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SEPT. 26 & 27, 2023**



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## Your future is limitless.

Join Peter Valotta, Client Executive with Marsh McLennan Agency for his session,  
***Ways to tackle ESG within benefits/HR***

Tuesday, September 26, 2023 at 3:45pm  
(in the Hemlock-Hickory room)

Stop by booth #34 to meet our team and learn the latest insights on top employee benefits trends.

See how we can help you thrive at [MMAEast.com](http://MMAEast.com)

Peter Valotta AIF, MBA, MHMS  
Marsh McLennan Agency  
6 PPG Place, Suite 400, Pittsburgh, PA 15222  
M +1 412 576 7142  
[Peter.Valotta@MarshMMA.com](mailto:Peter.Valotta@MarshMMA.com)







Dear Colleagues,

In today's rapidly evolving world, it is crucial for HR professionals to stay ahead of the curve, adapt to emerging trends, and proactively navigate the ever-changing landscape of the workplace. That's where the **PHRA's 75th Anniversary Annual Conference and Exhibition, "Facing the Future, Together!"** steps in.

**Here is what you can expect at this year's conference....**

**Cutting-edge Insights and Expert Knowledge:**

Be prepared to engage with thought-provoking presentations, interactive workshops, and enlightening discussions that delve into the latest trends, best practices, and innovative strategies in HR.

**Networking Opportunities:**

The PHRA's Annual Conference will provide an ideal platform for expanding your professional network, fostering meaningful connections, and exchanging ideas with peers and industry experts.

While you are networking in the exhibition hall you will have the opportunity to participate in the **Passport to Prizes (PTP)** game. Visit all the exhibitors whose booth numbers are printed on the back of the PTP to validate your visit. When your card is marked by all 35 vendors, drop it in the collection box near the registration area for a chance to win the **\$500 Visa Gift Card grand prize.**

**Personal and Professional Development:**

From honing leadership abilities and improving communication skills to mastering HR technology and navigating legal complexities, this conference will equip you with the tools necessary to excel in your role and thrive in the future.

**Inspiration and Motivation:**

The conference's keynote speakers, renowned for their expertise and industry achievements, will share their stories and experiences, leaving you energized and ready to tackle new challenges head-on.

As the HR landscape continues to evolve, it is imperative to stay informed, connected, and equipped with the knowledge and skills necessary to face the future confidently. PHRA's Annual Conference and Exhibition, "Facing the Future, Together!" offers a prime opportunity to do just that.

Regards,

Liz Lamping

PHRA Executive Director





# 2023 ANNUAL CONFERENCE & EXHIBITION

September 26-27, 2023

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A background image of a lit sparkler with bright orange and yellow sparks radiating outwards against a dark background.

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## DAY 1: SEPTEMBER 26, 2023 SCHEDULE

Time	Opening Activities	Room Location
7:30 AM-8:30 AM	Opening Registration Activities and Breakfast: <b>Master of the Ceremony, Malcolm E. Nowlin</b> , CEO & Founder, M Nowlin Enterprise LLC, will engage in activities bringing the virtual and in-person attendees together. Welcome Remarks, <b>PHRA President, Dan Corkum, SHRM-SCP</b>	Cedar-Dogwood
8:30 AM-9:30 AM	Opening Keynote: <b>WTF! Winning The Fight for the Workplace of The Future</b> <b>David J. Baker</b> , MA, SPHR, SHRM-SCP, Managing Director & CEO, Human Capital Advisors <b>John Putzier</b> , President, Redline Performance Management <b>Pete Schramm</b> , Founder & CEO, Lattitude <i>Session Approved for Business Credits</i> Session sponsored by: <b>CTR Payroll Services</b>	Cedar-Dogwood
9:40 AM-10:30 AM	75 <sup>th</sup> Anniversary Bonus Keynote Session: <b>Using SPORTS as the Example; Bring the Discussion of Diversity &amp; Inclusion to Your Organization</b> <b>Jim Rooney</b> , Author, Consultant & National Speaker <b>N. Jeremi Duru</b> , Professor, Author, Lecturer, Researcher, Frequent Media Contributor, and Advocate, American University's Washington College of Law Session sponsored by: <b>Key Leadership</b>	Cedar-Dogwood
10:30 AM-11:15 AM	<b>Dedicated Exhibit Hall Time</b>	Exhibit Hall: Pre-Function Area

There are **20 total breakout sessions** and **5 keynote sessions**. If a participant views all sessions the conference is worth **25 recertification credits**. **10 recertification credits** will be awarded to in-person attendees, with the opportunity to receive **15 additional credits** by viewing sessions in the attendee hub.



## DAY 1: SEPTEMBER 26, 2023 SCHEDULE (CONTINUED)

CONCURRENT BREAKOUT SESSION 1		
Time	Breakout Session	Room Location
11:15 AM-12:15 PM	<b>Why We Need More Tolerance For Error In DEI Work</b> Sonia Layne-Gartside, President, SoniaGartside.com	Aspen-Birch
	<b>Mastering Employee Performance Management: The Process, the Meeting, the Legal Dangers, and More!</b> Mario Bordogna, Member, Clark Hill PLC Meredith Stephenson, Vice-President of HR, Howard Hanna Session sponsored by: <b>Justifacts</b>	Dogwood
	<b>Trading Work-Life Balance for Work, Life &amp; Well-Being Integration</b> Niki Campbell, Founder & CEO , The Flourish Group LLC Session sponsored by: <b>The Flourish Group LLC &amp; Connected Health</b>	Hemlock-Hickory
	<b>People Analytics: You are Sitting on a Goldmine of Data!</b> Diane Houser, Director, Employee Relations, ConnectiveRx <b>Session Approved for Business Credits</b> Session sponsored by: <b>Vision Benefits of America</b>	Elm-Fir
12:15 PM-1:00 PM	Networking Lunch with Members and Business Partners	Cedar-Dogwood
1:00 PM-2:00 PM	Afternoon Keynote: <b>Mastering the Art of Emotional and Mental Resilience: How to Shape Deeper Relationships and Create Happiness from the Inside Out</b> <b>Sara Schulting-Kranz</b> , a Sought-After Teacher, Retreat Organizer and Keynote Speaker Session sponsored by: <b>Human Capital Advisors</b>	Cedar-Dogwood

## DAY 1: SEPTEMBER 26, 2023 SCHEDULE (CONTINUED)

CONCURRENT BREAKOUT SESSION 2		
Time	Breakout Session	Room Location
2:00 PM-3:00 PM	<b>Nurturing Care in the Workplace: Starting with Self-Care</b> Jessica Grande, Senior Consultant, Cowden Associates, Inc. Brea Schmidt, Keynote Speaker, Self-Care Advocate, Writer, Entrepreneur, The Thinking Branch Session sponsored by: <b>Integrated Health 21 (IH21)</b>	Aspen-Birch
	<b>Trust Builders: Creating a Coaching Culture for Lasting Success</b> Megan Wollerton, Owner, Life Force Wellness, LLC David McGlennen, High-Performance Culture Coach, Impact Leadership Consulting, LLC. <i>Session Approved for Business Credits</i>	Dogwood
	<b>National Salary, Perks &amp; Benefit Trends</b> Carrie Haglund, Branch Manager, Robert Half Patrick Gilchrist, Regional Director, Robert Half Session sponsored by: <b>Robert Half</b>	Hemlock-Hickory
	<b>Navigating Employment Discrimination in AI and Automated Systems</b> Marcia DePaula, Member, Steptoe & Johnson PLLC Caroline Orrico, Associate, Steptoe & Johnson PLLC	Elm-Fir
3:00 PM-3:45 PM	Dedicated Exhibit Hall Time: Afternoon Snack Provided	Exhibit Hall: Pre-Function Area

### **NEW! Download the PHRA Conference App Today!**

Navigate to the app store on your mobile device, and search for and download the app titled **Cvent Events**. Once downloaded, search for the event titled **PHRA Annual Conference 2023**, and **press download to the right of the titled event**. **Once the event has downloaded, press the arrow**. By logging into the event under your profile, you will have the opportunity to see your personalized schedule and information!



## DAY 1: SEPTEMBER 26, 2023 SCHEDULE (CONTINUED)

### CONCURRENT BREAKOUT SESSION 3

Time	Breakout Session	Room Location
3:45 PM-4:45 PM	<b>C.A.R.E. to Engage? How Emotions Impact Employee Engagement</b> Sheila Rioux, Ph.D., Founder & Executive Coach, LeadBeyond Coaching LLC	Aspen-Birch
	<b>The Post-Pandemic Playbook: Five Key Decisions for HR Executives in the New Normal</b> Tory Butterworth, PhD, Corporate Wellness Consultant <i>Session Approved for Business Credits</i>	Dogwood
	<b>Ways to tackle ESG Within Benefits/HR</b> Peter Valotta, Retirement Services, Marsh McLennan Agency <i>Session Approved for Business Credits</i> Session sponsored by: <b>Marsh McLennan Agency</b>	Hemlock-Hickory
	<b>The Future of Work Starts with Employee Mental Health and Well-Being: What Key Steps Employers Can Take to Support Employees and Improve Productivity</b> Raeann Burgo, Of Counsel, Fisher & Phillips LLP Kim Ward, Licensed Professional Counselor, Licensed Mental Health Counselor, Certified E-therapist, Teladoc Health and BetterHelp	Elm-Fir
4:45 PM-6:30 PM	Networking Social & Volunteer of the Year Celebration Sponsored by: <b>The Flourish Group &amp; Connected Health</b>	Cedar-Dogwood

## DAY 2: SEPTEMBER 27, 2023 SCHEDULE

Time	Opening Activities	Room Location
8:00 AM-8:45 AM	Opening Registration Activities and Breakfast: <b>Master of the Ceremony, Malcolm E. Nowlin</b> , CEO & Founder, M Nowlin Enterprise LLC, will engage in activities bringing the virtual and in-person attendees together.	Cedar-Dogwood
8:45 AM-9:30 AM	PHRA / SHRM Highlights: <b>Dan Corkum</b> , PHRA President, SHRM-SCP <b>Faith Stipanovich</b> , Field Services Director SHRM-SCP, SHRM	Cedar-Dogwood
9:30 AM-10:30 AM	Opening Keynote: <b>Nurturing Your Soul through Work-Life Harmony</b> <b>AJ Jefferson</b> , CEO, Homeless Children’s Education Fund (HCEF) Session sponsored by: <b>Paycor</b>	Cedar-Dogwood
10:30 AM-11:15 AM	<b>Dedicated Exhibit Hall Time</b>	Exhibit Hall: Pre-Function Area

### CONCURRENT BREAKOUT SESSION 4

Time	Breakout Session	Room Location
	<b>The New Normal: Adapting to the Post-Pandemic Labor Market</b> Erin Viale, Talent Acquisition Manager, UPMC Ashleigh Sager, Project Manager- Physician Network Development, UPMC Session sponsored by: <b>Cozen O’Connor</b>	Aspen-Birch
11:15 PM-12:15 PM	<b>Pay Transparency: The Good, the Bad, and the Legal Implications</b> Mariah Passarelli, Member, Cozen O’Connor Session sponsored by: <b>Cozen O’Connor</b>	Hemlock-Hickory
	<b>Automate HR While Keeping the Human Touch</b> Jay Polaki, SHRM-SCP, SPHR, HR Gecko Session Sponsored By: <b>Ceridian</b>	Dogwood
	<b>Pathfinders: Navigating Your Career Map with a Personal Board of Advisors</b> Pete Schramm, Founder and CEO, Lattitude Session Sponsored By: <b>Robert Half</b> <i>Session Approved for Business Credits</i>	Elm-Fir
12:15 PM-1:00 PM	Networking Lunch with Members and Business Partners	Cedar-Dogwood



## DAY 2: SEPTEMBER 27, 2023 SCHEDULE (CONTINUED)

### CONCURRENT BREAKOUT SESSION 5

Time	Breakout Session	Room Location
1:00 PM–2:00 PM	<b>Upskilling HR: Why HR Executives Make the Best Leaders</b> David J. Baker, Managing Director and CEO, Human Capital Advisors <i>Session Approved for Business Credits</i> Session sponsored by: <b>Human Capital Advisors</b>	Aspen-Birch
	<b>Sustaining your DEI Efforts in a Changing Landscape</b> Kelly Radomski, Vice President, Client Solutions, Compass Business Solutions Session sponsored by: <b>Ellen Freeman Law Group PLLC</b>	Dogwood
	<b>The Art of Getting Sued</b> Anne M. Lavelle, Compliance Specialist, CTR Payroll Services Session sponsored by: <b>CTR Payroll Services</b>	Hemlock-Hickory
	<b>Overcoming Overthinking:</b> Making Decisions to Get Things Done in HR Julie Develin, Sr. Partner, HCM Advisory-Human Insights, UKG Session sponsored by: <b>UKG</b>	Elm-Fir
2:00 PM–3:00 PM	Closing Keynote: <b>The Art of Influencing with Human Resources</b> Christie Cawley, President, tHRive-People Practices with Purpose Session sponsored by: <b>University of Pittsburgh: Executive MBA Programs and the Center for Executive Education</b>	Cedar-Dogwood
3:00 PM	Business Partner Prize Distribution & Conference Closing	Cedar-Dogwood

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## SHRM and HRCI Recertification Credit Instructions

Pittsburgh Human Resources Association's

2023 Annual Conference & Exhibition Facing the Future, Together!

September 26 & 27, 2023



All **Keynote & Breakout Sessions** are approved for **SHRM-CP/SCP** and **PHR** Credits. Sessions marked with **"Approved for Business Credits"** are also approved for **SPHR** Credits.

### To apply for **SHRM-CP or SHRM-SCP** Credits through SHRM:

1. Login to your SHRM portal at: <https://portal.shrm.org>
2. From your SHRM Certification portal homepage, click **Add PDCs**
3. Click the **recertification category** for which you would like to claim PDCs
4. Enter the **Activity ID: 23-KNACX** in the **Activity ID Number** field and click **Search**.
  - a. Activity Name: **PHRA 75th Annual Conference & Exhibition: Facing the Future, Together!**
  - b. Approved for **10 SHRM-CP & SHRM-SCP Credits** (1 credit per session that you attended)
5. After the activity information populates, **review** and click **Submit**.

### To apply for **PHR (HR)** Credits through HRCI:

1. Login to your profile at <https://hrci.org/login>
2. Click the **My Recertification** link
3. Review your progress dashboard and requirements
4. Find the **Continuing Education: Pre-Approved Activities** section of your learning plan
5. Click **Add Activity**
6. Enter the **Activity ID: 638503** and click **Search**
7. Click **Select** next to the activity title **PHRA 75th Annual Conference & Exhibition: Facing the Future, Together!**
8. Enter the **Start (9/26/2023) and End Dates (9/27/2023)** that you attended the activity and click **Next**
9. This conference will have a pre-approval total of **10 PHR (HR) recertification hours** (1 credit per session that you attended)
10. **Review** the activity details, **agree** to the attestation and click **Submit**

### To apply for **SPHR (Business)** Credits through HRCI:

Each set of specified credits will need to be **listed as a separate recertification activity**. A PHR may attend any of the sessions for HR credit as long as it has been pre-approved for credit.

### Sessions pre-approved for Business Credit (SPHR):

1. WTF! Winning The Fight for the Workplace of The Future
2. People Analytics: You are Sitting on a Goldmine of Data!
3. Trust Builders: Creating a Coaching Culture for Lasting Success
4. The Post-Pandemic Playbook: Five Key Decisions for HR Executives in the New Normal
5. Ways to tackle ESG within benefits/HR
6. What's Next" to Employee Engagement Surveys: Personal Board of Advisors (R2) - The Who, What, When, Where, Why, How of Intentional & Sustainable Employee Connection
7. Upskilling HR: Why HR Executives Make the Best Leaders

## How to Submit a Conference for HRCI Specified (SPHR) Recertification Credit:

### For 1st Activity Submission:

1. Find **Professional Development: Continuing Education (Instructor Led)**
2. Click **Add Activity**
3. For “Activity type”, select **Conference**
4. A new window will open with a form for you to complete. (If a new form does NOT open, look at the entry and click on the button that says **Submit Activity**.)
5. Enter Activity title: PHRA 75th Annual Conference & Exhibition: Facing the Future, Together! (you can put the **Activity ID: 638503** in this field)
6. Under Description provide brief summary of session (**see approved session list above**) content Enter Start and End dates.
7. For **Specified Credit Hours (SPHR)** - select **Business** and under Requested Credit Hours, enter number of credit hours.
  - Each session that you attended is worth **1 credit hour**.
8. Hit **Next**.
9. Click **“Yes”** on Attestation.
10. Hit **Submit!**
11. **You will need to follow this process for all of the Business Sessions you attend.**

**If there are any questions, refer to the recertification policies and procedures located at [www.hrci.org](http://www.hrci.org).**

## EXHIBITOR BY BOOTH

<b>Booth 1:</b> Vision Benefits of America	<b>Booth 20:</b> Delta Dental
<b>Booth 2:</b> USI Insurance Services	<b>Booth 21:</b> ProVerify
<b>Booth 3:</b> Robert Half	<b>Booth 22:</b> Integrated Health 21 (IH21)
<b>Booth 4:</b> Human Capital Advisors	<b>Booth 23:</b> SHRM
<b>Booth 5:</b> University of Pittsburgh: Executive MBA Programs and the Center for Executive Education	<b>Booth 24:</b> Pittsburgh Post-Gazette
<b>Booth 6:</b> Oswald Companies	<b>Booth 25:</b> Mattingly Solutions
<b>Booth 7:</b> UKG	<b>Booth 26:</b> Aires
<b>Booth 8:</b> LeadBeyond Coaching	<b>Booth 27:</b> Ceridian
<b>Booth 9:</b> HUB International	<b>Booth 28:</b> The Flourish Group & Connected Health
<b>Booth 10:</b> CTR Payroll Services	<b>Booth 29:</b> Cozen O’Connor
<b>Booth 11:</b> CTR Payroll Services	<b>Booth 30:</b> JazzHR
<b>Booth 12:</b> AAA	<b>Booth 31:</b> Ellen Freeman Law Group PLLC
<b>Booth 13:</b> Gallagher Benefit Services, Inc.	<b>Booth 32:</b> USA Staffing
<b>Booth 14:</b> Key Leadership	<b>Booth 33:</b> Justifacts
<b>Booth 15:</b> Pittsburgh Business Group on Health	<b>Booth 34:</b> Marsh McLennan Agency
<b>Booth 16:</b> United Concordia Dental	<b>Booth 35:</b> CBIZ
<b>Booth 17:</b> Identisys Inc.	<b>Booth 36:</b> Pathways Wellness Program/Medicare Benefits
<b>Booth 18:</b> Carrot Fertility	
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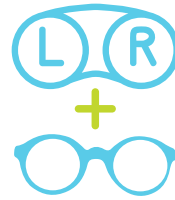
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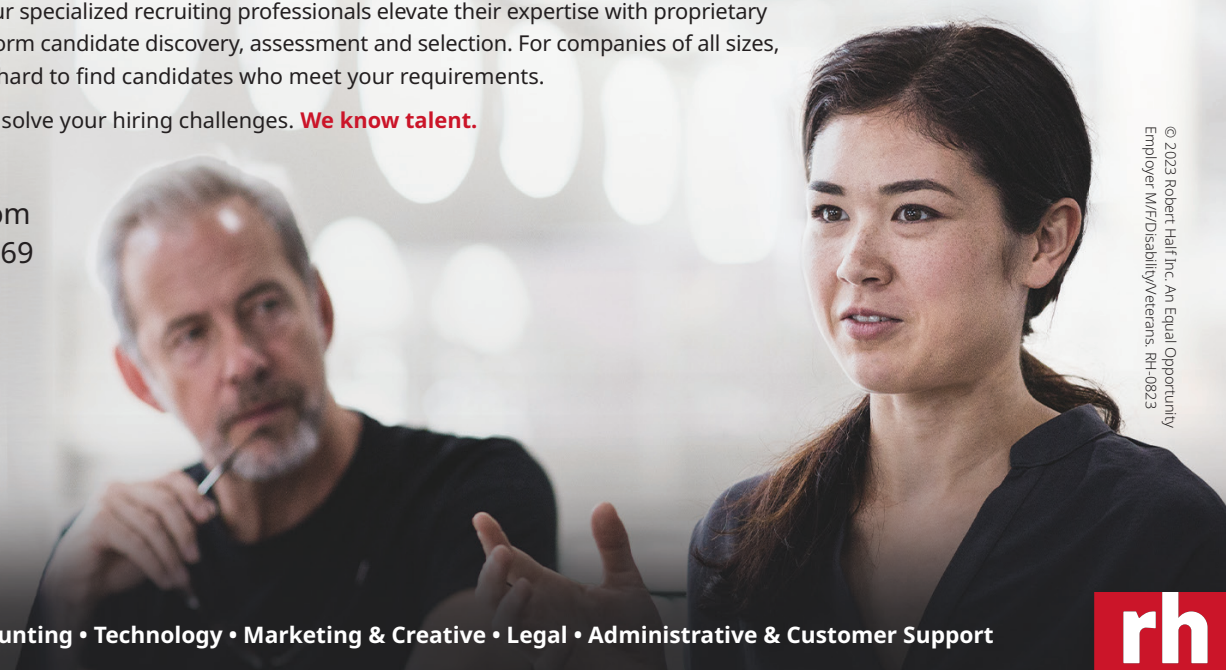
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## BUSINESS PARTNER SHOWCASE



### AAA

Service Category: Insurance

Booth Number: 12

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### Aires

Service Category: Relocation

Booth Number: 26

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**Jill S. Porter-Scott: 1-412-677-1863**



## CBIZ

Service Category: Benefits

Booth Number: 35

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CBIZ combines the personal, innovative approach of a local form with the resources and expertise of a national industry leader. CBIZ is headquartered in Cleveland, OH and since August 2006, CBIZ stock has been publicly traded on the New York Stock Exchange under the ticker symbol "CBZ."

**Dan Gissin: 412-973-0890**



## Carrot Fertility

Service Category: Benefits

Booth Number: 18

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Carrot Fertility is the leading global fertility care platform for women, who are often at the center of fertility care decisions and consequences. Plus, Carrot serves people of every age, race, income, sex, sexual orientation, gender, marital status, and geography. Trusted by hundreds of multinational employers, health plans, and health systems, Carrot's comprehensive clinical program delivers industry-leading cost savings for employers and award-winning experiences for millions of people worldwide. Whether there is a need for care through fertility preservation, male-factor infertility, pre-pregnancy, IVF, pregnancy and postpartum, adoption, gestational surrogacy, or menopause, Carrot supports members and their families through many of the most memorable and meaningful moments of their lives.

**Melodie Pride (lets@get-carrot.com): 510-925-2003**

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## CERIDIAN

### Ceridian

Service Category: Human Capital Management Software

Booth Number: 27

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Ceridian is a global human capital management (HCM) software company. Dayforce, our flagship cloud HCM platform, provides human resources, payroll, benefits, workforce management, and talent management capabilities in a single solution. Our platform helps you manage the entire employee lifecycle, from recruiting and onboarding, to paying people and developing their careers. Ceridian provides solutions for organizations of all sizes, from small businesses to global organizations.

**Michael Shannon: 704-577-5226**



### Cozen O'Connor

Service Category: Employment Law

Booth Number: 29

**SILVER CONFERENCE SPONSOR**

Ranked among the top 100 law firms in the country, Cozen O'Connor has more than 825 attorneys in 30 cities across two continents. We are a full-service firm with recognized practices in labor and employment, litigation, business law, and government relations, and our attorneys have experience operating in all sectors of the economy. Cozen O'Connor's Labor & Employment Department boasts a team of 80 lawyers in 16 offices across North America. In Pittsburgh we have 10 dedicated labor and employment attorneys who handle the full range of employment law needs of our clients - from drafting onboarding documents, to advising on day-to-day employment decisions, to defending in administrative and litigation proceedings.

**Tiffany Jenca: [tjenca@cozen.com](mailto:tjenca@cozen.com): 412.620.6503**

**Mariah Passarelli: [mpassarelli@cozen.com](mailto:mpassarelli@cozen.com), 412.620.6502**



### CTR

Service Category: HRIS

Table Number: 10 & 11

**GOLD CONFERENCE SPONSOR**

CTR Payroll & HR: Your Pittsburgh Leader in Payroll & HR Technology. CTR offers an innovative technology platform to deliver a single solution to you and your employees. Payroll, Benefits, HR, & Time are always in sync providing increased data accuracy and a simplified workforce management option to gain ultimate efficiency in your organization. At CTR, we know great technology means nothing without top-notch support. We offer dedicated, personalized support in addition to access to subject matter experts and solution consultants to help guide you. With CTR, you don't have to choose between robust technology and being treated like a human-WE GIVE YOU BOTH!

**Nicole Mills: 724-772-2400**



## Delta Dental

Service Category: Dental Care, Insurance

Table Number: 20

### EXHIBIT CONFERENCE SPONSOR

Delta Dental offers a variety of dental benefit plans through our Commercial Programs division to individuals and businesses large and small. We support military retirees, veterans and federal employees through our Federal Government Programs division and administer a variety of state, county and Medicare Advantage plans. All of our plans include cost management features, an emphasis on prevention and access to Delta Dental's large, nationwide dentist networks.

We are part of the Delta Dental Plans Association, a network of companies that provides dental coverage to 74 million people in the U.S. Delta Dental of California, Delta Dental of New York, Inc., Delta Dental of Pennsylvania and Delta Dental Insurance Company, together with our affiliate companies, form one of the nation's largest dental benefits delivery systems, covering 33 million enrollees.

**Roger Moorman: 412-298-7076**



## Ellen Freeman Immigration Law Group

Service Category: Employment Law

Table Number: 31

### SILVER CONFERENCE SPONSOR

Ellen Freeman has built a stellar career spanning over two decades supporting corporate clients and their employees as they navigate the complex steps of business growth and employment strategy. In 2019, Ellen Freeman Immigration Law Group PLLC was established, and now boasts a staff of ten experienced professionals to better service the needs of a growing client list. A leader in her field of practice, Ellen is continually ranked among the top corporate immigration attorneys by the most trusted peer-reviewed independent rating services for legal professionals and is an in-demand speaker at conferences and other business events locally, nationally and internationally.

**Ken Freeman: 412-292-2968**



## The Flourish Group & Connected Health

Service Category: Corporate Wellness and Coaching

Booth Number: 28

**SILVER CONFERENCE SPONSOR**

Established in 2019 by Niki Campbell, a former corporate leader turned nutritionist, health coach and personal trainer, The Flourish Group offers a full suite of health, wellness, and lifestyle services for both individuals and organizations with a mission to empower all people to become strong and fit in mind, body, and spirit. Under the umbrella of The Flourish Group is Flourish Wellness Coaching and Flourish Workplace Solutions. Flourish Wellness Coaching provides well-being coaching services for individuals of all ages who seek to improve their overall health and wellness with safe and sustainable lifestyle changes. Flourish Workplace Solutions partners with corporations, small businesses, and non-profit organizations to implement strategic workplace wellness programs that improve employee health, morale, and retention.

**Learn more at [www.theflourishgroup.net](http://www.theflourishgroup.net).**



Connected Health, located in Wexford, PA offers an alternative to traditional primary care with their concierge model that delivers care that is accessible, personalized and proactive. With Connected Health, you'll have a dedicated physician who takes the time to get to know you and your unique health needs and creates a customized plan for your ongoing care. Say goodbye to the impersonal, reactive care of the past and hello to the personalized, proactive care you deserve. Connected Health is accepting new patients!

**To schedule a consultation, please call 724-933-4305.**





Insurance | Risk Management | Consulting

## Gallagher Benefit Services, Inc.

Service Category: Insurance

Booth Number: 13

**BRONZE CONFERENCE SPONSOR**

Gallagher is a global leader in insurance, risk management and consulting services helping clients face challenges and providing effective solutions since 1927. Our Benefits and HR consulting division, founded in 1961, delivers a comprehensive approach to benefits, compensation, retirement, and employee communication that aligns your people strategy with your overall business goals. Gallagher is known industry-wide for the commitment, innovation, and creativity of its client-focused teams, as well as in-house subject matter experts that serve as advocates and guides. Gallagher Benefits and HR Consulting division provides consultative guidance and expertise in: Compliance, Employee Communications, Executive Benefits, Health & Welfare, Healthcare Analytics, Human Resources & Benefits Technology, Human Resources & Compensation, Individual Life, Investment & Fiduciary Consulting, Multinational Benefits & Human Resources, Pharmacy Benefit Management, Retirement Plan Consulting, Small Business, Voluntary Benefits, Wellbeing & Engagement.

**Anthony Benevento: 412-926-2632**



## HUB International

Service Category: Insurance

Booth Number: 9

**BRONZE CONFERENCE SPONSOR**

HUB International is a leading full-service global insurance consultant, broker and financial services firm providing risk management, insurance, employee benefits, retirement and wealth management products and services throughout North America. HUB is a full-service insurance consulting and brokerage firm with a strong local presence in Pittsburgh and throughout the region.

The employee benefits brokers at HUB can help you develop a multi-year strategy that enables your organization to prepare for and get ahead of workforce challenges, with the tools and resources you need to power forward with the right plan for your organization.

**Ellen Crook: 412-992-2835 | [ellen.crook@hubinternational.com](mailto:ellen.crook@hubinternational.com)  
[www.hubinternational.com](http://www.hubinternational.com)**

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## Human Capital Advisors

Service Category: HR Consulting & Executive Search and Recruitment

Booth Number: 4

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Are you ready to unlock the full potential of your organization's most valuable asset - your people? Look no further than Human Capital Advisors. We specialize in transforming businesses through innovative HR solutions. With a team of experienced HR professionals and a track record of success, we are your trusted partner in elevating your HR strategy and achieving sustainable growth.

Partnering with us means embarking on a transformative journey towards HR excellence. Experience the tangible impact of streamlined operations, engaged employees, and accelerated growth. Let us be your compass, guiding you through the intricacies of modern HR.

Our Services include: HR Strategy Development, Talent Acquisition and Recruitment, Employee Relations, Learning and Development, Compensation and Benefits, HR Compliance, and Leadership Development.

We understand that your people are the heart of your business. Our mission is to help you attract, retain, and develop top talent, all while ensuring compliance and efficiency in your HR operations.

Contact us to schedule a consultation. Together, we'll craft a tailored strategy to catapult your business to new heights.

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**David J. Baker, Managing Director and CEO**

**724-263-5773**

**djb@hcadvisors.net**

**www.hcadvisors.net**



### IdentiSys Inc.

Service Category: Photo ID, Visitor Management, Security & Physical Access  
Booth Number: 17

#### **BRONZE CONFERENCE SPONSOR**

IdentiSys, formerly Automated Card Systems, provides a comprehensive line of employee photo identification and credential management solutions. We specialize in personnel identification solutions; Visitor Management; Access Control; Tracking Solutions for People, Places & Things; PC and Database access. Our solutions include visual, physical, and logical access. We are the only local provider with onsite installation, training, and technical support & service.

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[www.identisys.com](http://www.identisys.com)



### Integrated Health 21 (IH21)

Service Category: Health and Wellness  
Booth Number: 22

#### **SILVER CONFERENCE SPONSOR**

Integrated Health 21 (IH21) is a dynamic and customer-oriented health management company. Our broad array of programs and services can be customizable and provide a full range of options to address health management goals, identify health risks, and enhance health and well-being in the workplace.

Since 2009, IH21's purpose has been to partner with insurers, employers, and employees to create health management programs and individual solutions that will not only impact employee's health and well-being, but also help companies manage rising health care costs. Programs and services are provided by a multi-disciplinary team of health and business professionals with extensive knowledge and history in the areas of health promotion, disease management, and logistical strategies and operations. IH21 provides the best clinical care through integrated practice, education, and research.

There are many companies that provide healthcare wellness and biometric screening programs, but when it comes to clinical expertise, innovative programs, and superior service, there's only one choice: Integrated Health 21. Learn more at [www.integratedhealth21.com](http://www.integratedhealth21.com)

**Liz Sullivan: 412-481-1644**





### **JazzHR**

Service Category: Recruitment

Booth Number: 30

**EXHIBIT CONFERENCE SPONSOR**

JazzHR delivers an enterprise-level set of easy-to-use recruiting tools that empower small and mid-sized teams to hire faster at an unmatched price. JazzHR's best-in-class solution replaces manual, time-consuming hiring tasks with intuitive tools and automation, empowering hiring managers to recruit and hire the right talent faster.

**Paige Freeman: 1-888-885-5299**



### **Justifacts Credential Verification, Inc.**

Service Category: Pre-Employment Testing & Screening, Safety & Security

Booth Number: 33

**SILVER CONFERENCE SPONSOR**

Justifacts Credential Verification provides global background checks for clients' pre-employment verifications. Since 1982, we have provided a cost-effective product with efficient turnaround time while maintaining an unmatched level of customer service. Justifacts offers over 140 different searches to organizations ranging from small businesses to Fortune-500 companies.

**Dan Cubarney (dcubarney@justifacts.com): 412-712-1606**



### **Key Leadership**

Service Category: Consultants & Trainers, Executive Coaching, Management, Executive Leadership Development

Booth Number: 14

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Key Leadership helps companies, teams, and people develop as leaders. We enable companies to build effectiveness, leveraging the uniqueness of the great leaders within your organization. Our services include; executive coaching, team building/team development, leadership development programs, and leadership assessments (Hogan, DiSC, Emotional Intelligence, The Leadership Circle Profile, and The Leadership Versatility Index).

**Learn more at [www.keyleadership.com](http://www.keyleadership.com)**

**Peter Gabriel: 484-467-3300**



## LeadBeyond Coaching

Service Category: Consultants & Trainers, Executive Coaching, Management, Executive Leadership Development, and Retention

Booth Number: 8

**EXHIBIT CONFERENCE SPONSOR**

LeadBeyond Coaching partners with HR professionals to develop leaders through one-on-one coaching, group coaching and customized programs specifically designed for your organization.

We believe that focusing on the human side of leadership is the key to attracting, engaging, and retaining your top talent so your business can thrive.

**Sheila Rioux: 412-370-4886**



## Marsh McLennan Agency

Service Category: Insurance

Booth Number: 34

**SILVER CONFERENCE SPONSOR**

Marsh McLennan Agency (MMA) provides business insurance, employee health & benefits, retirement, and private client insurance solutions to organizations and individuals seeking limitless possibilities. With 9,000 colleagues and 170 offices across North America, MMA combines the personalized service model of a local consultant with the global resources of the world's leading professional services firm, Marsh McLennan (NYSE: MMC).

**Peter Valotta: 412-576-7142**

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## Mattingly Solutions

Service Category: Diversity, Equity & Inclusion Strategy Consulting, Measurement & Education

Booth Number: 25

**BRONZE CONFERENCE SPONSOR**

Mattingly Solutions is a women-owned, diversity, equity, and inclusion (DEI) consulting firm. We partner with clients to equip them with data and tools they need for effective DEI initiatives. Guided by our DEIx® Framework, we combine evidence-based DEI best practices with UX/EX (employee experience) methodology to help our clients diagnose, build, implement, and assess the impact of their DEI strategy and programming.

**Victoria Mattingly, PhD: +1-833-933-ALLY (2559)**

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## Oswald Companies

Service Category: Insurance, Health and Wellness

Booth Number: 6

**LANYARD/EXHIBIT CONFERENCE SPONSOR**

At Oswald Companies, our mission is caring for our clients' and employees' needs, today and tomorrow.

Founded in 1893, Oswald is employee-owned and is one of the nation's largest independent insurance brokerage and risk management firms. As a proud Partner of Assurex Global, the world's largest association of privately held insurance brokers, our risk management professionals service and support the needs of our clients worldwide.

Through our eight market locations, and family of partner companies, our "One Oswald" approach helps individuals and businesses identify, reduce and manage their risks through our collaborative business units: property and casualty, employee benefits, personal client management, retirement plan services and life insurance.

### Our Core Values

- Passion for Excellence
- Integrity
- Resourcefulness
- Commitment to Community

### Our Purpose

We see risk so you see opportunity.

**Michael J. Clark, MBA: 412-218-2328**



## Pathways Wellness Program

Service Category: Conferences, Seminars, and Educational Programs, Conflict Management and Mediation, Health and Wellness, Insurance, Work/Life Balance  
Booth Number: 36

### EXHIBIT CONFERENCE SPONSOR

Pathways Wellness Program has been a leader in Wellness in Western PA for over 20 years. Pathways offers comprehensive, one stop wellness solutions for employers within all industries.

Well versed in how best to structure incentive campaigns, Pathways sits at the table with Wellness Committees, CFOs and Human Resource Directors to assist in the design and implementation of workplace wellness programs. Pathways offers employers a trusted "back office" to their Corporate Wellness Program.

Pathways is dedicated to delivery of quality and relevant wellness offerings. Programming is delivered ala cart so that employers can best utilize services from their current health benefit and community partners. Our approach is simple - start with what you have, fix what isn't working and build on your strengths.

During the pandemic, Pathways conducted thousands of COVID-19 screenings for essential workers to help Pennsylvania workforces run smoothly. We are an approved provider with the state of Pennsylvania to administer COVID-19 immunizations and are still doing thousands of these vaccines today.

We look forward to welcoming back our historical wellness offerings of onsite biometric screenings, immunization clinics, health fairs, lunch and learns and fruit delivery as employees reenter the physical workplace.

To assist in the welcoming back of employees to the workplace, Pathways has most recently expanded to include Wellness Interiors. Our ergonomic furniture allows workplaces to be furnished in a welcoming and safe manner.

Pathways is Your Partner in Wellness!

Please visit our Flu Shot Clinic at the PHRA Conference!

**Liz Hagan Kanche: 412-818-2328**





## Paycor

Service Category: HRIS

Booth Number: 19

**GOLD CONFERENCE SPONSOR**

### Modernize People Management with HCM Software

From the way you recruit people to the way you coach, develop, pay and retain them, Paycor's human capital management (HCM) software helps leaders get out of the weeds and create great places to work.

With a single source of truth for all employee data, you'll never have to switch platforms, log-in to multiple systems, re-key information or open multiple spreadsheets. Paycor customers rave about how much time they save using our modern, flexible HCM software – what will you do with all that time back in your day? You'll finally get the chance to focus on big things like talent acquisition, employee engagement and developing your people (all of which Paycor can help with, by the way!).

**Karl Bayer: 412-977-6580**



## Pittsburgh Business Group on Health

Service Category: Health & Wellness

Booth Number: 15

**EXHIBIT CONFERENCE SPONSOR**

Since the 1980s, the Pittsburgh Business Group on Health has been driving change in healthcare – giving a voice to employers in their efforts to contain rising costs for care and prescription drugs that are suppressing the ability of their employees to receive the care they need when they need at a price they can afford.

More than 100 leading employers from across southwestern Pennsylvania enjoy the benefits of and solutions provided by PBGH – one of the nation's leading non-profit organizations dedicated to helping companies protect and promote their ability to provide high-quality, equitable and affordable healthcare for their employees.

From award-winning prescription drug containment initiatives to nationally renowned educational programs for human resources, benefits managers and C-suite officers, PBGH delivers the comprehensive cost-savings and health and wellness solutions companies need today to drive and implement change in healthcare.

PBGH's targeted voice advocates for employers at the highest local, state and federal levels – lobbying and pursuing real transformation in the way healthcare is delivered and paid for so companies and organizations have the power to be competitive and succeed so our region thrives.

**Malcolm E. Nowlin: 412-956-9144**



### **Pittsburgh Post-Gazette**

Service Category: Advertising Specialties, Promotional Products, Communication Services

Booth Number: 24

**GOLD CONFERENCE SPONSOR**

The Pittsburgh Post-Gazette strives to exceed our partners' expectations by developing customized recruitment solutions to reach both active and passive job seekers in the Pittsburgh community and beyond. Our recruitment suite includes the strength of the Post-Gazette's proprietary platforms, along with our digital agency BENN, and Jobcase.

If you are facing recruitment challenges, one of our dedicated recruitment specialists will work with you to customize a strategic plan to maximize and expand your current recruiting efforts.

**Christina Kaecher: 412-263-1325.**



### **ProVerify**

Service Category: Pre-Employment Testing & Screening, Safety & Security

Booth Number: 21

**EXHIBIT CONFERENCE SPONSOR**

Application Verification is more than just a background screening company; we are a comprehensive full-service human resource support system. Our web-based software system is tailored to specific industries that enables an organization to completely organize and manage all their background checks, drug testing, physicals, employment verification and more, all in one secure location. With "real-time" progress on each applicant, Application Verification's cutting-edge technology (web-based platform) allows us to deliver a clearly defined objective: provide the best technology and data quality and guarantee our client that the information they received was accurately reported in a timely manner.

**Shaun Heckmann: 412-956-5925**



## Robert Half

Service Category: Recruitment

Booth Number: 3

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Robert Half is the world's first and largest specialized talent solutions firm that connects opportunities at great companies with highly skilled job seekers.

We offer contract, temporary and permanent placement solutions for finance and accounting, technology, marketing and creative, legal, and administrative and customer support roles.

Named to Fortune's World's Most Admired Companies and 100 Best Companies to Work For<sup>®</sup> lists and a Forbes Best Employer for Diversity, Robert Half is the parent company of Protiviti<sup>®</sup>, a global consulting firm that provides internal audit, risk, business and technology consulting solutions.

Explore our talent solutions, research and insights at [RobertHalf.com](http://RobertHalf.com).

**Patrick M. Gilchrist: 412-643-4677**



## SHRM

Service Category: Membership / Education

Booth Number: 23

**BRONZE CONFERENCE SPONSOR**

SHRM creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With nearly 325,000 members in 165 countries, SHRM impacts the lives of more than 235 million workers and families globally. Learn more at [SHRM.org](http://SHRM.org).

**Mark Davila, Director Strategic Affiliate Partnerships, [Mark.Davila@shrm.org](mailto:Mark.Davila@shrm.org)**



## USA Staffing Solutions

Service Category: Recruitment

Booth Number: 32

**SILVER CONFERENCE SPONSOR**

USA Staffing Solutions is a technology-driven company with a passion for helping people. We quickly connect busy employers and qualified applicants to find the right fit for a wide range of employment opportunities.

Temporary, Temp-to-Hire, Part-Time or Full Time, our experienced staffing team can help you find reliable applicants for your employment and executive positions.

We work with employers and candidates to find and fill open positions in a wide range of industries, including:

- Light Industrial
- Administrative Roles
- Energy & Utilities
- Executive Placement
- Engineering Professionals



Our purpose is people

## UKG

Service Category: HRIS

Booth Number: 7

**BRONZE CONFERENCE SPONSOR**

Why UKG? At UKG, our purpose is people. Formed by two leaders in HR solutions, UKG combines the strength and innovation of Ultimate Software and Kronos. Our love for all things HR and workforce management is matched only by our people-centered culture. Together, we're committed to inspiring workforces and businesses around the world, helping to pave the way forward for our people, customers, and industry.

We've created an unmatched suite of HR and workforce management solutions, backed by our people who care about yours. Our solutions deliver global workforce experiences that truly reflect the connecting between life and work today. That means insights are deeper, work is easier, and interactions are more meaningful!

**Will Miley: 412-699-6293**

**Will.Miley@UKG.com**

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## University of Pittsburgh: Executive MBA Programs and the Center for Executive Education

Service Category: Education

Booth Number: 5

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Since 1949, our Center for Executive Education within the Joseph M. Katz Graduate School of Business has delivered quality programming for managers and leaders across a wide range of industries. Our innovative academic and professional development programs and services are anchored in academic excellence, thought leadership and collaborative learning from world-renowned faculty and industry leaders.

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Explore how we can position your organization for long-term success.

For more information:

[executiveprograms@katz.pitt.edu](mailto:executiveprograms@katz.pitt.edu).



## USI Insurance Services

Service Category: Health and Wellness, Insurance

Booth Number: 2

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At USI, exceptional people deliver unrivaled employee benefits solutions.

We field the best at every level of our organization. From industry-leading specialists to client service professionals, we'll work alongside you every step of the way. We are hands-on, entrepreneurial, highly skilled and committed to helping you manage costs and structure successful programs. Our people have deep roots in the community with access to national and global resources. Over decades, we have built trusted relationships with local businesses and non-profits.

What truly distinguishes USI in the insurance brokerage and consulting industry is the USI ONE Advantage<sup>®</sup>, a game-changing value proposition that delivers to clients a robust set of risk management and benefit solutions with bottom line financial impact.

We invite you to engage with us for specialized benefits expertise, responsive relationships, and a breadth of resources you won't find anywhere else.

**Peter Stewart: 412-430-6086**



### United Concordia Dental

Service Category: Dental Care, Insurance  
Booth Number: 16

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United Concordia Dental is a dental solutions partner focused on helping our customers enjoy better total health. With licensed carriers in all 50 states, D.C. and Puerto Rico, the company has more than 9.2 million members, one of the nation’s largest networks, an AM Best A (Excellent) rating and recognized expertise in the dental industry. For more information, visit [www.UnitedConcordia.com](http://www.UnitedConcordia.com).

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## Vision Benefits of America

Service Category: Vision Care, Insurance

Booth Number: 1

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The ability to see clearly is key to optimal living and quality of life for all people and extends beyond health to every person's ability to participate in and contribute to society. VBA's mission is to improve the human experience by utilizing innovative models of service, delivery and advocacy to reduce barriers to high-quality eye care.

VBA offers customized plan designs and custom underwriting for companies of 10 or more employees. Our plans include a vast network of access points—more than 48,000 for vision (including optometrists, ophthalmologists and retailers). To keep your benefits package simple, VBA also offers dental benefits\* through its partnership with TruAssure Insurance Company including over 396,000 access points.

\*VBA dental plans are administered and underwritten by TruAssure and are offered in association with the DenteMax Plus dental network arrangement, which includes participating dentists from the United Concordia, DenteMax and Connection dental networks in all states but North Carolina, where the DenteMax Plus network arrangement includes DenteMax and Connection dental networks.

**Matthew Cuomo: 412-881-4900 ext. 204**

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[vince.maromonte@hubinternational.com](mailto:vince.maromonte@hubinternational.com)



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