

## EARLY REGISTRATION

Deadline: April 25th, 2016

SHRM Member: \$80

Non SHRM Member: \$90

## REGULAR REGISTRATION

Deadline: May 10th, 2016

SHRM Member: \$100

Non SHRM Member: \$110

**TO REGISTER FOR  
EVENT, VISIT:**

<http://highdeserthr.shrm.org>

## PAYMENT OPTIONS

Checks payable to HDHRA can be sent to:

Ciner  
Attn. Kelly Brink  
PO Box 513  
Green River WY, 82935  
(HDHRA EIN#: 47-2916236)

Credit Card payments can be taken over  
the phone at:

307-872-7197

\*Additional Fees apply for credit card payment\*



<http://highdeserthr.shrm.org>  
E-mail: [highdeserthr@gmail.com](mailto:highdeserthr@gmail.com)



PRESENTS:

**EMPLOYMENT  
LAW  
HALF DAY SEMINAR**



**MAY 19, 2016  
10:00 A.M. TO 4:00 P.M.**

**WESTERN WYOMING  
COMMUNITY  
COLLEGE  
ROOM 3650**

## SCHEDULE OF EVENTS

9:30-10:00AM	Check-In
10:00-11:00 AM	Harassment Prevention for Managers & Supervisors  Speaker: Tina Harkness with MSEC
11:00-11:10 AM	Break
11:10-12:10 PM	What's Trending in Employment Law 2016  Speaker: Tina Harkness with MSEC
12:10-12:40 PM	Networking Lunch Provided
12:40-1:55 PM	EEOC's Strategic Enforcement Priorities and What HR Can Do to Ensure Compliance  Speaker: John Lowrie with EEOC
1:55-2:00 PM	Break
2:00-3:15 PM	7 Essential Steps for Determining & Defending Employee Discipline  Speaker: Tina Harkness with MSEC
3:15-3:30 PM	Break
3:30-4:00 PM	Panel Discussion with EEOC and MSEC



This program has been pre-approved for four (4) hours of SHRM and HRCI credit



**JOHN C. LOWRIE**  
DIRECTOR, DENVER FIELD OFFICE  
U.S. Equal Employment Opportunity  
Commission (EEOC)-Denver Field Office

John joined the EEOC-Denver Field Office in September 2014 and serves as the Denver Field Director. In this position he is responsible for enforcing federal laws prohibiting employment discrimination for the states of Colorado and Wyoming.

John joins the EEOC after serving with the U.S. Department of State in Afghanistan. Prior to his service in Afghanistan, he worked as a labor and employment attorney in Denver for ten years.

John has deep ties to the Colorado community. From 2006 to 2009, he served as the Colorado chairman for Employer Support of the Guard and Reserve. He also previously served as a board member to the Anchor Center for Blind Children and Colorado Youth at Risk.

John is a graduate of Leadership Denver and the Colorado Institute of Leadership and Training.



### ABOUT US

High Desert Human Resources Association is an affiliate of the Society for Human Resource Management (SHRM); the world's largest association devoted to human resource management.

The chapter was formed in 2014 with the purpose of bringing together professionals along the I-80 corridor from Rawlins to Evanston to provide resources, educational opportunities and networking connections. Meetings are held monthly and are primarily held in Rock Springs.

For more information about the High Desert Human Resources Association including membership or meeting opportunities, find us on Facebook or visit our webpage at [HTTP://HIGHDESERTHR.SHRM.ORG](http://HIGHDESERTHR.SHRM.ORG)

**MOUNTAIN STATES EMPLOYERS COUNCIL**



MSEC serves the human resource and employment law needs of the business community, helping employers manage all aspects of the employment relationship.

MSEC is an organization unlike any other in the country. Known as the professional, cost-effective resource of choice, MSEC provides employers of all sizes and industries with the resources needed to build and maintain profitable organizations. With over 70 years of experience in the employment arena, we can guide you to success.



**TINA HARKNESS, ESQ., SPHR, SHRM-CP**

Tina is an employment law attorney and the Director of MSEC's Northern Regional Office in Fort Collins, Colorado. She represents employers in a wide variety of employment law matters. Tina is a frequent speaker and facilitator of training on topics including legal issues in managing employees, harassment prevention, civil rights, managing employee medical issues, diversity, and other subjects.

### PROGRAM SPONSORS INCLUDE:

