Downstream Casino

Breakout Sessions:

Madison A-B

1:00-1:45 PM

Track B

Product Demonstration:

Solutions to Tackle Your Complicated Payroll HR & Tax

- Streamline recruiting, onboarding, benefits administration, certification and license tracking. Empower your employees with an employee self-service portal, learning management and more all in one system.
- How to simplify complex payroll needs, like garnishments, blended overtime, shift differentials.
- Learn how compliance-based software helps save time & costly errors by maintaining pre and post payroll tax compliance and simplifies year-end forms.
- Support complex scheduling needs and empower employees to track labor hours by punching in and out from any location and any device.
- How investing in payroll and HR technologies can streamline the complicated tedious work that goes into managing employees and benefits of moving payroll to the cloud.

Presenters:



Jonathan Stone
HCM/Payroll Software Consultant
Greenshades Software

1:45-2:30 PM

Breakout Sessions

Track A

Ballroom 1-3

Are Your Tribal Members/Employees Ready for Retirement?

- How do you educate your employees and tribal members on the importance of being pro-active and planning for their retirement?
- Is there a need to separate Tribal vs Enterprise retirement plans?
- What are new regulatory changes you need to be aware of?
- How do you choose a provider/plan administrator?
- Understanding how competitiveness factors into the cost of your plan.
- What options are available for cannabis employees? How, if at all, does it differ from other Tribal Enterprise Employees?

Presenters:



Crystal Hill
National Director of Tribal Services
USI Consulting Group, Tennessee



Nick Trella
Senior Vice President
Segal Marco Advisors

1:45–2:30 PM

Breakout Sessions

Madison A-B

Track B

The Ever-Evolving World of Health Insurance

- What are the newest trends when it comes to medical insurance and what can tribal organizations do to help keep reasonable costs for members and employees?
- Becoming familiar with community health issues that may plague your employees/ members and how to find health benefit plans prepared to cover high-risk members.
- What are the different generational wants and needs as it relates to health insurance? How to make sure your plan appeals to all employees.
- Updates on COVID mandates and vaccination protocol and how they are affecting the workplace and hiring pool.
- The rise of telemedicine and virtual care is an important aspect of modern medicine, does your chosen health insurance plan think so? The pros and cons of virtual healthcare.

Moderator:



Jeremy Ramsland
Vice President of Sales
Provider Network of America

Presenters:



Luke Szymanski
Executive Vice President—Sales and Client Experience
BeneCard PBF



Mindi Kee
Human Resources Director
Pawnee Tribal Development Corporation

2:30–3:00 PM

Afternoon Networking Break

Ballroom 4-6

3:00-4:00 PM

General Session

Ballroom 1-3

The Workforce of the Future

- Post-Pandemic workforce has presented significant challenges and opportunities to every organization.
- What's preventing you from having that high productive and performing workforce?
- This panel will explore recent trends impacting the downfall within the industry we are all currently in and offer tangible and practical advice for addressing your organizations most pressing workforce challenges.

Moderator:



Scott D. Nostaja

*Senior Vice President & National Organizational Effectiveness Practice Leader
Segal*

Presenters:



Celeste Adame
*Assistant Human
Resources Director*
Muckleshoot Indian Tribe



Sarah Harvey
Human Resource Director
Spirit Mountain Casino



Lynn Faraca- Bond
Vice President of Human Resources
San Manuel Band of Mission Indians

General Session

Ballroom 1-3

4:00-5:00 PM

HR Executive Roundtable Discussion:

Post-Pandemic Shifts in the Workforce

- The need for training, more training and coming up with the money for it.
- What plans are in place in case COVID returns, or we see a new pandemic?
- Over the last two years there was a sudden shift to remote working. Do you still have a Remote workforce and how do you keep them engaged and managed. What are the pros and cons?
- What is the definition of a successful hybrid remote workforce, and how has it impacted company policies and legalities?

Moderator:



John Mooers
President
Blue Stone Strategy Partners

Presenters:



Ron Vargas
Vice President of Human Resources
Cache Creek Casino Resort



Ruth Zaldivar
Director of Human Resources
Muscogee (Creek) Nation Casinos



Peter Hixon
Human Resources Director
Muckleshoot Indian Tribe



Charles Farmer
Human Resources Director
Eagle Mountain Casino

5:00 PM

Day 1 Concludes

Tuesday, January 24th

Registration & Networking Breakfast

7:30-8:30 AM

Ballroom 4-6

8:30-9:30 AM

General Session

Ballroom 1-3

Employment Law Update

- Best practices for qualified medical leave (FMLA) approved leave for employees with newborns or adoption.
- What are evolving guidelines HR representatives need to be aware of?
- Understanding obligations and responsibilities when it comes to accommodating employee requests due to mental health, alcohol and substance abuse.

Moderator:

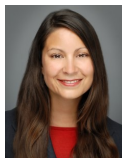


Andrea Hall
Associate
Dentons

Presenters :



Scott Wilson
Attorney
Law Offices of Scott A. Wilson



Little Fawn Boland
Partner
Ceiba Legal, PC

9:30-10:15 AM

Breakout Sessions

Track A

Ballroom 1-3

Mental Health Matters: Understanding the Needs of Your Workforce

- Understand the impact mental health has within the workplace
- Learn about the employer’s role in employee and mental health
- Understand opportunities to empower employees to utilize their behavioral health resources

Presenters :



Peter Freeburg
Behavioral Clinical Strategist
Cigna



Elise Campbell
Executive Director of Human Resources
Navajo Nation Gaming Enterprise

Tuesday, January 24th

9:30-10:15 AM

Breakout Sessions

Track B

Madison A-B

Establishing Organizational Policies/Procedures and the Enforcement of Them

- How to conduct an independent workplace investigation legally.
- How to document, inform and reprimand workplace violations and rules.
- What are effective strategies for HR professionals when disciplining, separating, or laying off employees?
- Avoiding wrongful termination lawsuits.
- Gain an understanding of legal, practical, and ethical considerations HR professionals need to take into account when investigating workplace complaints.

Moderator:



Sandy McCandless
Partner
Dentons

Presenters:



Lorelee Gunter
Director of Human Services
Chumash Casino

10:15 -10:45 AM

Morning Networking Break

Ballroom 4-6

10:45 –11:30 AM

General Sessions

Ballroom 1-3

Safety in the Workplace

- Identifying threats within the workplace.
- Creating an effective crisis management plan
- What methods/technology exists to help keep the workplace safe?
- Combatting bullying in the workplace.
- Creating strict policies on conflict resolution and social media guidelines
- Training management and staff on company policies as well as identifying conflicts and providing a resolution before a conflict.
- How to de-escalate if a conflict occurs and understanding structural awareness.

Moderator:



Crystal Hill

National Director of Tribal Services
USI Consulting Group, Tennessee

Presenters:



Brandon Jones

VP Of Public Safety

San Manuel Band of Mission Indians
Yaamava Resort and Casino



Brigitte Saria

GPHR Chief of People & Infrastructure
San Manuel Band of Mission Indians



Fred Bennett

Director of Security

Palms Casino Resort

11:30–12:30 PM

General Sessions

Ballroom 1-3

Round Table Discussions: Leadership

- Do mentor programs work in helping prepare tomorrow's leaders? What is a model to follow?
- Understanding that even high-performing employees are not always ready to manage others. Managers need to be taught to manage.
- What tools and skills are available or even required to be a successful leader?
- How leading through to change and crisis takes a different kind of leader.
- Understanding the dimensions of emotional intelligence and how it is a critical skill for leaders to build trust and create inclusive cultures.

Moderator:



Chris Province
Principle
Purpose &
Performance Group

Presenters:



Elise Campbell
Executive Director of Human
Resources
Navajo Nation Gaming Enterprise



Shirley Blackbear
Executive Director Human Resources
Kalispel Tribe of Indians and Northern
Quest Resort and Casino



Kim Hayes
Vice President of Human Resources
Grand Casino Hinckley

12:30 PM

Native American Human Resources Conference Concludes

12:30 PM

EXHIBITOR RAFFLE DRAWING

Followed by

GRAND PRIZE DRAWING

****Winners Must Be Present to Win****