



12th Annual Human Resource Seminar
Thursday, November 1 • 9 a.m. to 4:15 p.m.
 at Staplcoth, 214 West Market Street, Greenwood, MS
\$99 per person



Presented by the Delta Human Resource Management Association

Featuring: Scott Thele from FranklinCovey



Who should attend the seminar? If you are a hiring manager or an employer with two employees or hundreds of them, it's your responsibility to effectively manage each individual within your organization and understand how to legally and tactfully handle a wide range of scenarios. This **HR Seminar** will help you develop effective strategies to maximize your employees' motivation and productivity, efficiently handle legal issues, adapt to current workplace rules and regulations, and so much more. The seminar is open to SHRM and non-SHRM members and is appropriate for HR Practitioners, small business owners, and business consultants.

Agenda

- 8:30 a.m. Registration - Coffee & Pastries
- 9:00 a.m. **The 4 Disciplines of Execution** - by Scott Thele, FranklinCovey
- Noon Lunch catered by The Grapevine
- 12:45 p.m. **New EEOC Guidelines in the Use of Criminal Records in Employment**
by Attorney, John Scruggs, Scruggs & Land PLLC
- 1:30 p.m. **Employment Law Considerations in Employees' Use of Social Media**
by Attorney, John Scruggs, Scruggs & Land PLLC
- 2:15 p.m. **Alpha to Omega: Hiring to Firing and Everything in Between**
by Attorney, Courtney Tomlinson and Attorney, Peyton Irby, Jones Walker



4:15 - 5:30 p.m.
The Alluvian Networking Event
 Receive one FREE drink ticket

Delta Human Resource Management Association

Chapter information available at: <http://dhrma.shrm.org/>
 Chapter President: Jessica Milam, Planters Bank & Trust Co.
 jmilam@planters-bank.com

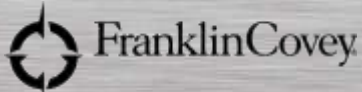
Special thanks to Staplcoth for hosting the DHRMA Human Resource Seminar.



Applied for HRCI credits

Registration deadline is October 17th

Speakers



The 4 Disciplines of Execution

By Scott Thele, FranklinCovey

The 4 Disciplines exist for one reason: to execute on a plan in the midst of the whirlwind of distractions. Most people are so busy just maintaining the business—just keeping their heads above water—most of the time they can't even hear you, let alone execute on your most important priorities. The 4 Disciplines focuses your team's energy on a winnable game in the midst of distraction. The book is **the #1 Best Seller on the Wall Street Journal's list and the process has been used in thousands of companies all over the world.**

New EEOC Guidelines in the Use of Criminal Records in Employment

By John Scruggs, Attorney, Scruggs & Land, PLLC



All employers ask applicants "Have you ever been convicted of a felony?" – and a "yes" answer has generally resulted in automatic disqualification. No longer – this year the EEOC issued an Enforcement Guidance requiring an "individualized assessment" before making an employment decision based on an applicant's criminal record. This segment explains the EEOC policy and how to comply – with sample forms.

Employment Law Considerations in Employees' Use of Social Media (on and off duty)

By John Scruggs, Attorney, Scruggs & Land, PLLC

Like it or not – most of your employees are texting, Twittering and using Facebook, Reddit and other social media, on and off duty. And they are talking about work, the company – and you! Employers attempt to either embrace or ban the tsunami of social media – this segment tells you the rules .

Alpha to Omega: Hiring to Firing and Everything in Between

By Attorney Courtney Tomlinson and Attorney Peyton Irby, Jones Walker

This session will cover laws that may impact a number of your everyday employment decisions from hiring to firing and many things in between. Additionally, the attorneys will offer practical strategies for remaining union-free.





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November 1, 2012 9:00 a.m. - 4:15 p.m.

\$99 per person



Lunch and 1 drink ticket for The Alluvian Networking Event are included.

Registration Form

Company: _____

Address: _____

Phone: _____ **Fax:** _____

Name: _____ **Title:** _____

Phone: _____ **Email:** _____

Will you attend the Networking Event at 4:15? Yes No

Additional Registrants:

Name: _____ **Title:** _____

Phone: _____ **Email:** _____

Will you attend the Networking Event at 4:15? Yes No

Name: _____ **Title:** _____

Phone: _____ **Email:** _____

Will you attend the Networking Event at 4:15? Yes No

Name: _____ **Title:** _____

Phone: _____ **Email:** _____

Will you attend the Networking Event at 4:00? Yes No

Name: _____ **Title:** _____

Phone: _____ **Email:** _____

Will you attend the Networking Event at 4:15? Yes No

Please mail or fax form to:

Amy Gee c/o Viking Range Corp.
P. O. Drawer 956
111 Front Street
Greenwood, MS 38930
Phone/Fax: 662.451.1754
Agee@VikingRange.com

Make check payable to DHRMA

Tax ID number: 64-0925219

Total number of attendees: _____

Amount enclosed: \$ _____