



LouisianaBankers
ASSOCIATION

2024 HUMAN RESOURCES & SECURITY CONFERENCE

JULY 11-12, 2024

Make plans to join us for the 2024 Human Resources & Security Conference at The Ritz-Carlton, New Orleans. This conference will feature education sessions and the opportunity to network with fellow bankers and conference sponsors

Registration Fees

\$450, per LBA member
\$750, per non-member

Who Will Benefit

Human Resources Managers/Directors;
Additional Human Resources Staff; Security
Officers; Security Staff including
Cybersecurity staff

Location and Accommodations

The Ritz-Carlton, New Orleans
921 Canal Street
New Orleans, LA 70112



Group Room Block Information:

For Reservations:

Call (800) 826-8987 (*Mention Louisiana Bankers Association HR & Security Group*)

Or [Click here to book online reservations](#)

King Bed Rooms and Deluxe Double Bed Rooms are available, each at the rate of \$199+tax per night.

The LBA has contracted for a set number of sleeping rooms at The Ritz-Carlton, New Orleans based on the last few years' attendance. We will monitor the room pickup and add rooms if available. We encourage you to make your reservations early to receive the LBA's discounted rate of **\$199.00+ tax**. The deadline for the room block is **June 27, 2024**. After that date, reservations will be made based on availability and the hotel may not be able to honor the discounted rate.

Thank You to Our Conference Sponsors!



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INTEGRATED SOLUTIONS





2024 HUMAN RESOURCES & SECURITY CONFERENCE

JULY 11-12, 2024 - THE RITZ-CARLTON, NEW ORLEANS

Thursday July 11, 2024

Time	Human Resources Tract
8:00am	Continental Breakfast & Registration <i>Grand Ballroom Foyer (2nd Floor)</i>
9:00am - 10:00am (Joint Session)	Recognizing Indicators of Deception Kent Morrison, BSG Security Services <i>Salon III (2nd Floor)</i>
10:00am - 10:15am	Break
10:15am-11:15am (Joint Session)	Recognizing Indicators of Potential Workplace Violence Kent Morrison, BSG Security Services <i>Salon III (2nd Floor)</i>
11:15am-11:30am	Break
11:30am-12:30pm	The View from the New Hire: Creating a Better Onboarding Experience Jenifer Snook, Haberfeld <i>Salon I (2nd Floor)</i>
12:30pm-2:00pm (Joint Session)	Luncheon with Security Awards & Sponsor Spotlight <i>Salon II (2nd Floor)</i>
2:00pm-2:30pm	Latest FMLA and ADA Act Compliance <i>(Sponsored Session by Jones Walker)</i> Sid Lewis, Jones Walker <i>Salon I (2nd Floor)</i>
2:30pm-2:40pm	Break
2:40pm-3:10pm	Benefit Trends <i>(Sponsored Session by Gilsbar)</i> Colin Shea, Gilsbar <i>Salon I (2nd Floor)</i>
3:10pm-3:20pm	Break
3:20pm-3:50pm	How Can Banks Attract Top Talent? <i>(Sponsored Session by Phelps)</i> Michael Williams, Phelps
3:50pm-4:00pm	Break
4:00pm-4:30pm	Sponsored Session to be Determined <i>Salon I (2nd Floor)</i>

Time	Security Tract
8:00am	Continental Breakfast & Registration <i>Grand Ballroom Foyer (2nd Floor)</i>
9:00am - 10:00am (Joint Session)	Recognizing Indicators of Deception Kent Morrison, BSG Security Services <i>Salon III (2nd Floor)</i>
10:00am - 10:15am	Break
10:15am-11:15am (Joint Session)	Recognizing Indicators of Potential Workplace Violence Kent Morrison, BSG Security Services <i>Salon III (2nd Floor)</i>
11:15am-11:30am	Break
11:30am-12:30pm	Secret Service Update Agent Felton Joseph, Resident Agent in Charge, United States Secret Service <i>Salon III (2nd Floor)</i>
12:30pm-2:00pm (Joint Session)	Luncheon with Security Awards & Sponsor Spotlight <i>Salon II (2nd Floor)</i>
2:00pm-2:30pm	Sponsored Session by FedCorp <i>Salon III (2nd Floor)</i>
2:30pm-2:40pm	Break
2:40pm-3:10pm	Sponsored Session by 3SI <i>Salon III (2nd Floor)</i>
3:10pm-3:20pm	Break
3:20pm-3:50pm	Sponsored Session to be Determined <i>Salon III (2nd Floor)</i>
3:50pm-4:00pm	Break
4:00pm-4:30pm	Sponsored Session to be Determined <i>Salon III (2nd Floor)</i>



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Friday July 12, 2024

Time	Human Resources Tract
8:00am	Continental Breakfast <i>Grand Ballroom Foyer (2nd Floor)</i>
9:00am - 10:00am	Creating Value: Your Ingredient to Success Jenifer Snook, Haberfeld <i>Salon I (2nd Floor)</i>
10:00am - 10:15am	Break
10:15am - 11:15am	Labor/Employment Law Emerging Developments Fred Preis, Breazeale, Sachse & Wilson, L.L.P. <i>Salon I (2nd Floor)</i>
11:15am-11:30am	Break
11:30am-12:30pm	The Future of OFCCP Compliance Mary Ann McCarthy & David Isaula, Outsolve <i>Salon I (2nd Floor)</i>

Time	Security Tract
8:00am	Continental Breakfast <i>Grand Ballroom Foyer (2nd Floor)</i>
9:00am - 10:00am	FBI Update Agent Randolph (Randy) Deaton FBI <i>Salon III (2nd Floor)</i>
10:00am - 10:15am	Break
10:15am - 11:15am	Cybersecurity Threats, Trends & Strategies Mark Scholl, Wipfli <i>Salon III (2nd Floor)</i>
11:15am-11:30am	Break
11:30am-12:30pm	Wires Crossed: Bank Fraud Schemes Jennifer Walton, FORVIS <i>Salon III (2nd Floor)</i>

Conference Highlights

Joint Sessions:

- Recognizing Indicators of Deception - Kent Morrison, BSG Security Services - Thursday July 11, 2024 - 9am-10am**
 A great percentage of working adults cannot have a 10-minute conversation without lying; often innocently but sometimes very maliciously. In most situations, the clues are out there, but we often don't pay attention to them. In this engaging and interactive session, you will learn how to spot signs of deception and truthfulness. We will focus on identifying non-verbal cues of deception and help attendees recognize potential deceptions in both written and spoken words.
- Recognizing Indicators of Potential Workplace Violence - Kent Morrison, BSG Security Services - Thursday July 11, 2024 - 10:15am-11:15am**
 According to the CDC, there are over 700 workplace homicides in an average year (1992 - 2012) and somewhere between 200 and 800 times as many nonfatal workplace assaults. With numbers such as these, many feel helpless and hopeless in preventing workplace violence. There are numerous strategies to utilize in order to reduce the statistical likelihood of violence and foster a safe working environment for employees, customers and employers.

Human Resources Tract:

- The View from the New Hire: Creating a Better Onboarding Experience - Jenifer Snook, Haberfeld - Thursday July 11, 2024 - 11:30am-12:30pm**
 According to Gallup, only 12% of U.S. employees say their company does a good job of onboarding. How does your financial institution compare? If onboarding new hires is a challenge for your financial institution, this session is for you. The following key points will be covered: (1) Understand "Newcomer Adjustment" and the link between uncertainty and premature turnover; (2) Actionable strategies to improve your onboarding processes; (3) Retain valuable new employees.
- Jones Walker Sponsored Session: Latest FMLA and ADA Act Compliance - Sid Lewis, Jones Walker - Thursday July 11, 2024 - 2:00pm-2:30pm**
 Several legal risks can occur when dealing with employees' medical and mental conditions under the ADA, the FMLA, and Workers' Compensation laws. Attendees will be provided real-world examples of pitfalls that may arise in managing sick and injured employees and learn best practices for handling employee accommodations.

Conference Highlights (Continued)

Human Resources Tract:

- **Gilsbar Sponsored Session: Benefit Trends - Colin Shea, Gilsbar - Thursday July 11, 2024 - 2:40pm-3:10pm**
This session will cover the trends that are impacting your plans today and tomorrow. This includes cost of prescriptions and alternative sourcing, tiered network updates and self funding.
- **Phelps Sponsored Session: How Can Banks Attract Top Talent? Michael Williams, Phelps - Thursday July 11, 2024 - 3:20pm-3:50pm**
Now more than ever, banks must find creative ways to attract and retain executives with the specialized knowledge and experience to meet new technological and regulatory challenges. Recruiting and retaining these executives is particularly important for locally owned banks who often find themselves competing with larger, regional or national institutions for sought after C-suite execs. To compete, locally owned banks should consider developing lucrative executive compensation plans.
- **Creating Value: Your Ingredient to Success - Jenifer Snook, Habersfeld - Friday July 12, 2024 - 9:00am-10:00am**
High performing organizations and individuals create value, both internally and externally, by operating with integrity, adapting to the needs of others and modeling what is expected. With so many competing priorities, executive leadership and value creation strategy is crucial to achieving results. During this session we will explore high-payoff activities that drive results, as well as the role technology plays in supporting execution. The following key points will be covered: (1) Understanding internal and external value creation; (2) Addressing obstacles to growth; (3) Strategies to cultivate growth.
- **Labor/Employment Law Emerging Developments - Fred Preis, Breazeale, Sachse & Wilson, L.L.P - Friday July 12, 2024 - 10:15am-11:15am**
It is vital for Human Resource professionals at financial institutions stay abreast of issues that can impact the employees of their Bank. In this session, Fred will cover emerging challenges such as the threat of union organizing, increased pitfalls of remote work and the growth of claims for failure to pay overtime. Also included will be updates on the impact of Disability Laws on websites, DEI, Use of Artificial Intelligence, and Guns in the Workplace. As usual, there will be time for a lively discussion of any questions.
- **HR Peer Group Meeting - (Date/Time to be determined on the agenda)**
This session will give an opportunity for conference attendees to discuss with their peers current challenges and best practices in the human resources area.

Security Tract:

- **Secret Service Update - Thursday July 11, 2024 - 11:30am-12:30pm - Agent Felton Joseph, Resident Agent in Charge, United State Secret Service**
This session will include a discussion of the most active crimes and cases the local United States Secret Service Office is currently seeing. The session will also discuss how bank security officers can work with Secret Services on cases.
- **FedCorp Sponsored Session - Thursday July 11, 2024 - 2:00pm-2:30pm**
- **3SI Sponsored Session - Thursday July 11, 2024 - 2:40pm-3:10pm**
- **FBI Update - Friday July 12, 2024 - 9:00am-10:00am - Agent Randolph (Randy) Deaton, FBI**
In this session, Agent Deaton will discuss the crimes the local FBI office is seeing related to financial institutions.
- **Cybersecurity Threats, Trends and Strategies - Friday July 12, 2024 - 10:15am-11:15am - Mark Scholl, Wipfli**
Technology has changed how we run our businesses and service our customers. As a result, many organizations face new threats against data breaches and extortion. You can't protect your digital information unless you know what you are up against. To prevent becoming a victim, it's crucial to stay informed about the latest cyber security threats. Cybercrime has evolved to more targeted attacks leading to account takeover, financial scams, system interruption, and even extortion. Learning objectives for this session include: (1) Recognize the most common cyber threats facing the financial services sector; (2) Identify the threat actors behind cyber-attacks and financial scams as well as the challenges for law enforcement to apprehend these cyber criminals; (3) Recognize what you can do to prevent becoming a victim.
- **Wires Crossed: Bank Fraud Schemes - Friday July 12, 2024 - 11:30am-12:30pm - Jennifer Walton, FORVIS**
Jennifer Walton, Senior Manager in Forensics and Valuation at FORVIS, will discuss the different types of schemes she has seen in her career, how the schemes were identified, and potential actions that could prevent these schemes from occurring. Discussion of bank fraud schemes will include vault cash theft, skimming of bank deposits, nominee loans, kiting and more.
- **Security Peer Group Meeting - (Date/Time to be determined on the agenda)**
This session will give an opportunity for attendees to discuss with their peers current challenges and best practices in the security area.



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Registration Information (for additional registrations, please make copies)

Registrant 1

Mr./Mrs./Ms. _____
Bank _____
Email Address _____
Branch Street Address _____
City, State, Zip _____
Office Phone _____
Cell Phone _____

Registrant 1

Mr./Mrs./Ms. _____
Bank _____
Email Address _____
Branch Street Address _____
City, State, Zip _____
Office Phone _____
Cell Phone _____

Payment Options

Check (Made payable to the Louisiana Bankers Association)

Visa MasterCard American Express

Card # _____ Expiration Date _____

Name on Card (Please Print) _____

Billing Address _____

Signature _____ Amount to be Charged on Card \$ _____

Registration Fee

\$450, per LBA member
\$750, per non-member

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\$450, per LBA member
\$750, per non-member

Location

The Ritz-Carlton, New Orleans
921 Canal Street
New Orleans, LA 70112

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 by July 5, 2024 to avoid a \$175 cancellation fee. Any registrant who does not cancel will be billed the full registration fee. Substitutions are welcome at no additional charge.

Submit registration and view roster in the Education Section of LBA's Website, www.lba.org