

16th Annual Native American **Human Resources** Conference

January 26th - 27th

2026

CEASARS Flamingo Las Vegas

Las Vegas, NV

Monday, January 26

7:30 - 8:30 AM

Registration and Networking Breakfast

8:30 - 8:45 AM

Welcoming Remarks



Dan O'Connor
Director of Sales
Native Nation Events



Jaylon Jackson
Vice President of Sales
Corporate Traditions



Derek Daggett
Regional Vice President of Sales
BeneCard

8:45 - 9:45 AM

General Session

The THREE KNOCKS and AMOR FATI.

Life knocks three times—the call to grow, the call to serve, and the call to let go. In this session, we explore how Amor Fati—the love of fate—helps us answer each one with courage and grace. You'll create your MVP Life Document, charting a path of meaning and impact, and learn how fulfillment comes from "passing the rope" to others. When the final knock comes, it's not what you built, but who you became and how deeply you lived. That defines your legacy.



Jim Stroker
Coach
Native Nation Events

Monday, January 26

General Session

9:45 - 10:45 AM

Elevating Leadership: Skills, Strategy, and Culture

Strong organizational leadership drives growth, culture, and accountability. This session explores key skills for executives and managers, from coaching growth mindsets and mastering emotional intelligence to managing managers and navigating negotiations. Panelists will share practical insights to strengthen senior leadership approaches and prepare future leaders for success.

MODERATOR:



Nick Nicolls
Principal CEO
GITW Benefits

SPEAKERS:



Denise Abrahamson
Director of Human Resources
Spokane Tribal Enterprises



Alicia Finley
Vice President
Blue Stone Strategy Group



Desiree Vincent
Vice President of Product Development
WYSR



Christopher Orozco
Founder
Create Leadership Co.

10:45 - 11:15 AM

Networking Break

Monday, January 26

11:15 - 12:15 AM
Track A

Breakout Sessions

Strategies for Engagement, Morale, and Long-Term Success

Leaders are tasked with shaping environments that foster respect, inclusivity, and trust while still meeting operational goals. For tribal governments and casino operations, workplace culture also means honoring values, promoting transparency, and building a sense of shared purpose. Hear strategies to strengthen communication, resolve conflicts, boost morale, and align organizational practices to create a thriving workplace culture.

MODERATOR:



Katie Bostrom
Associate
Fisher & Phillips LLP

SPEAKERS:



Joe Tate
Director of Human Resources
GBS Benefits



David Long
Senior Consultant
TMA Performance



Robert Silverang
Vice President
Fantasy Springs Resort

Monday, January 26

11:15 - 12:15 AM
Track B

Leveraging Claims Data for Cost-Effective Benefits

Tribal organizations and casino enterprises can use claims data to uncover health trends and make smarter benefits decisions. This session will show how deeper claims analysis, beyond surface-level review, can identify risks, guide investments in wellness and virtual care, and improve employee well-being while maximizing healthcare dollars.

MODERATOR:



Suzanne Casel
Director of Optimized Health and Innovations
Hines

SPEAKERS:



Derek Daggett
Regional Vice President of Sales
BeneCard



Liliana Salazar
Chief Compliance Officer
HUB International



Hussain Harun
Pharmacist
Ho-Chunk Nation

12:15 - 1:15 PM

Networking Lunch

Monday, January 26

1:15 - 2:15 PM
Track A

How to Identify the Best Candidates

Identifying the right candidate goes beyond resumes. This session will cover structured interviews, skills assessments, and data-driven tools, along with strategies to balance qualifications and cultural fit. Panelists will share practical insights to refine selection processes and make stronger hiring decisions for long-term success.

MODERATOR:



Joe Tate
Director of Human Resources
GBS Benefits

SPEAKERS:



David Jadwin
Executive Director of Human Resources
Sycuan Casino Resort



Raquel Noriega
Senior Human Resources Business Partner
Sycuan Casino Resort

Mark Crooked Arm
Director of Human Resources
Eastern Shoshone Tribe

2:15 - 2:45 PM

Networking Break

Monday, January 26

Breakout Sessions

1:15 - 2:15 PM
Track B

Designing Competitive Compensation Structures for Your Organizations

Competitive compensation and employee benefits are essential to attracting and retaining a multigenerational workforce. This session explores 2026 trends, innovative pay and benefits strategies, and key compliance considerations across federal, state, and tribal codes. Learn best practices for designing total rewards structures that balance market competitiveness, cultural values, and long-term organizational success.

MODERATOR:



Alicia Finley
Vice President
Blue Stone Strategy Group

SPEAKERS:



Melinda Iverson
Human Resources Director
White Earth Reservation



Elise Campbell
Director of Human Resources
Table Mountain Casino Resort

2:15 - 2:45 PM

Networking Break

Monday, January 26

2:45 - 3:30 PM
Track A

Product Demo: Discover SCAN Health Plan

This product demonstration provides an overview of SCAN Health Plan and its mission-driven approach to improving health outcomes for older adults and employer groups. Attendees will be introduced to SCAN Health Plan's background and organizational values, followed by a walkthrough of its Medicare Advantage product offerings. The session will also highlight SCAN's Employer Group Waiver Plan (EGWP), including plan design, benefits, and considerations for employers seeking cost-effective, high-quality healthcare solutions. Participants will gain a clear understanding of how SCAN Health Plan supports employers and members through innovative, value-based care models.

SPEAKERS:



Michael Blea
Chief Growth Officer
SCAN Health Plan



Edith Monge
Employer Group Sales Manger
SCAN Health Plan

Monday, January 26

2:45 - 3:30 PM
Track B

Product Demo: Heritage Compass

Heritage Compass is a cutting-edge Pharmacy Benefit Management (PBM) assistant app, meticulously designed to elevate healthcare services for Tribal subscribers. By proactively detecting adverse drug interactions and promoting prescription adherence, it empowers users to manage their medications safely and effectively. Supported by industry leaders ClearScript and AmeriHealth, we're pioneering intuitive, user-friendly innovations that save lives and streamline Tribal members' experiences with health plans for unparalleled efficiency and peace of mind.

SPEAKERS:



Justin Murta
Senior Vice President Sales & Marketing
ClearScript



Brett Corrigan
Emerging Markets Executive
AmeriHealth

Monday, January 26

3:30 - 4:30 PM

HR Professionals Roundtable

HR Professionals will discuss uncovering their employees' true needs, new approaches to retention, and making the entire company part of the HR mission. This conversation will also address workplace safety, proactive training programs, building a thriving remote culture, and overcoming the financial challenges of continuous employee development.

MODERATOR:



Derek Talley
Director of Sales and Marketing
GITW Benefits

SPEAKERS:



Elise Campbell
Director of Human Resources
Table Mountain Casino Resort



Coulter Dixon
Director of Human Resources
Three Affiliated Tribes of the Fort Berthold Reservation



Charles Walters
Vice President of Human Resources
Twenty-Nine Palms Band of Mission Indians

4:30 PM

Day One Concludes

Tuesday, January 27

8:00 - 9:00 AM **Registration and Networking Breakfast**

9:00 - 10:00 AM **General Session**

Employment Law Update

Federal and state policies continue to shape HR practices, from labor standards and healthcare access to employee protections. This session will cover updates on wage and hour laws, remote work, leave policies, and compliance with FLSA and FMLA. Hear best practices for accommodating mental health and substance use requests, while addressing legal shifts that impact funding, consultation, and sovereignty. Gain strategies, ensure safe workplaces, and prepare for changes on the horizon.

MODERATOR:



Micah Dawson
Partner
Fisher & Phillips LLP

SPEAKERS:



Scott Wilson
Attorney
Law Offices of Scott A. Wilson



Sean Copeland
Tribal Attorney
Fond Du Lac Band of Lake Superior Chippewa

10:00 - 10:30 AM **Morning Networking Break**

Tuesday, January 27

Breakout Sessions

10:30 - 11:30 AM
Track A

Building Resilient Workforces Through Mental Health and Wellness

Employee well-being is key to building a resilient, engaged workforce. Learn strategies for addressing mental health, promoting work/life balance, and creating supportive environments through wellness programs, resources, and flexible policies. Panelists will share practical approaches to reducing stigma, improving access to care, and strengthening retention, performance, and workplace culture.

MODERATOR:



Suzanne Casel
Director of Optimized Health and Innovations
Hines

SPEAKERS:



Charles Walters
Vice President of Human Resources
Twenty-Nine Palms Band of Mission Indians



Shannon Porter
Director of Talent
Grand Casino Mille Lacs



Heather Kitcheyan
Human Resources Manager
White Mountain Apache Housing Authority

Tuesday, January 27

10:30 - 11:30 AM
Track B

Maximizing Employee Benefits to Become an Employer of Choice

Benefits play a critical role, often carrying as much weight as compensation. What benefits are attracting and keeping staff? How are organizations addressing the needs of a diverse workforce, and when does long-term care become part of the conversation? Hear innovative offerings such as healthcare, telemedicine, flexible PTO, and employee gifting, while sharing strategies to maximize benefits programs and position enterprises as employers of choice.

MODERATOR:



Derek Daggett
Regional Vice President of Sales
BeneCard

SPEAKERS:



Jaylon Jackson
Vice President of Sales
Corporate Traditions



Chet McBee
Employee Benefits Advisor
The Mahoney Group



Kyle Johnson
Vice President of Sales
ClearScript

Tuesday, January 27

General Session

11:30 AM - 12:30 PM

HR Leadership in Times of Transformation

HR departments are key to aligning workforce initiatives with organizational goals and guiding change. Discover strategies for navigating restructuring, policy shifts, technology adoption, and cultural transformation. Panelists will share tools for building resilience, gaining leadership buy-in, and communicating effectively so HR can serve as a true strategic partner.

MODERATOR:



Karmen Bickel
Senior Sales Executive
Healthcare Management Administrators

SPEAKERS:



Tammy Harris
Director of Human Resources
Colusa Casino Resort

Mark Huerta
Executive Director of Human Resources
Mescalero Apache Tribe



Robert Silverang
Vice President
Fantasy Springs Resort

12:30 AM - 1:30 PM

Networking Lunch

Tuesday, January 27

General Session

1:30 - 2:30 PM

Driving Efficiency in HR and Benefits with Technology

Technology is transforming how departments manage both their workforce and benefits programs, from recruitment and onboarding to training, engagement, performance management, and employee services. This session will explore the latest HR tech trends, including AI tools, automation, and digital self-service while addressing adoption challenges and efficiency. Hear insights on optimizing roles and benefits administration through technology to streamline operations, improve decision-making, and enhance both employee and customer experiences.

MODERATOR:



Desiree Vincent
Vice President of Product Development
WYSR

SPEAKERS:



Tory Tsakiris
Director of Human Resources
Snoqualmie Casino & Hotel



Marco Madrazo
Chief Learning Architect
iLX Studios



Joshua Buck
Human Resources Manager
Cherokee Nation



Tammy Harris
Director of Human Resources
Colusa Casino Resort

Tuesday, January 27

2:30 - 3:30 PM

Retaining and Developing Tomorrow's Leaders

Retaining top talent requires more than competitive pay—it takes a long-term investment in people. This panel explores innovative benefits, employee gifting, career pathways, and training programs that boost loyalty, reduce turnover, and prepare the next generation of leaders through effective development and succession planning.

MODERATOR:



Jaylon Jackson
Vice President of Sales
Corporate Traditions

SPEAKERS:



Lynn Faraca-Bond
Senior Vice President of Human Resources
Yuhaaviatam of San Manuel Nation



Erica Oliver
Community Relations Manager
Harrah's Ak-Chin Casino



Tania Tafoya
Training Manager
Cache Creek Casino Resort

Tuesday, January 27

3:30 - 3:45 PM

EXHIBIT RAFFLE DRAWING

- **Winners Must Be Present To Win**

3:45 PM

Native American Human Resources Conference Concludes