



# 2020 HUMAN RESOURCES & SECURITY VIRTUAL CONFERENCE

OCTOBER 14 - 15, 2020

Make plans to join us for the 2020 Human Resources & Security Conference presented virtually through vConference. This conference will feature educational sessions as well as an innovative online virtual marketplace for sponsors to showcase their products and services. Sessions will be held on the dates and times noted on the conference agenda. After the live conference, sessions will be available as on-demand for a limited time. Chat with fellow registrants, speakers and sponsors during the conference. Visit sponsors in the virtual marketplace for a chance to win prizes. Register today!

## WEDNESDAY OCTOBER 14, 2020

8:45am-9:00am	<b>Welcome and Opening Comments (Virtual Doors Open at 8:35am)</b>
<b>Time</b>	<b>Human Resources Tract</b>
9:00am - 10:30am	<p style="text-align: center;"><b>Labor/Employment Law Update</b> <i>Fred Preis, Breazeale, Sachse &amp; Wilson</i></p> <p>Even with a more business-oriented Federal Government approach, financial institutions and Banks still repeatedly have to contend with numerous employment-related issues. Fred Preis will target the most significant issues facing human resource professionals at Banks. The session will cover topics such as a review of the 2020 COVI-10 paid leave laws, Improper Workplace Fraternization and Nepotism and other significant financial institution developments including Changes in Federal Wage &amp; Hour Regulations, and Non-Compete/Confidentiality Agreements. Fred will also take any questions you have on your mind.</p>
10:30am - 10:45am	<b>Break (Virtual Exhibits Open)</b>
10:45am - 11:45am	<p style="text-align: center;"><b>Highlights of Industry Liaison Group &amp; OFCCP Updates</b> <i>Chris Lindholm and Alex Gonzalez, Outsolve, LLC</i></p> <p>The requirements for affirmative action and compliance are constantly evolving. In this presentation, OutSolve will provide a review of the latest updates and various OFCCP activities, and will provide insight into the current regulatory climate and how to adapt to these changes.</p>
<b>Time</b>	<b>Security Tract</b>
9:00am - 10:30am	<p style="text-align: center;"><b>Robbery Prevention and Response</b> <i>Carol Dodgen, Dodgen Security Consulting</i></p> <p>“I cased that bank out for about two weeks before I decided to rob it.” Those words were spoken by a violent take-over robber who had carefully planned his crime with his accomplice. He, like so many others, had taken time to scout out the perfect spot and believed he would get away with it. He was wrong. What makes one location more favorable than another in the eyes of a robber? What can we do to deter robbers from choosing our office? This session will not only cover these topics, but also the basic life-saving steps employees should take to remain safe when faced with a bank robbery bandit. Every employee can play a role in prevention, and it is critical that all personnel are prepared and trained in the safest response methods. Additionally, we will examine recent cases and discuss the latest FBI statistics. Attendees will learn various methods used by these criminals, how their observations of the event can be critical, along with essential actions to take following a robbery. Employees of financial institutions must recognize the risk that exists but understand that knowledge and training are vital to surviving the event safely.</p> <p style="text-align: center;"><b>Topics include:</b></p> <ul style="list-style-type: none"> <li>• Making your location more attractive to customers and less attractive to criminals</li> <li>• Physical security measures to reduce your risk</li> <li>• Safe opening procedures</li> <li>• Considerations at closing time</li> <li>• Examination of recent cases of robbery/kidnapping</li> <li>• Protecting you, your employees, and your family</li> <li>• Bank robbers: in their own words</li> <li>• Responding to different types of robberies</li> <li>• Latest robbery statistics</li> <li>• The high cost of complacency</li> <li>• Morning glory robberies</li> <li>• Proven methods of prevention</li> <li>• Are you putting yourself at risk</li> <li>• Habits that endanger</li> </ul>

## WEDNESDAY OCTOBER 14, 2020 *(continued)*

10:30am - 10:45am	<b>Break (Virtual Exhibits Open)</b>
10:45am - 11:25pm	<b>Managing Employee Security Concerns</b> <i>Garland Prejean</i>
	<p>This session will cover the following topics: Audit of employee accounts; Background checks (initial and ongoing); Screening of employee email and website access; Internal Investigations; and how HR and Security work together</p>

## THURSDAY OCTOBER 15, 2020

Time	Human Resources & Security Joint Sessions
8:20am-8:30am	<b>Welcome and Opening Comments with Law Enforcement Officer Award Recognition</b>
8:30am - 10:30am	<p style="text-align: center;"><b>Violence in Your Workplace: Prevention &amp; Response</b>  <i>Carol Dodgen, Dodgen Security Consulting</i></p> <p>“You must realize that this can happen anywhere.” These chilling words were spoken by a lady who watched as six of her coworkers were shot during a meeting at her office. Workplace violence takes its toll - physically, emotionally, and monetarily. How many people are currently contemplating committing an act of violence in the workplace? Preventing these acts is much preferred and more cost-effective than cleaning up afterwards. It’s essential that we train employees to recognize pre-incident indicators and report them before an act of violence occurs, but it is also critical to have a plan in place to respond should the unthinkable occur. We will analyze recent cases to identify unheeded warnings, and then identify physical security measures and procedures that either were not in place or were ignored. Participants will have a clear understanding of the existing violence problems; ways to recognize warning signs; prevention policies and methods, and how they should respond in an active shooter situation.</p> <p>This session will benefit you not only in your work life, but your personal life as well. Have you ever thought how you would react in a robbery? A violent confrontation? An active shooter situation?</p> <p style="text-align: center;"><b>Topics include:</b></p> <ul style="list-style-type: none"> <li style="display: inline-block; width: 45%;">• Recent Case Studies</li> <li style="display: inline-block; width: 45%;">• Preventive Physical Security Measures</li> <li style="display: inline-block; width: 45%;">• Recognizing Warning Signs</li> <li style="display: inline-block; width: 45%;">• Active Shooter Response</li> <li style="display: inline-block; width: 45%;">• Handling Domestic Violence Situations</li> <li style="display: inline-block; width: 45%;">• Types of workplace violence</li> <li style="display: inline-block; width: 45%;">• “Best Practice” Methods for Violence Diffusion and Prevention</li> <li style="display: inline-block; width: 45%;">• De-escalation techniques</li> </ul>
10:30am - 10:45am	<b>Break (Virtual Exhibits Open)</b>
10:45am - 12:25pm	<p style="text-align: center;"><b>Business as <i>Un-Usual</i>: Managing People and Technology in a Post-Pandemic Environment</b>  <i>Helene Wall and Michael Richmond, P&amp;N</i></p> <p>Managing people, processes and technology can be challenging in the calmest of times. Add to that the disruption caused by COVID-19 and managing a remote workforce with its myriad of performance and security issues becomes priority #1. Join us as we discuss options and best practices for managing a remote workforce and mitigating technology risks in this unusual, post-pandemic environment.</p>

### WHO WILL BENEFIT

Human Resources Managers/Directors; Additional Human Resources Staff; Security Officers; Security Staff; Retail Officers; COOs and CFOs

# CONFERENCE SPEAKERS



**Fred Preis** is a partner at the Breazeale, Sachse & Wilson law firm where he is a senior member of the labor and employment law section which represents management nationwide. Prior to serving as an officer in the United States Army, Fred earned both his undergraduate degree in business and his law degree from Louisiana State University. As both a trial lawyer and advisor, Fred has served as lead labor counsel for Fortune 500 companies, as well as trade associations and employers in mid-sized and small industries, businesses and financial institutions throughout the United States.



**Alex Gonzalez** recently joined OutSolve as VP of Product and Market Development. Alex will be working with the team to expand OutSolve's offerings for clients and bring greater opportunities for growth and development to OutSolve. He has spent more than 30 years leading hundreds of clients in various industries in preparing affirmative action programs and diversity programs, implementing software solutions and managing strategic product roadmaps. Alex is closely involved and engaged with the compliance community regularly delivering presentations and webinars covering various compliance topics at industry conferences including the ILG National Conference and local ILGs. Alex served as president of the North Texas ILG and is currently serving on the Executive Board and Program Committee.



**Chris Lindholm** has been involved in Affirmative Action Planning since 1997, assisting customers through OFCCP audit support, training, and EEO compliance including implementation of Federal Affirmative Action Plans for thousands of Federal contractors. He has extensive knowledge of Executive Order 11246, Vietnam Era Veterans Readjustment Assistance Act (VEVRAA/Section 4212), and Section 503 of the Rehabilitation Act. Experienced Affirmative Action consulting team manager in support of consulting staff, software development and compliance support. Chair and committee member of Tri-Chapter Industry Liaison Group from 2010-2013. Author of hundreds of blogs and articles on EEO/Affirmative Action topics.



**Carol Dodgen** is the owner of Dodgen Security Consulting. Since 1998, her company has been providing services for businesses, financial institutions, and government entities to include training, ATM lighting inspections, and security assessments. Before forming her company, Carol served as the security training officer for Compass Bank. She earned her Master's Degree in Criminal Justice and spent several years as an adjunct criminal justice instructor. Carol is a nationally recognized speaker who has provided training for over 100,000 corporate, manufacturing, utility, law enforcement, and security personnel over the past 26 years. Carol earned her CPD (Crime Prevention Designation) and provides instruction on Crime Prevention Through Environmental Design (CPTED), Workplace Violence Prevention and Response, Robbery Prevention and Response, and Personal Safety. Carol has recently produced several video and e-learning training programs for financial institutions and businesses. In 2009, Carol was appointed by the governor to serve on the newly formed Alabama Security Regulatory Board and served for 6 years as vice-chair of this board which regulates the security guard industry in the state.



**Garland Prejean** holds a Bachelor of Science Degree in Criminal Justice and a Master of Education Degree in Educational Technology from McNeese State University. Over the last 30 years, Garland has attended numerous security-related seminars and schools dealing with financial institutions and other industries, as well as interviewing and interrogation trainings. He has previously conducted his own security training for local, regional and national companies and has been invited to speak at the Louisiana Bankers Association Human Resources and Security Conference on several occasions. Topics of discussion at local and national gatherings include workplace violence, business continuity/disaster recovery, investigations, robbery training/prevention and BSA/money laundering. Garland's experience includes investigations of both internal and external matters, including employee theft, broker/dealer fraud, mortgage loan fraud, misconduct, code of conduct violations and elderly financial abuse. Throughout his career, he has been successful in obtaining confessions and admissions in numerous major cases. Presently, Garland holds the position of Security Officer at CSE Federal Credit Union, one of the strongest credit unions in the state of Louisiana with assets over \$335M and growing.



**Helene Kaiser Wall**, SHRM-SCP, is an Associate Director in P&N's Consulting Services Group. Prior to joining P&N in 2012, Helene worked in human resources compliance and management for financial and healthcare organizations. Helene's experience includes serving as the human resources risk advisor for clients in a variety of industries, such as construction, manufacturing and distribution, transportation, healthcare, governmental, financial institutions, education, restaurants, non-profit, professional and emergency response services. Her prior roles include governmental work as liaison in the City of Baton Rouge/Parish of East Baton Rouge Mayor's Community Ordinance Enforcement Program. In accordance with P&N's philosophy of giving back to the community, Helene is also involved with college recruiting programs, professional associations and volunteer activities.



**Michael Richmond**, CISSP, CCSFP is currently the Director of Cybersecurity & Technology Services for Postlethwaite & Netterville, APAC, a top 100 U.S. accounting and business advisory firm. Michael leads the Technology Services Group by setting strategic direction for all existing and emerging technology consulting services, as well as overseeing all aspects of the group's business operations. Michael is an experienced Cybersecurity professional with over 23 years of experience providing governmental, healthcare, higher education and other varied industries with advanced cybersecurity risk management services, such as digital forensics and incident response, operationalizing cybersecurity practices, IT risk management and computer forensic expert witness testimony.

# CONFERENCE SPONSORS

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*Thank you to our sponsors for their generous support!*

Visit the below sponsors in the virtual exhibit hall marketplace during the conference on 8:20am-12:00pm on October 14 and from 8:20am-12:15pm on October 15. The virtual marketplace will also be available through November 30 for viewing. Visit each sponsor for a chance to win an overall prize from LBA (\$200 Visa Gift card). Drawing to be held on December 1. In each sponsor booth, you will find information about each company and resources.



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# 2020 Human Resources & Security Virtual Conference October 14 - 15, 2020

## Registration Information

*(Registration is per person, one unique login is issued per person)*

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### Registrant 2

Mr./Mrs./Ms. \_\_\_\_\_  
Bank \_\_\_\_\_  
Email Address \_\_\_\_\_  
Branch Street Address \_\_\_\_\_  
City, State, Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
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## Payment Options

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## Live Virtual Conference Registration Fee

\$299, per LBA member

\$499, per non-member

One unique login is issued per person. Login credentials cannot be shared.

## Cancellation Policy

Due to commitments we must make to secure a class, we need your help. If you must cancel your registration, please do so at least 3 business days prior to the seminar date to avoid a \$125 cancellation fee. Any registrant who does not cancel will be billed the full registration fee. Substitutions are welcome at no additional charge.

## Virtual Platform

We will be using vConference as the online platform for this conference. We will be sending login information the week before the conference. Please use Chrome as your internet browser for the conference, this is the recommended platform to be able to view the sessions.