



2014 Human Resources & Security Conference

July 10 & 11, 2014
The Ritz-Carlton, New Orleans

Conference Highlights

Joint Sessions:

- **Security, Human Resources & Audit: A Partnership - Dana Turner, Security Education Systems LLC - Thursday, July 10, 2014 - 9:00am-10:15am**

The Security, Human Resources and Audit functions often appear to be in conflict when issues surface that threaten the institution's integrity. This happens because the Security function is really responsible for the good of the many while the Human Resources function is perceived to be responsible for the good of the one. Audit, of course, manages compliance and correction efforts for the entire institution. These three functions are actually the best allies for resolving both internal and many external issues and this presentation offers a baseline approach to turning potential adversaries into cooperative working partners. This presentation provides a logical and strategic model that's designed to help the institution's Security, Human Resources and Audit managers to understand the true scope of security-related processes and industry-standard investigative practices. The crime of embezzlement is used to demonstrate a "best-of-all-worlds" partnership. By understanding the cause and effect relationships involving the creation of a functional partnership, the Security Officer may use this model to design and implement a standardized, institution-wide Security Program that makes the best use of the organization's resources — its people, places and things.

- **CPR Training - New Orleans EMS Community Outreach - Thursday, July 10, 2014 - 4:00pm-5:30pm**

This session will cover hands on CPR as well as what to do in other medical emergencies such as when someone is choking or bleeding.

Human Resources Tract:

- **Effective Compensation Practices for the Early 21st Century - Wayne Vicknair, Creative Compensation Solutions, Inc. - Thursday, July 10, 2014 - 10:30am-11:45am**

Our focus in this session is helping HR professionals sort through some of the compensation related challenges they may encounter outside of the executive level. We will address pay equity regulations, setting job grades, determining base salary and appropriate raises for employees. We will provide information on determining reputable salary surveys and how to establish and set salary grades, and linking salary increases to positioning in a salary grade and performance. We will also briefly discuss such items as FLSA, job classifications (exempt vs. non-exempt), writing job descriptions, and effectively designing and using performance appraisals.

- **Building & Maintaining a Positive Culture in Today's Rough and Tumble Banking World - Jay Toups, Retail Management Resources - Thursday, July 10, 2014 - 1:00pm-2:15pm**

With banking changing at an ever rapid pace, CEO's, HR Directors, and Senior Management are being challenged like never before; how do we comply, maintain a positive culture, retain the best employees, and continue to grow profitably? The focus of this session will be to lay the ground work on how to build a culture that helps the bank move into the next decade ready to perform at high levels while keeping a positive culture.

- **Benefit Design - WellnessPlus, Inc. - Thursday, July 10, 2014 - 2:30pm-3:45pm**

- **Labor/Employment Law Update and HR Law Update Including Workplace Diversity - Fred Preis, Breazeale, Sachse & Wilson, L.L.P - Friday, July 11, 2014 - 9:00am-10:30am**

In this day of ever-increasing workplace regulations by federal government agencies, it is vitally important for Human Resource managers to keep abreast of the most recent developments. This session will cover those developments, including the latest in such areas as Equal Opportunity Employment, Affirmative Action, including Workplace Diversity Obligations, Wage & Hour, and Other Issues with which HR deals with on a daily basis.

- **Roundtable Discussion - Friday, July 11, 2014 - 10:45am-12:00pm**

This session will give an opportunity for conference attendees to discuss with their peers current challenges and best practices in the human resources area.



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Conference Highlights Continued...

Security Tract:

- **Pro-Active Approaches to Fraud Prevention - Dana Turner, Security Education Systems LLC - Thursday, July 10, 2014 - 10:30am-2:15pm (with lunch break)**

Our nation lost more than 3,000 financial institutions from 1986-1992 because of fraud, mismanagement and waste — and the cycle has begun again. The case histories of those failed institutions reveal that most of them shared many well-documented, common denominators that examiners now use as failure “predictors”, or “profiles”. Examiners from all of the nation’s regulatory agencies, insurance company risk management specialists — and security, audit, operations, human resources and compliance personnel from thousands of financial institutions — continue to contribute to the development of these profiles. This presentation addresses the methods used by both internal and external offenders to determine if an institution is vulnerable to policy violations and criminal activities. Using the Security Officer to promote these strategic and tactical suggestions — and the accompanying prevention methods — will likely reduce an institution’s losses significantly. This presentation provides a logical and strategic model that’s designed to help Security Department personnel understand the true scope of the processes used to commit policy and procedural violations, and criminal acts — and to then escape responsibility. By understanding the cause and effect relationships between the institution’s processes and practices — and an offender’s behavior — the Security Officer may use this model to design and implement a standardized, institution-wide anti-fraud process. Among the topics to be presented that often contribute to an offender’s “window of opportunity” are: Why an organization’s culture is the most important deterrent to loss — and what aspects of that culture leave the institution vulnerable to policy violations and criminal acts; How an organization’s policies and procedures not only can prevent losses — but what practices are the most effective in supplying evidence if a loss occurs; Why certain crimes target specific personnel — and how you can establish and maintain a loss prevention “commitment” with all of your employees; What documents are most often forged, altered and counterfeited—and how computers and records are used to facilitate policy violations and crimes, and to conceal/reveal evidence; Who uses facility opening and closing procedures to their own advantage - and why these industry-standard procedures may not be enough to deter policy and criminal violations.

- **Roundtable Discussion - Thursday, July 10, 2014 - 2:30pm-3:45pm**
This session will give an opportunity for conference attendees to discuss with their peers current challenges and best practices in the security area.
- **Operation SAFECATCH - Special Agent Chuck Williams, FBI - Friday, July 11, 2014 - 9:00am-10:30am**
This session will cover the FBI’s SAFECATCH program, which is a multi-faceted program aimed at reducing bank robberies through proactive prevention. SAFECATCH also provides bank personnel with techniques to safely assist law enforcement in the quick apprehension of robbers when a bank robbery cannot be prevented.
- **Cyber Security Framework - National Institute of Standards and Technology - Friday, July 11, 2014 - 10:45am-12:00pm**

Cocktail Reception

Following the afternoon session on Thursday, July 10, 2014, join us from 5:30pm-6:30pm in Crescent View on the 12th Floor of the Ritz-Carlton. Network with fellow bankers in the human resources and security areas and visit with conference sponsors.



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Thursday, July 10, 2014

Time	Human Resources Tract
8:00am	Continental Breakfast & Registration <i>Broadmoor Foyer (1st Floor)</i>
9:00am - 10:15am (Joint)	Security, Human Resources & Audit: A Partnership Dana Turner, Security Education Systems, LLC <i>Audubon (1st Floor)</i>
10:15am - 10:30am	Break
10:30am - 11:45am	Effective Compensation Practices for the Early 21st Century Wayne Vicknair, Creative Compensation Solutions, Inc. <i>Fountainbleu(1st Floor)</i>
11:45am-1:00pm (Joint)	Luncheon with Security Awards and Sponsor Spotlight <i>Salon I (2nd Floor)</i>
1:00pm – 2:15pm	Building & Maintaining a Positive Culture in Today’s Rough and Tumble Banking World Jay Toups, Retail Management Resources <i>Fountainbleu (1st Floor)</i>
2:15pm - 2:30pm	Break
2:30pm - 3:45pm	Benefit Design WellnessPlus, Inc. <i>Fountainbleu (1st Floor)</i>
3:45pm - 4:00pm	Break
4:00pm - 5:30pm (Joint)	CPR Training <i>Audubon 1st Floor)</i>
5:30pm - 6:30pm	Cocktail Reception <i>Crescent View (12th Floor)</i>

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10:15am - 10:30am	Break
10:30am - 11:45am	Proactive Approaches to Fraud Prevention Dana Turner, Security Education Systems, LLC <i>Broadmoor (1st Floor)</i>
11:45am-1:00pm (Joint)	Luncheon with Security Awards and Sponsor Spotlight <i>Salon I (2nd Floor)</i>
1:00pm – 2:15pm	Proactive Approaches to Fraud Prevention (Continued) Dana Turner, Security Education Systems, LLC <i>Broadmoor (1st Floor)</i>
2:15pm - 2:30pm	Break
2:30pm - 3:45pm	Roundtable Discussion <i>Broadmoor (1st Floor)</i>
3:45pm - 4:00pm	Break
4:00pm - 5:30pm (Joint)	CPR Training <i>Audubon 1st Floor)</i>
5:30pm - 6:30pm	Cocktail Reception <i>Crescent View (12th Floor)</i>



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10:30am - 10:45am	Break
10:45am - 12:00pm	Roundtable Discussion <i>Fountainbleu(1st Floor)</i>

Time	Security Tract
8:00am	Continental Breakfast & Registration <i>Broadmoor Foyer (1st Floor)</i>
9:00am - 10:30am	Operation SAFECATCH Special Agent Chuck Williams, Federal Bureau of Investigation (FBI) <i>Broadmoor (1st Floor)</i>
10:30am - 10:45am	Break
10:45am - 12:00pm	Cyber Security Framework National Institute of Standards and Technology <i>Broadmoor (1st Floor)</i>

Who Will Benefit

Human Resources Managers/Directors; Additional Human Resources Staff; Security Officers; Security Staff

Thank you to our Conference Sponsors!





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Registration Information

Name	Email Address
Mr./Mrs./Ms. _____	_____
Mr./Mrs./Ms. _____	_____
Mr./Mrs./Ms. _____	_____
Bank _____	_____
Address _____	_____
City/State/Zip _____	_____
Phone _____	Fax _____

Payment Options

Check (Made payable to the Louisiana Bankers Association)

Visa MasterCard American Express

Card # _____ Expiration Date _____

Amount to be charged on card \$ _____

Name on Card (Please Print) _____

Billing Address _____

Signature _____

Registration Fee
 \$350, per LBA member
 \$550, per non-member

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\$350, per LBA member
 \$550, 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 7, 2014 to avoid a \$150 cancellation fee. Any registrant who does not cancel will be billed the full registration fee and sent the manual. Substitutions are welcome at no additional charge.

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

Room Block Information at The Ritz-Carlton, New Orleans

For Reservations: Call (800) 826-8987
(Mention Louisiana Bankers Association Human Resources & Security Conference)

Or Book Online:

For Deluxe King Accommodations (Group Code: RRIRRIA):
 Online Reservation Link: <https://reservations.ritzcarlton.com/ritz/reservation/availability.mi?propertyCode=MSYRZ&groupCode=RRIRRIA>

For Deluxe Double Accommodations (Group Code: RRIRRIB):
 Online Reservation Link: <https://reservations.ritzcarlton.com/ritz/reservation/availability.mi?propertyCode=MSYRZ&groupCode=RRIRRIB>

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 **\$133.00+ tax**. The deadline for the room block is **June 24, 2014**. After that date, reservations will be made based on availability and the hotel may not be able to honor the discounted rate.