



THRAC 2023  
Nov 9  
Hilton Garden Inn  
Perrysburg, OH

November 9, 2023 | 22nd Annual Toledo HR Association's Conference

Hello, HR friends! Make your plans now to attend **THRAC 2023!**

This year's THRAC is designed to equip you with ready-to-use tools, strategies, and information to help you **reignite your HR spark!** With sessions on HR and business ethics, the future of work, change management, HR departments of one, overcoming resistance to DEI, and more, you are sure to come away re-energized and reignited! We invite you to **connect with us at THRAC 2023!**

THRAC is an annual event co-produced by The Employers' Association and the Northwest Ohio HR Association (NOHRA).

Presenting sponsors



**Pre-Conference Workshop**  
**Wednesday, November 8th–1:00 pm to 4:00 pm**

**Join us for two hot topics:**


- **The Future of Work** by Julie Davis
- **Unlearn to Learn** by Barb Utrup

Hilton Garden Inn  
6165 Levis Commons Boulevard, Perrysburg, OH

**THRAC 2023**  
**Thursday, November 9th–7:30 am to 4:30 pm**

Hilton Garden Inn, BGSU at Levis Commons,  
and Home 2 Suites  
6165 Levis Commons Boulevard, Perrysburg, OH

**REGISTER NOW!**

Online at [TheEA.org](http://TheEA.org) or use the form on the back 

**Recertification Credits**



This program has been submitted for approval for re-certification credit hours toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI).



The Employers' Association is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).

# REGISTRATION FORM Please complete one form for each registrant.

## AGENDA

7:30 am to 8:30 am	Early Bird sessions
8:30 am to 8:50 am	Registration/Resource Partner showcase
8:50 am to 9:00 am	Welcome and opening remarks
9:00 am to 10:00 am	Opening keynote presentation
10:00 am to 10:30 am	Resource Partner showcase
10:30 am to 11:30 am	Concurrent Sessions 1
11:30 am to 12:00 noon	Resource Partner showcase
12:00 noon to 12:30 pm	LUNCH
12:30 pm to 1:30 pm	Afternoon keynote presentation
1:30 pm to 2:00 pm	Resource Partner showcase
2:00 pm to 3:00 pm	Concurrent Sessions 2
3:00 pm to 3:15 pm	Resource Partner showcase
3:15 pm to 4:15 pm	Closing keynote presentation
4:15 pm to 4:30 pm	Prizes
4:30 pm	Adjournment

## Cancellation/No-Show Policy

**Substitutions of participants may be made at any time. However, no-shows or cancellations within five (5) full business days of the event will be responsible for the full registration price.**

WEDNESDAY PRE-CONFERENCE WORKSHOP 1:00 pm - 4:00 pm  
The Future of Work (*Julie Davis*) and Unlearn to Learn (*Barb Utrup*)

### EARLY BIRD SESSION 7:30 am - 8:30 am

Economic Outlook for Northwest Ohio - *Charlene Page and Jeff Sprague*  
Leading Forward - *Faith Stipanovich, SHRM*

### WELCOME AND OPENING REMARKS 8:50 am to 9:00 am

OPENING KEYNOTE PRESENTATION 9:00 am - 10:00 am  
*Change Management: Revolutionizing The Change Process - Adrian Davis*

CONCURRENT SESSION 1 10:30 am - 11:30 am	Igniting HR Advocacy: Your Impact on Local, State and Federal Laws <i>Tony Fiore</i>	HR 101 for Small Business and Departments of One <i>Christie Engler</i>	Psychological Safety: The Soil, Not the Seed <i>John Broer</i>	Elevate Your 401(k) Game Plan <i>Rich Swanner</i>
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AFTERNOON KEYNOTE PRESENTATION 12:30 pm - 1:30 pm  
Unleashing Passion, Purpose, and Performance in Younger Generations - *Mark Perna*

CONCURRENT SESSION 2 2:00 pm - 3:00 pm	Light Up HR! <i>Jill Kopanis</i>	Executive Presence <i>Barb Utrup</i>	Ethical Issues and Best Practices/Trade Secrets <i>Anne-Marie Welch</i>
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CLOSING KEYNOTE PRESENTATION 3:15 pm - 4:15 pm  
How to Overcome Resistance to DEI - *Dima Ghawi*

## Registration (final deadline is October 30)

Registrant Name \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City, ST, ZIP \_\_\_\_\_

Phone \_\_\_\_\_ No of employees \_\_\_\_\_

E-Mail \_\_\_\_\_

Payment Type MasterCard VISA AMEX Discover Check

Card No: \_\_\_\_\_

Authorized Signature \_\_\_\_\_

Exp Date \_\_\_\_\_ Security Code \_\_\_\_\_

## Choose ONE presentation per session

- EARLY BIRD  Economic Outlook for Northwest Ohio \*  
 Leading Forward
- SESSION 1  Igniting HR Advocacy  
 HR 101/ Department of One  
 Psychological Safety  
 Elevate Your 401(k) Game Plan \*
- SESSION 2  Light Up HR! \*  
 Executive Presence  
 Ethical Issues and Best Practices/Trade Secrets

\* This session has been filed for HRCI Business credit.

## Lunch Selection

- Chicken Pasta

## Payment must accompany registration

### WEDNESDAY SESSION ONLY:

- Early Bird price for Members/Non-members (by Oct 6) \$79 / \$109  
 Regular price for Members/Non-members \$109 / \$129

### THURSDAY SESSION ONLY:

- Early Bird price Members/Non-members (by Oct 6) \$219 / \$259  
 Regular price for Members/Non-members \$289 / \$339

### WEDNESDAY & THURSDAY:

- Early Bird price Members/Non-members (by Oct 6) \$269 / \$329  
 Regular price for Members/Non-members \$349 / \$449

### SEND TO: **The Employers' Association**

Attn: Karin Roadarmel (karin.roadarmel@TheEA.org)  
1787 Indian Wood Circle, Suite A, Maumee, OH 43537  
Phone: 419-893-3000