

PRESENTER PROFILES

Ameritas Worksite Benefits

Ameritas Worksite Benefits is proud to partner with the Nebraska Hospital Association and is working with hospitals statewide to provide customized employee benefits. They provide innovative worksite benefit solutions that help employers enhance their reputation as "Employers of Choice," by helping to attract, motivate, and retain quality employees. This is accomplished with a needs-based enrollment/sales approach, no high-pressure sales, best-of-class products from outstanding carriers, flexible payment options, single-source billing, and live customer service 24/7/365.

Berens & Tate, PC

Berens & Tate is a law firm with a nationwide practice specializing in labor relations, employment litigation, and human resource management. With over 30 years of on-the-job experience, Berens & Tate represents management in all aspects of labor relations, employment law, human resources, employment litigation, negotiations, training, and strategic planning. The practice includes representation of employers ranging in size from family-owned businesses to large corporations, as well as many public sector employers.

Lee Elliott

Lee Elliott is the Vice President of Human Resources and Fund Development at Saint Francis Medical Center in Grand Island, Nebraska. He also does consulting in a variety of areas including human resources, effective conflict, and positive psychology. In addition, he has taught at several colleges and universities in the areas of psychology, business and statistics. His educational background is in the field of industrial/organizational psychology with degrees from University of Nebraska at Kearney, Fort Hays State Kansas University and additional graduate work at Virginia Tech. He has published and presented on a variety of topics related to personnel psychology and human resources. He has won a variety of awards for his work, including the Optimas award from Workforce Management.



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Union Bank & Trust Company

Union Bank and Trust Company is a privately owned Nebraska bank that offers complete banking, lending, investment, and trust services. Through its progressive, customer-focused management style, the institution has grown into a thriving, financially diverse organization. Union Bank's success is built on three basic beliefs: providing excellent customer service; employee satisfaction, where employees have the opportunity to excel; and diversification by offering a broad base of financial products. The bank has thirty-four full service and loan production offices in Nebraska. Founded in 1917, Union Bank is the third largest privately owned bank in Nebraska with bank assets of \$1.3 billion and trust assets under management of \$7.8 billion as of December 31, 2005.

NHA 2006

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Human Resources Forum:

Legal Insight, Recruitment/Retention, and Benefits Diversity



Thursday, June 1, 2006

9:00 a.m. - 4:30 p.m.

(Registration begins at 8:30 a.m.)

Embassy Suites

1040 P Street

Lincoln, Nebraska

PROGRAM OVERVIEW

Human resource professionals are faced with many tasks, including hiring new employees, managing benefits, handling disputes, and much more. There are numerous policies and guidelines associated with each facet of human resources and personnel management. This seminar will offer a legal insight into your HR practices, including workers' compensation, fraud, and the Family Medical Leave Act (FMLA). Other sessions will focus on recruitment and retention strategies, and the importance of offering a variety of employee benefit options. In addition to the educational programming, interacting with other HR leaders will provide new ideas and solutions for use in your own facility.

PROGRAM AGENDA

- 8:30 a.m. Registration & continental breakfast
- 9:00 a.m. **Workers' Compensation Fraud and Compensation Retaliation Lawsuits**
Paul E. Larson, Berens & Tate
- 9:50 a.m. Break
- 10:00 a.m. **Family Medical Leave Act (FMLA)**
Timothy D. Loudon, Berens & Tate
- 10:45 a.m. **Maintaining Union-Free Status**
Mike Mortensen, Berens & Tate
- 11:45 a.m. Lunch
- 12:30 p.m. **Workforce Shortage: Increase Labor Supply, Enhance Recruitment, and Retain Your Staff**
Lee Elliott, Vice President for Human Resources and Fund Development, Saint Francis Medical Center

PROGRAM AGENDA

- 1:45 p.m. **Coordinating Your Benefits Approach to Help Attract, Motivate, and Retain Quality Employees**
Steve Clabaugh, Vice President, Worksite Marketing, Ameritas Worksite Benefits
Trevor Garbers, Worksite National Accounts Representative, Ameritas Worksite Benefits
- 2:15 p.m. Break
- 2:30 p.m. **Diversification of Your Portfolio**
Tom Sullivan, UMIG Portfolio Manager
Union Bank & Trust Co.
- 3:00 p.m. **Adding Roth Contributions to Your Retirement Plan**
John Nownes, Vice President,
Union Bank & Trust Co.
- 3:30 p.m. **HSA Investment Accounts**
Tanya Dick, Assistant Vice President,
Union Bank & Trust Co.
- 4:00 p.m. **Panel Discussion**
Opportunity to ask questions about your retirement plan, individual retirement, and social security benefits from Union Bank & Trust Co. representatives:
John Nownes, Vice President
Steve Duden, Social Security Administration
Tom Sullivan, UMIG Portfolio Manager
- 4:30 p.m. Adjourn

Questions?

Contact Carly Runestad, Health Policy Specialist, at 402/458-4915 or email crunestad@nhanet.org

REGISTRATION

To register for **Human Resources Forum: Legal Insight, Recruitment/Retention, and Benefits Diversity**, complete the registration form below and return by **May 24, 2006**, to NHA Research and Educational Foundation, c/o Heather Bullock, P.O. Box 82653, Lincoln, NE 68501 or fax to (402) 475-4091. You may also register online at www.nhanet.org.

Name _____ Title _____

Organization _____

Address _____

City, State, ZIP _____

Phone _____ Fax _____

Email _____

The registration fee is \$90 for NHA member hospitals and \$135 for non-members. Registration fee includes instruction, materials, lunch and refreshments during the breaks.

Pay by check (Please make check payable to NHA Research and Educational Foundation)

Pay by credit card: Visa MasterCard

Credit card #: ____ / ____ / ____ / ____

Name on card: _____

Exp. date: __ / __

Signature: _____

Sleeping Accommodations:

A block of rooms has been reserved for May 31 at the Embassy Suites. Call (402) 474-1111 to make reservations; the rate is \$114 + tax/night for a standard room. When making a reservation, request the "Nebraska Hospital Association" group block. The final cut-off date for room reservations is May 10, 2006.