

AGENDA

7:30 am

CHECK-IN & NETWORKING BREAKFAST

8:30 am

WELCOME

Mark Soycher, HR Counsel, CBIA

8:40 am

OPENING KEYNOTE

DISAGREE WITHOUT BEING DISAGREEABLE

Kenya Rutland, KJR Consulting

9:10 am

NETWORKING BREAK

9:30 am

CONCURRENT BREAKOUT SESSIONS

GETTING THE RIGHT START IN HR (PART ONE)

Carol Kardas, Founding Partner, KardasLarson, LLC, Human Resource Solutions

JERSEY

LABELS DON'T MAKE LEADERS

Bobbie Rich, Senior Account Director, Emerge Leadership Group, LLC

NUTMEG

DOMESTIC VIOLENCE COMES TO WORK

Linda Blozie, Director of Training & Prevention, Connecticut Coalition Against Domestic Violence

Karen Jarmoc, President & CEO, Connecticut Coalition Against Domestic Violence

CROWNE

10:30 am

NETWORKING BREAK

10:45 am

CONCURRENT BREAKOUT SESSIONS

GETTING THE RIGHT START IN HR (PART TWO)

Carol Kardas, Founding Partner, KardasLarson, LLC, Human Resource Solutions

JERSEY

MOVING FROM DIVERSITY TO INCLUSION: BEYOND THE NUMBERS

Jean McGill, Vice President of Human Resources, Goodwin College

Tamara O'Day-Stevens, Dean of Students, Goodwin College

NUTMEG

WAGE & HOUR UPDATE

Hugh Murray III, Partner, McCarter & English, LLP

CROWNE

11:45 am

LUNCH & NETWORKING

12:50 pm

CONCURRENT BREAKOUT SESSIONS

MEDICINAL, RECREATIONAL POT, & MORE: SHOULD HR INTERVENE?

Vincent Farisello, Partner, Carmody Torrance Sandak & Hennessey LLP

Tom Matthews, Director, Advanced Behavioral Health/Solutions EAP

JERSEY

TUNE UP YOUR WORKPLACE INVESTIGATIONS

Zach Hummel, Partner, Shipman & Goodwin

Peter Murphy, Partner, Shipman & Goodwin

NUTMEG

CHECKLISTS & CRITICAL HR TRANSACTIONS

Patrick McHale, Partner, Kainen, Escalera & McHale, P.C.

CROWNE

1:50 pm

NETWORKING BREAK

2 pm

CONCURRENT BREAKOUT SESSIONS

IS AI THE FUTURE OF HR?

Dean Boyer, Director, Information, Management, & Analytics, CohnReznick

JERSEY



See next page for conference center floorplan and breakout locations.

THE HIRE BRAND: SUCCEEDING IN THE RECRUITING/RETENTION RACE

Dan O'Donnell, Vice President, odonnell company

Eileen O'Donnell, President & Creative Director, odonnell company

NUTMEG

MANAGING EMPLOYEE SPEECH: WHAT'S FREE & WHAT'S NOT

Josh Goodbaum, Partner, Garrison, Levin-Epstein, Fitzgerald & Pirrotti

John Stretton, Shareholder, Ogletree Deakins

CROWNE

3 pm

STATE LEGISLATIVE UPDATE: HR ISSUES

Eric Gjede, VP, Government Affairs, CBIA

4 pm

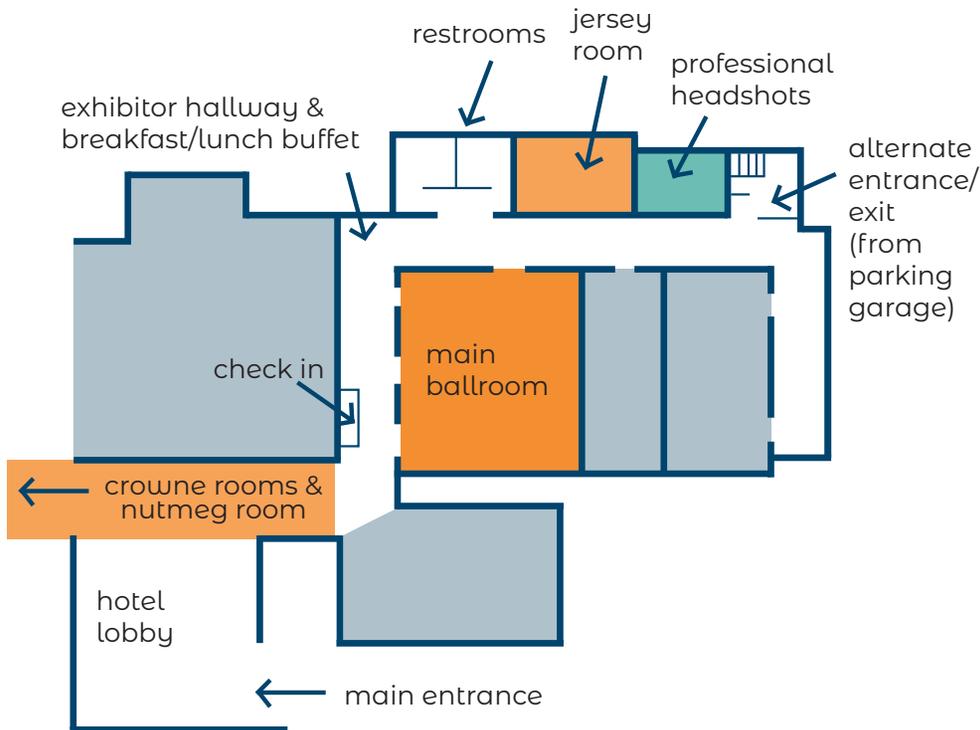
CLOSING REMARKS

Conference materials are available at cbia.com

Choose Events > Past Event Highlights

Event production support provided by Event Resources.

CONFERENCE CENTER FLOORPLAN



Breakout sessions are located in Crowne 2 & 3, Nutmeg, and Jersey.

Check your program and signs for specific session locations.

SPEAKERS

Linda Blozie

Director of Training and Prevention | Connecticut Coalition Against Domestic Violence | @CTCADV



Linda Blozie is the director of training and prevention for the Connecticut Coalition Against Domestic Violence. She is responsible for the overall operation of the coalition's training institute and the implementation of Connecticut's Plan for the Prevention of Intimate Partner Violence.

She has been with the coalition since 2001 and served in a variety of capacities including public policy advocacy, communication, and fatality review.

Previous to joining this staff, Blozie served for 15 years as the executive director of the Prudence Crandall Center, the domestic violence agency located in New Britain.

Blozie has trained nationally on such topics as domestic violence and substance abuse, domestic violence fatality review, communicating for change, and the risks and benefits of technology for victims/survivors of domestic violence.

Dean Boyer

**Director, Information, Management, & Analytics
CohnReznick | @CohnReznick**



Dean Boyer is a data forensics expert with over 30 years experience. He has served in various information technology roles ranging from software engineer to chief information officer.

Prior to joining CohnReznick, he served as the chief operating officer for an accountable care organization. Boyer's industry experience encompasses healthcare, insurance and banking. For the past 15 years, Boyer has been engaged with healthcare executives using analytics to improve the performance of their organizations. He developed an aptitude for helping small and medium-sized organizations build actionable analytics that provide financial insights and competitive advantages based on their industries.

Previously, Boyer directed the BI practice of a leading consulting firm, where he successfully built two regional BI practices, each generating \$8 million in services within the first 24 months of operation. His accomplishments included establishing relationships with vendors such as QlikView, Informatica, Hyperion, Talend, 3M, Cerner, EPIC, McKesson, Allscripts, and Microsoft.

Vincent Farisello

**Partner | Carmody Torrance Sandak & Hennessey LLP
@CarmodyTSH**



Vincent Farisello maintains a versatile practice in the areas of labor and employment and general corporate law.

Farisello's clients including closely held and public businesses, non-profit organizations, independent schools, municipalities, and start-ups. In many cases, he acts as such clients general counsel.

Farisello's labor and employment practice focuses on counseling and advising employers on all aspects of the employment relationship. He works with clients to manage risks and formulate strategies to avoid litigation and to comply with regulatory obligations. Farisello regularly represents employers in mediations, arbitrations, labor negotiations, contract negotiations and defends employers before administrative agencies such as the Connecticut Commission on Human Rights and Opportunities, Equal Employment Opportunity Commission, National Labor Relations Board, State Board of Labor Relations and federal and state Departments of Labor. Farisello is frequently invited by employers and industry groups to speak and present training seminars on a variety of common employment issues.

Farisello also regularly represents clients in many other aspects of their operations, including entity formation, mergers and acquisitions, real estate transactions and leasing, contracts and corporate governance matters.

Joshua Goodbaum

Partner | Garrison, Levin-Epstein, Fitzgerald & Pirrotti, P.C. | @GarrisonLawPC



Joshua Goodbaum is a partner at Garrison, Levin-Epstein, Fitzgerald & Pirrotti, P.C., in New Haven, where he

represents individuals in employment and civil rights matters. He has been recognized by Best Lawyers and SuperLawyers and is rated AV Preeminent by Martindale-Hubbell.

Goodbaum is an elected member of the Connecticut Bar Association House of Delegates and immediate past chair of the Bar Association's 650-member Labor and Employment Law Section. He has written and spoken widely on a variety of topics related to employment law. In addition to his work representing employees, Goodbaum also enjoys assisting his fellow lawyers with appeals and other complex legal writing projects, regardless of the subject matter.

A magna cum laude graduate of both Yale University and Harvard Law School, where he was supervising editor of the Harvard Law Review,

Goodbaum served as a judicial clerk to now-Associate Justice Neil Gorsuch of the U.S. Supreme Court, when Justice Gorsuch was a judge on the U.S. Court of Appeals for the 10th Circuit.

Zachary Hummel

**Partner | Shipman & Goodwin LLP
@ShipmanGoodwin**



Zachary Hummel focuses his practice in the areas of labor and employment law and has extensive experience advising

clients in a wide variety of industries, including banking, finance, retail, healthcare, life sciences, hospitality, trucking, mining, manufacturing, and service. He represents clients in federal and state courts and before administrative agencies in the full range of employment matters such as employment discrimination, wage and hour class and collective actions, illegal harassment (including sexual harassment), legally mandated leaves, and retaliation. Hummel regularly advises clients on personnel issues that arise under these same topics in addition to disciplinary issues; hiring and termination; reductions in force; internal investigations; requests for accommodations; personnel policies, handbooks and manuals; and non-compete agreements.

Karen Jarmoc

President & CEO | Connecticut Coalition Against Domestic Violence | @CTCADV



Karen Jarmoc is an accomplished leader with more than 20 years of management, policy, and communications

experience; an effective and polished oral and written communicator with a superior ability to work collaboratively with diverse constituencies to gain consensus and provide valuable outcomes; deeply rooted in guiding transformational strategies to create stronger communities.

Jarmoc has worked as the executive director for the Network Against Domestic Abuse, Inc. in Enfield where she oversaw services to victims of domestic violence in the region. As a member of the state House of Representatives (2007-2011), Jarmoc helped spearhead legislation to improve the state's response to victims of domestic violence and worked with others to successfully secure funding for 24/7 coverage for domestic violence shelters. While in the legislature, Jarmoc also served as vice-chair of the select Committee on Children where she led the passage of legislation to protect children and families in a recession.

Since, 2011, Jarmoc has worked at CCADV where she is chiefly responsible for providing leadership to Connecticut's voice for victims of

domestic violence and those who serve them.

Jarmoc is a member of the National Lethality Assessment Advisory Committee and sits on the state's Criminal Justice Policy Advisory Commission. She is co-director of the Children's Center on Family Violence offered through the Office for Community Child Health at Connecticut Children's Medical Center. She currently co-chairs the State of Connecticut Family Violence Model Policy Governing Council and co-chairs the Batterer Intervention Programming Advisory Council.

In 2016, Jarmoc served as co-chair of the General Assembly's Task Force to Study the State's Response to Children Exposed to Family Violence and in 2014, served as co-chair of the General Assembly's Task Force on the Service of Restraining Orders. Jarmoc is also on the policy committee for the National Network to End Domestic Violence and the IPV Prevention Council administered by the National Resource Center on Domestic Violence.

Carol Kardas

Founding Partner
KardasLarson, LLC, Human
Resource Solutions
@KardasLarson



Carol Kardas, SPHR, CCP, SHRM-SCP, is recognized as an outstanding human resource generalist with an expertise in compensation, training, and employee relations. She has diverse industry experience in manufacturing, not-for-profit healthcare, real estate, public accounting, construction, and financial services. She is known for her ability to work with client companies to create an efficient human resource department and provide ongoing strategic HR leadership. She is an acknowledged career counselor for those in job transition. Additionally, her strength is in compensation for small- to medium-sized companies.

Kardas has been actively involved in the HR community and is a past president of the Human Resource Association of Central Connecticut. She holds the designation of Certified Senior Professional in Human Resources, Certified Compensation Professional; and Senior Certified Professional, and she is certified in Advanced Employee Relations Law, Myers Briggs, and Ennegram.

Kardas has been a featured speaker for several organizations on human resource and personal development

topics. She is a published author on the topics of compensation and market pricing; generational differences; management and leadership of employees; and human resources in not-for-profit organizations. She recently had a second printing of Financial Overview for the HR Business Partner. Kardas holds a bachelor's in psychology from Fordham University and a master's in human resources from Villanova University.

Thomas Matthews

Director | Solutions EAP
@SolutionsEAP



Tom Matthews has 20 years of experience in the EAP field and is the director of solutions employee assistance program which currently serves approximately 155 organizations in the healthcare, government, education, public safety, behavioral health, social services, manufacturing, financial, and service industries. Matthews is responsible for managing staff and directing all aspects of Solutions programming and services, and has extensive experience directly providing coaching and consultation services, training programs, and critical incident recovery services. He was previously the manager of the Wheeler Clinic Employee Assistance Program.

He is a Certified Employee Assistance Professional and holds certifications

from the International Critical Incident Stress Foundation in Substance Abuse and Crisis Response, and in Workplace and Industrial Crisis Response. He also has extensive experience as a security consultant and is a Certified Protection Professional which offers him a unique perspective in dealing with workplace violence issues.

Matthews is the former director of corporate training and employee development at a mid-size, privately held security company, where he directed all facets of the training and employee development departments. In this position he directly provided individualized employee, supervisory, and executive coaching, and was also responsible for the design, implementation, and delivery of training programs.

He has also been an adjunct faculty instructor at Post College, and was formerly a part-time instructor for the Vernon Regional Adult Education, College Transition Program. Matthews served in the U.S. Air Force as both a security police officer and as an education counselor. Upon the completion of his military service he was the director of the Connecticut Office of Veterans' Affairs.

Matthews is a graduate of Chapman University and Iowa Wesleyan University and holds a master's in business administration.

Jean McGill

**Vice President of Human Resources | Goodwin College
@GoodwinCollege**



Jean McGill joined Goodwin College in November 2010. She is responsible for the strategic planning, execution, and oversight of all human resource-related activities for the college including employee relations, recruiting, benefits, compensation, and payroll. McGill has served in a variety of human resources and business operation roles during the last 20 years, including positions at Cigna, Prudential Retirement, and Travelers.

She earned her bachelor's degree from the University of Connecticut and is pursuing a master's in organizational psychology. In addition to her responsibilities in human resources, she is currently an adjunct faculty member in Goodwin College's business administration program.

McGill is passionate about helping people discover their unique gifts and develop their untapped potential. She is a member of the Human Resource Association of Central Connecticut and the Society of Human Resource Management.

Patrick McHale

Partner | Kainen, Escalera & McHale, P.C. | @kem_law



Patrick McHale represents public and private employers and non-profit organizations in all aspects of labor relations and employment law, including union representation elections, collective bargaining, contract administration, personnel policies and practices, wage and hour disputes, equal employment opportunity, employment litigation, occupational health and safety, workers' compensation, and unemployment compensation and related matters.

His practice includes representation of employers in federal and state courts and before the American Arbitration Association, the National Labor Relations Board, the Connecticut State Board of Mediation and Arbitration, the State Board of Labor Relations, the Connecticut Freedom of Information Commission, and various other administrative agencies.

McHale was selected to be listed in Martindale-Hubbell, The Best Lawyers in America. He was also selected to be listed as a Connecticut and New England Super Lawyer: Employment and Labor.

McHale received a bachelor's degree cum laude in 1986 from Fairfield University and a juris doctorate magna cum laude in 1991 from Western New England College School of Law.

He is admitted to practice before the state and U.S. district courts and the U.S. Court of Appeals for the Second Circuit.

McHale is a frequent speaker on employee relations and labor and employment law at functions sponsored by various professional associations and employer organizations. He is a member of the American, Connecticut, and Hartford County Bar Associations; Connecticut Public Employer Labor Relations Association; Connecticut Public Employer Labor Relations Association; Industrial Relations Research Association; and the International Personnel Management Association.

Peter Murphy

**Partner | Shipman & Goodwin LLP
@ShipmanGoodwin**



Peter Murphy counsels private employers and non-profit organizations daily on the full range of issues affecting their workplaces, including wage and hour issues, employee discipline, termination, and performance management, disability accommodations, FMLA compliance; sick leave, contract negotiations, administration, and management, compliance with state and federal laws and regulations; and drafting and updating workplace policies and handbooks. He helps employers mitigate risk and improve workplace conditions by providing

preventative trainings on topics such as sexual harassment prevention, professionalism in the workplace, FMLA compliance, navigating leave issues, and legal overviews for supervisors. In addition, he conducts investigations into alleged incidents of discrimination, harassment, and misconduct in the workplace. When employers are sued, Murphy provides pragmatic and effective representation before state and federal courts as well as administrative agencies such as the Department of Labor, the Connecticut Commission on Human Rights and Opportunities, and the Equal Employment Opportunity Commission, and in arbitrations conducted by the American Arbitration Association.

Hugh Murray III

Partner | McCarter & English LLP | @mccarterenglish



Hugh Murray III provides advice and representation to management clients on all aspects of the employment relationship. He regularly works with clients in the manufacturing, transportation, education, utilities, energy, healthcare, retail, and hospitality industries in connection with union related issues, including organizational campaigns, collective bargaining, unfair labor practice charges, strikes, contract administration, and arbitration. He handles claims of wrongful discharge, discrimination, unpaid wages, breach

of contract, breach of non-compete or non-solicitation agreements, and other disputes before judges, juries, and administrative agencies throughout New England, and has represented clients at all levels of the state and federal court systems. Murray also regularly provides advice and assistance to clients throughout New England on proper termination procedures, Family Medical Leave Act issues, reasonable accommodation obligations under the Americans with Disabilities Act, sexual harassment, OSHA, and other matters.

Murray is active in the Connecticut Bar Association and the American Bar Association. He is a board member and secretary of Hartford Promise, Inc. and a board member of the Statewide Legal Services of Connecticut.

Murray is the managing author of the 2016-2018 editions of the Employer's Guide to Union Organizing Campaigns, a comprehensive treatise on the legal framework and strategic considerations that surround management's response to union organizing.

Tamara O'Day-Stevens

Dean of Students | Goodwin College | @GoodwinCollege



Tamara O'Day-Stevens has over 25 years of experience in higher education. In 1994, as a first generation college student, she received her bachelor's degree in education with a concentration in mathematics from the University of Connecticut. She received her master's degree from Seton Hall University in 1999 with a dual degree in counseling and statistics. She is a certified diversity trainer and has been involved in presenting educational programs, focused on diversity and anti-bullying, with the Anti-Defamation League for over 10 years.

O'Day previously served as the assistant dean for student affairs at the University of Saint Joseph. In 2014, she began her career at Goodwin as the director of institutional effectiveness and now serves as the dean of students. She received her Ph.D. in education and human resource studies, with a concentration in higher education leadership, from Colorado State University and is passionate about the subject of college debt and the college affordability crisis, which was her dissertation topic.

O'Day resides in Plainville with her three boys, Brady, Tate, and Luke.

Dan O'Donnell

**Managing Partner
odonnell company
@OdonnellCompany**



Dan O'Donnell is co-founder of marketing firm odonnell company. O'Donnell is a systems engineer with 25 years experience helping global and regional leaders in the public and private sectors implement meaningful behavior change. O'Donnell serves his community as a CCC YMCA board member, enjoys boating with his wife and daughters, and trains and competes as a regionally ranked waterskier.

Eileen O'Donnell

**President & Creative Director
odonnell company
@OdonnellCompany**



Eileen O'Donnell is the co-founder and partner of odonnell company, a strategic marketing firm based in New Haven. Her background includes time in Yemen in the Peace Corps, in Thailand as an international volunteer, and in New York City as an art director at several ad agencies.

Never satisfied with the status quo, O'Donnell started her own firm with her brother Dan 20 years ago.

Creative, inspirational, frequently sensational, and always strategic, O'Donnell's ideas have delivered epic results for clients of odonnell company, including BIC, HealthyCT, GE, and Bradley Airport.

O'Donnell's love of all things creative is complemented by her deep commitment to community, applying her talents by serving on boards and facilitating workshops concerning branding, strategy, marketing, and digital media.

Although O'Donnell has ridden elephants and camels, paddled down the Amazon in a dugout canoe, lived in a mud house, swum with sharks, rays, and piranhas (not all at once); and got scorched in the desert and drenched in the rain forest, she considers her greatest adventure to be motherhood.

Bobbie Rich

**Senior Accounting Director
Emerge Leadership Group
@emergeleadgroup**



Bobbie Rich is an award-winning business development and relationship manager with nearly 40 years of experience. Within that time frame, she has also been responsible for the successful delivery of training programs over a wide range of topics.

In her current role as an independent

sales and training consultant, Rich is proud to represent the Emerge Leadership Group. Prior to this, she spent nearly 10 years as vice president of client services at Right Management, where her responsibilities included both new business development and managing ongoing relationships with existing clients.

Before joining Right, Rich held positions with responsibilities that included not only sales, but program facilitation as well. And, earlier in her career she utilized her training and education in the healthcare field, serving as vice president of sales for The Skonie Corporation, a firm that was ahead of its time in providing outsourced customer training capabilities to the clinical diagnostics industry.

Feeding her passion for educating others around healthy food choices, Rich has completed numerous courses at the Natural Gourmet Institute for Cooking and Health, including its year-long food therapy course.

And, finally, Rich teaches job-search strategies and skills to recently certified Home Health Aid immigrant students at Building One Community, the Center for Immigrant Opportunity in Stamford, CT.

Rich holds a master's in medical technology from California State University and a bachelor's in biology from Russell Sage College.

Kenya Rutland

**Principal and Chief
Enthusiasm Officer | KJR
Consulting | @KJRCon**



Kenya Rutland is a passionate and trustworthy consultant who increases the confidence, motivation, and performance of others. He is a persuasive facilitative leader who uses his keen business acumen to build commitment and accountability among staff at all levels of any organization. Rutland has nearly 18 years of experience delivering results-oriented consulting and facilitation to a diverse client portfolio. He holds certifications in various learning and organizational development topics and continues to supplement these through his commitment to lifelong learning. He is also an avid golfer and a die-hard fan of the Yankees, 49ers, and Lakers.

Mark Soycher

**HR Counsel | CBIA
@HRHotline**



Mark Soycher has more than 30 years of experience guiding Connecticut employers and employees through the maze of laws and regulations affecting their workplace and providing legal assistance with all workplace problems, from hiring and firing to

determining the workplace strategies that will anticipate and avoid legal disputes.

As HR counsel at CBIA, the state's largest business organization, Soycher responds to thousands of personnel-related inquiries annually from member companies. He has conducted training sessions for thousands of Connecticut workers on a wide range of topics, including sexual harassment prevention; drug and alcohol abuse prevention; employment law for managers; workplace discrimination; and ADA and ethics compliance.

Previously Soycher was in private law practice for a dozen years, representing and counseling both employers and individuals in employment matters. Before that, he was general counsel and lobbyist for the Associated General Contractors of Connecticut, a construction industry trade association.

Soycher is a member of the Society for Human Resource Management, currently serving as director of legislative affairs on the SHRM-CT HR Council. He is a board member of the Connecticut Business Leadership Network, a group of Connecticut employers working to increase employment opportunities for people with disabilities.

Soycher has a bachelor's degree in psychology from Rutgers University, a master's degree in special education from William Paterson College, and a law degree from New York Law

School. He is a member of the Connecticut Bar Association and serves on the executive committee of the association's labor and employment law section.

John Stretton

**Shareholder | Ogletree
Deakins | @OgletreeDeakins**



John Stretton is a shareholder in the Stamford office of Ogletree Deakins with nearly 20 years of experience. Clients view Stretton as a resourceful counselor and aggressive litigator who never loses sight of a client's business objectives and need to establish value. In addition to providing proactive counseling and advice, Stretton is frequently sought out to represent clients in discrimination, noncompete, confidentiality, wrongful termination, wage and overtime, breach of contract, unfair trade practices, intellectual property and complex litigation matters in state and federal courts and administrative agencies. He has extensive experience drafting and negotiating executive employment agreements and agreements concerning data use, privacy and security.

Stretton regularly counsels clients on the enforceability of restrictive covenants (non-solicitation, non-competition and confidentiality clauses), in addition to litigating restrictive

EXHIBITORS

covenant cases. Based on feedback from both in-house and outside counsel, Chambers USA identified Stretton as a Leading Lawyer in 2017 and 2018 and proclaimed that Stretton wins praise for his “fantastic quality of work and turnaround time” and his ability to “apply a business acumen to the legal knowledge he has.”

Stretton has also been named a New England Super Lawyer and a Connecticut Super Lawyer in 2013-2018 and was recognized in the area of employment and labor. From 2010 through 2012, Stretton was named a Connecticut Rising Star and was recognized in the area of employment and labor. Additionally, Stretton was selected by the American Institute of Legal Counsel for its 10 Best-Labor and Employment List in 2016.

Nancy Tyler

Attorney | O'Brien, Tanski & Young



Nancy Tyler has been in practice since 1980. After graduation from law school, Tyler was a law clerk for the Honorable Thomas J. Meskill, U.S. Court of Appeals for the Second Circuit. Throughout her career in both Florida and Connecticut, she has focused on the defense of medical malpractice claims and has worked with health care clients on administrative, regulatory and licensure matters.

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COMING EVENTS

- ▶ **Sexual Harassment Prevention Training**
Norwich, 4.4
- ▶ **Cybersecurity Conference**
Rocky Hill, 4.9
- ▶ **Essential Skills for Supervisors & Managers**
Wallingford, 4.12
- ▶ **Successful Negotiating Strategies for HR**
Hartford, 5.7
- ▶ **2019 Safety & Health Conference**
Cromwell, 5.17
- ▶ **Navigating the Employee Leave Maze**
Cromwell, 5.23
- ▶ **When Women Lead**
Hartford, 5.31
- ▶ **Sexual Harassment Prevention Training**
Shelton, 6.4

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