



2017 Human Resources & Security Conference

July 27-28, 2017

The Ritz-Carlton, New Orleans

Thursday, July 27, 2017

Time	Human Resources Tract
8:00am	Continental Breakfast & Registration <i>Broadmoor Foyer (1st Floor)</i>
9:00am - 10:00am	Benchmarking Retirement Plans George Dobb, Pentegra <i>Fountainbleu (1st Floor)</i>
10:00am - 10:15am	Break
10:15am - 11:15am	Trends in Talent Management & Leadership Development: What Smart Companies Need to Know Devin Lemoine, Success Labs <i>Fountainbleu (1st Floor)</i>
11:15am - 11:30am	Break
11:30am-12:30pm	Employment Law Update Fred Preis, Breazeale, Sachse & Wilson LLP <i>Fountainbleu (1st Floor)</i>
12:30pm-1:30pm (Joint)	Luncheon with Security Awards and Sponsor Spotlight <i>Salon 3 (2nd Floor)</i>
1:45pm-2:45pm	Incentive Plans: Do They Work? Jay Toups, Retail Management Resources, Inc. <i>Fountainbleu (1st Floor)</i>
2:45pm-3:00pm	Break
3:00pm - 4:00pm	EEO-1 and VETS4212 Reporting - What You Need to Know Patrick Savoy & Bobbie Ibieta, Outsolve, LLC <i>Fountainbleu (1st Floor)</i>
4:00pm-5:00pm	Roundtable Discussion <i>Fountainbleu (1st Floor)</i>

Time	Security Tract
8:00am	Continental Breakfast & Registration <i>Broadmoor Foyer (1st Floor)</i>
9:00am - 10:00am	Payments Fraud Billy Reed, Southern Financial Exchange <i>Broadmoor (1st Floor)</i>
10:00am - 10:15am	Break
10:15am - 11:15am	Who's Watching Your Bank? How to Better See Inside Petrina Amacker, Verint; Robert Forte, Verint; & Retired Chief Randall Dunaway, C & A Associates <i>Broadmoor (1st Floor)</i>
11:15am - 11:30am	Break
11:30am-12:30pm	Cybercrime Initiative & Suspicious Activity Report Update Ryan Rezaei & Rene Salomon, U.S. Attorney's Office, Middle District of La. <i>Broadmoor (1st Floor)</i>
12:30pm-1:30pm (Joint)	Luncheon with Security Awards and Sponsor Spotlight <i>Salon 3 (2nd Floor)</i>
1:45pm-2:45pm	FUSION Center Update William Moragne, Sergeant Louisiana State Police/Louisiana State Analytical & Fusion Exchange <i>Broadmoor (1st Floor)</i>
2:45pm-3:00pm	Break
3:00pm - 4:00pm	Knowing What You Don't Know John Collins, SecureWorks <i>Broadmoor (1st Floor)</i>
4:00pm-5:00pm	Roundtable Discussion <i>Broadmoor (1st Floor)</i>



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Friday, July 28, 2017

Time	Human Resources Tract
8:00am	Continental Breakfast <i>Broadmoor Foyer (1st Floor)</i>
9:00am - 10:00am	What are You Waiting For? It's Time to Review Your Executive Retirement Plans Trisha Morrison and Dylan Major, The Pangburn Group <i>Fountainbleu (1st Floor)</i>
10:00am - 10:15am	Break
10:15am - 11:15am	The Pros and Cons of HR Outsourcing Craig Broome, Highflyer <i>Fountainbleu (1st Floor)</i>
11:15am - 11:30am	Break
11:30am - 12:30pm	What Happens When you Invest in Your Employees' Health Shelly Beall, SB Wellness Group, Inc. <i>Fountainbleu (1st Floor)</i>

Time	Security Tract
8:00am	Continental Breakfast <i>Broadmoor Foyer (1st Floor)</i>
9:00am - 10:00am	Robbery: Prepare, Respond, Recover Mike Burke, SHAZAM <i>Broadmoor (1st Floor)</i>
10:00am - 10:15am	Break
10:15am - 11:15am	ATM Skimming Mike Burke, SHAZAM <i>Broadmoor (1st Floor)</i>
11:15am - 11:30am	Break
11:30am - 12:30pm	Power Up Your Fraud Mitigation Potential Liz Little, SHAZAM <i>Broadmoor (1st Floor)</i>

Who Will Benefit

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

Conference Sponsors





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Conference Highlights

Human Resources Tract:

- **Benchmarking Retirement Plans - George Dobb, Pentegra - Thursday, July 27, 2017 - 9am-10am**
Retirement plans are a critical element in designing total compensation programs for today's banks. In a highly competitive employment market, benefits and compensation are critical tools in attracting and recruiting financial service professionals. One of the key measures of success of a company sponsored retirement plan is determining whether participants are able to accumulate enough to ensure retirement security. How do you ensure your participants' success? This session focuses on best practices for bank retirement plans, how to evaluate your plan and gain an understanding of metrics that should be used on an ongoing basis to measure both overall plan and participant success.
- **Trends In Leadership & Talent - Devin Lemoine, Success Labs - Thursday, July 27, 2017 - 10:15am-11:15am**
Smart companies are paying attention to talent management. Due to changing business environments and demographics, companies face intense talent shortages. The most recent report from the Bureau of Labor Statistics (BLS) projects as much as a 5.9 million worker shortfall through 2018. The talent challenges don't stop there...10,000 baby boomers a day reach age 65, retention rates are on the decline, and the young talent pool is mostly untethered from the idea of long term employment with one organization. Because of this, many industries are headed in the wrong direction related to bench strength and leader quality. In this session, find out what you need to know to keep your business competitive and why there's never been a better time to be pro-active about matching your company talent strategy to your business strategy.
- **Employment Law Update - Fred Preis, Breazeale, Sachse & Wilson, L.L.P - Thursday, July 27, 2017 - 11:30am-12:30pm**
Even with the take-over by the Trump Administration, banks still have to contend with numerous employment-related issues on a daily basis. This session will target the most significant issues facing human resources professionals. Topics covered will include the following: Dealing with Medical Leaves of Absence, Reducing Legal Risks of Electronic Communication Usage, and Employing Former Criminal Offenders. Fred Preis will also take any questions you have on your mind.
- **Incentive Plans: Do They Work? Jay Toups, Retail Management Resources - Thursday, July 27, 2017 - 1:45pm-2:45pm**
Join us for a discussion on how to build ethical incentive plans that are mutually beneficial for the client, bank and banker.
- **EEO-1 and VETS4212 Reporting: What You Need to Know - Patrick Savoy & Bobbie Ibieta, Outsolve, LLC - Thursday, July 27, 2017 - 3:00pm-4:00pm**
This session will take a hard and fast look at all aspects of EEO-1 and VETS4212 Reporting including the addition of compensation, changing timeframes, and the associated strategy and risks. Participants will get a clear understanding of what's required and the impact of these changes from a nationally recognized compliance expert.
- **Roundtable Discussion - Thursday, July 27, 2017 - 4:00pm-5:00pm**
This session will give an opportunity for conference attendees to discuss with their peers current challenges and best practices in the human resources area.
- **What are You Waiting For? It's Time to Review Your Executive Retirement Plans - Trisha Morrison and Dylan Major, The Pangburn Group - Friday, July 28, 2017 - 9:00am-10:00am**
While nonqualified executive benefits plans can offer excellent benefits to a financial institution's total rewards package, it is critical to have a well-trained team to execute the plan and maintain compliance. Do you regularly review your plan to ensure proper operation? Do you often find yourself worrying about if you're following all the rules? During this session, you will be exposed to different types of nonqualified plans and some of the current nonqualified plan trends in the financial institutions industry. You will leave the session with an understanding of the accounting, payroll, and tax implications and will be equipped with a checklist for reviewing your plan to identify common pitfalls.
- **Pros and Cons of Outsourcing HR - Craig Broome, HighFlyer - Friday, July 28, 2017 - 10:15am-11:15am**
Deciding whether to outsource Human Resources functions is one of the more challenging questions faced by a bank today. Outsourcing HR/Payroll/Benefits is defined as the process when an organization instructs a vendor to be accountable for individual or all human resource department functions as such jobs might be tedious, complex, or cost inefficient to internal employees. This session will cover certain key factors and pros/cons that your bank needs to consider when trying to make such key decisions.
- **What Happens When you Invest in Your Employees' Health - Shelly Beall, SB Wellness Group, Inc. - Friday, July 28, 2017 - 11:30am-12:30pm**
Get the latest information in worksite wellness trends. Gain knowledge on how you can engage employees and implement a successful wellness program for your group. It covers elements that we feel are important to improving health status of employees, improving company culture, and gaining participation in what is offered



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Security Tract:

- **Payments Fraud - Billy Reed, Southern Financial Exchange - Thursday, July 27, 2017 - 9:00am-10:00am**
This session will discuss the trends and risks associated with payment systems and the most powerful tools used to combat fraud. We will review the 2017 AFP Payments Fraud and Combat Survey and the 2017 Identity Fraud Study by Javelin Study and Research.
- **Who's Watching your Bank? How to See Better Inside - Petrina Amacker, Verint; Robert Forte, Verint; and Retired Chief Randall Dunaway, C&A Associates - Thursday, July 27, 2017 - 10:15am-11:15am**
This session will cover security cameras in regard to the various types of cameras and the differences. It will also cover security monitoring devices (DVR) and what is available in the marketplace as well as remote monitoring and what is available as secondary cameras in the event of a takeover. The session will also cover security when opening and leaving the bank and compliance in the security field. Retired Chief Randall Dunaway (Baker Police Department) will discuss and answer questions on what the law enforcement community looks for and needs from a security system and how to protect employees and customers.
- **Cybercrime Initiative and Suspicious Activity Report Update from the U.S. Attorney's Office - Ryan Rezaei and Rene Salomon, U.S. Attorney's Office, Middle District of Louisiana - Thursday, July 27, 2017 - 11:30am-12:30pm**
Join us to learn more about a new Cyber Security Initiative from the U.S. Attorney's Office for the Middle District of Louisiana. Through this newly-created law enforcement working group, the initiative assembles agents and other personnel from across Louisiana and the region to assess and share information about incoming reports of cyber incidents affecting the Middle District, and evaluate law enforcement's response. The initiative also includes a significant investment in outreach aimed at fostering greater collaboration between private industry and law enforcement and encouraging immediate reporting of cyber incidents
- **Louisiana State Analytical & Fusion Exchange Update - Sergeant William Moragne, Louisiana State Police and Louisiana State Analytical & Fusion Exchange (LA-SAFE) - Thursday, July 27, 2017 - 1:45pm-2:45pm**
This session will include a discussion of the Louisiana State Analytical & Fusion Exchange (LA-SAFE) and the work they are doing with financial security officers around the state.
- **Knowing What you Don't Know - John Collins, SecureWorks - Thursday, July 27, 2017 - 3:00pm-4:00pm**
Conventional security controls have created a false sense of protection against adversaries, and the bad guys know it. In this session we will walk through a nation state attack and how they bypassed "best practice" security controls and why endpoint detection, not prevention, was paramount in uncovering their actions on objectives.
- **Robbery: Prepare, Respond, Recover - Mike Burke, SHAZAM - Friday, July 28, 2017 - 9:00am-10:00am**
Nothing is more important than your safety, as well as, your employees, and your customers. This session identifies procedures to better prepare your institution, equip you with response tactics, and expose you to the recovery process. This session covers deterrence trends, surveillance best practices, and law enforcement partnerships. After attending, you understand the steps needed for a robbery program at your institution that includes preparation, response, and recovery.
- **ATM Skimming - Mike Burke, SHAZAM - Friday, July 28, 2017 - 10:15am-11:15am**
Be smart. Be protected. When you understand the fine details of skimming and cloning cards, everyone stays safe. This session prepares you to identify internal and external skimmers at the ATM, POS and gas pump along with cameras that capture PINs. Real-life photos show you exactly what to look for while videos highlight how thieves set up these devices and steal from your account holders and merchants. A live demonstration will emphasize just how quick and easy it is to clone a card and make an immediate transaction. Are you ready to fight fraud?
- **Power Up Your Fraud Mitigation Potential - Liz Little, SHAZAM - Friday, July 28, 2017 - 11:30am-12:30pm**
Fraud is ever-evolving, so what are the latest tactics, trends and tricks that fraudsters are using to try to get your customer's information? You'll learn the common ways fraudsters are gathering card information and what you can do to prevent it. Does law enforcement need to be involved? How are your vendor partners helping and hurting your fraud liability? How do you discuss fraud with the local media? We'll provide you with answers to maximize your fraud prevention efforts and position your institution as a knowledgeable financial leader in your community.
- **Roundtable Discussion - Thursday, July 27, 2017 - 4:00pm-5:00pm**
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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Registration Information *(for additional registrations, please make copies)*

Registrant 1

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

Registrant 2

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

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

\$375, per LBA member
 \$675, per non-member

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\$375, per LBA member
 \$675, 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 21, 2017 to avoid a \$175 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 HR & Security Group)

Or Book Online:

For Deluxe King Accommodations (Group Code: UOCUOCA):

Online Reservation Link: [click here](#)

For Deluxe Double Accommodations (Group Code: UOCUOCB):

Online Reservation Link: [click here](#)

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 **\$149.00+ tax**. The deadline for the room block is **July 7, 2017**. After that date, reservations will be made based on availability and the hotel may not be able to honor the discounted rate.