



# HR+BUSINESS ADMINISTRATION

ACCOUNTING | PAYROLL | LEADERSHIP

## 2024 CONFERENCE

### OCTOBER 23-24, 2024



**GLACIER CANYON  
CONFERENCE CENTER**  
Wisconsin Dells, WI

**REGISTER ONLINE**

<https://www.abcw.org/abc-of-wisconsin-human-resources-conference-registration/>

### SCHEDULE AT A GLANCE

#### WEDNESDAY, OCTOBER 23, 2024

8:00 a.m. to 9:00 a.m.	Registration   Breakfast   Welcome   Announcements				
	LEADERSHIP	HUMAN RESOURCES		ACCOUNTING	PAYROLL
9:00 a.m. to 10:00 a.m.	The Executive's Playbook to Attract, Engage & Retain High Performers	New to HR in Construction & ABC's Retention Kit – Roundtable	Establishing a Positive Culture	Financial Reporting Updates: Software Matters	Smoke and Mirrors: Distinguishing Genuine Trends from Fads in HR & Benefits Strategies
10:00 a.m. to 10:30 a.m.	Break with Exhibitors				
10:30 a.m. to 11:30 a.m.	Coaching Skills for Better Conversations	The Near Impossible Task of Eradicating Workplace Gossip	How to Heal Your Health Plan Costs	Leveraging AI, ML, and IoT Can Help Maximize the Efficiency & Safety of Construction Teams	Davis-Bacon Review & Update
11:30 a.m. to 11:45 a.m.	Break with Exhibitors				
11:45 a.m. to 1:15 p.m.	<b>KEYNOTE LUNCHEON SPEAKER</b> Nancy Kalsow – What's Getting in Your Way – An Introduction to Positive Intelligence				
1:15 p.m. to 1:30 p.m.	Break with Exhibitors				
1:30 p.m. to 2:30 p.m.	Avoiding Documentation Drama	HR Boot Camp: Welcome to HR	Union Card Check Issues: One Year Since the NLRB's Big Decision	Hiring in Construction: Strengthening Payroll & Benefits	Payroll & HR Technology Guide
2:30 p.m. to 3:00 p.m.	Break with Exhibitors				
3:00 p.m. to 4:00 p.m.	Building Bridges: Navigating Team Communication Challenges	Advanced HR Boot Camp: Being a Pro	Wisconsin Workers' Compensation 101 for a Successful Work Comp Program	Using Values to Create a High-Performance Construction Business	FLSA Mistakes & Best Practices
5:00 p.m. to 8:00 p.m.	Social				

#### THURSDAY, OCTOBER 24, 2024

7:00 a.m. to 8:00 a.m.	Breakfast   Announcements				
	LEADERSHIP	HUMAN RESOURCES		ACCOUNTING	PAYROLL
8:00 a.m. to 9:00 a.m.	Emotional Intelligence: Creating Great Leaders	"You Make the Call" Law Update	What Does It Take to Be an Employer of Choice?	Cost Segregation & Depreciation – Opportunities for Tax Savings	AI & How That Will Impact Your Payroll Process
9:00 a.m. to 9:15 a.m.	Break with Exhibitors				
9:15 a.m. to 10:15 a.m.	Beyond the Resume: Leveraging Best Practices	Appealing to the Ages	How Do You Maintain Being an Employer of Choice	Tips for Maximizing the Retirement Plan Benefit for You & Your Employees	Accounting Software & Technology Overview
10:15 a.m. to 10:30 a.m.	Break with Exhibitors				
10:30 a.m. to 11:30 a.m.	Fatal Flaws: Why Organizational Change Fails	Crossing the Generational Divide	Navigating Diversity Requirements	Construction Payroll 101 & Beyond	Payroll Best Practices
11:30 a.m. to 12:00 p.m.	Ice Cream Social / Drawings				

\* Sessions subject to change without notice.



## Conference Registration

- \$249 per ABC member attendee
- \$219 for additional attendee from same company

Register online at [www.abcwi.org/human-resources-accounting-conference/](http://www.abcwi.org/human-resources-accounting-conference/)

## Hotel Accommodations

Call 1-800-867-9453 by 9/23

Take advantage of ABC's special room rate of \$119 at Glacier Canyon Lodge & Conference Center.

Reference Group #947790

## Wednesday Schedule

8:00 - 9:00 A.M.

### Registration Opens

Welcome at 8:45 a.m.

9:00 - 10:00 A.M.

#### LEADERSHIP

### The Executive's Playbook to Attract, Engage & Retain High-Performers

► Jason Chance, LIFT Consulting, LLC

Unlock your team's potential with emotion-driven leadership. This session explores the crucial link between emotions, people, and performance, offering leaders a guide to enhance employee retention. Discover strategies to foster a culture where emotions are valued and harnessed to drive motivation and productivity. Learn how emotionally intelligent leadership boosts morale, collaboration, and overall team performance.

#### HUMAN RESOURCES

### New to HR in Construction & ABC's Retention Kit – Roundtable

► ABC of WI HR Committee

New to the construction industry, HR, or both? This session is for you! Join seasoned construction HR professionals as they explore HR resources available to ABC of Wisconsin members. Participate in a roundtable discussion to ask industry-specific questions. Learn about our employee retention kit to help retain top talent and improve workforce stability. Gain valuable insights and practical knowledge tailored to the unique challenges of HR in construction.

#### HUMAN RESOURCES

### Establishing a Positive Culture

► Holly Jones, Dave Jones

Company culture can be one of the reasons people are attracted to your company and why they stay. Holly will discuss how she and her team have cultivated a culture that creates a sense of belonging and community. She will share how her organization protects this culture by encouraging feedback from her staff through routine check-ins and providing opportunities that truly support and foster the team environment.

#### ACCOUNTING

### Financial Reporting Updates: Software Matters

► Britney Denk, CPA, SVA Certified Public Accountants S.C.

Contractors have specific reporting needs that can be easily met with the right financial reporting software. This session will cover QuickBooks Online Advanced and its newest features, such as Project Tracking, Revenue Recognition, Workflow Automation, DataSync with Excel, and Custom Report Builder. A brief demo will showcase these features, focusing on their benefits for the construction industry.

#### PAYROLL

### Smoke & Mirrors: Distinguishing Genuine Trends from Fads in HR & Benefits Strategies

► Sam Tews, Hausmann Group

► Laura Bermudo, Hausmann Group

In an era where talent acquisition and retention challenges loom larger than ever, updating your employee benefits and policies could be key to success. Fortunately, a plethora of innovative strategies and ideas are available for consideration. Join us as we navigate through the noise to uncover real trends in benefits strategies.

10:00 - 10:30 A.M.

### Break with Exhibitors

10:30 - 11:30 A.M.

#### LEADERSHIP

### Coaching Skills for Better Conversations

► Shelley Smith, LAK Group

Our approach to conversations—mentally, physically, and verbally—sets the tone. This session teaches skills for engaging others in decision-making or problem resolution. Participants will learn to prepare for conversations, focus on desired outcomes, and apply concepts to become more present and effective. There will also be opportunities to learn from others and reflect on personal effectiveness in conversations.

WEDNESDAY KEYNOTE SPEAKER ►

# Nancy Kalsow

Kalsow Coaching & Consulting, LLC

## What's Getting in Your Way An Introduction to Positive Intelligence

Nancy will guide you through breakthrough research to introduce The PQ® Program that systematically sustains improvements in performance, engagement, wellbeing, and relationships, while establishing a growth mindset across your organization.



## Wednesday Schedule

### HUMAN RESOURCES

#### The Near Impossible Task of Eradicating Workplace Gossip

► Dave Schwallier, LIFT Consulting, LLC

In this session, we explore workplace gossip and strategies to eradicate it. Through discussions, participants will learn about the origins, subtle forms, and impacts of gossip on organizational dynamics. We'll address gossip in remote work and digital communication, uncover its hidden costs, and discuss leadership and communication strategies to foster a gossip-resistant culture. Attendees will gain practical strategies to promote trust, transparency, and collaboration in their organizations.

### HUMAN RESOURCES

#### How to Heal Your Health Plan Costs

► Matt Ohrt, Self Fund

Matt was a seasoned Human Resources executive, having worked his way up in companies in his 25-year career. Matt viewed his HR leadership role as a responsibility, not a privilege. In doing so, he was able to help countless members get more affordable, accessible, high-quality healthcare. Ultimately, he pioneered a new way for employers to find sustainability and amazing healthcare for all employers. Join Matt to learn innovative ways to improve your health plan and quality of care.

### ACCOUNTING

#### Leveraging AI, ML, and IoT Can Help Maximize the Efficiency & Safety of Construction Teams

► Ryan Merryman, CPA/CFF/CITP, CFE, CLA

The presentation will highlight the benefits of using these technologies, such as reducing error, improving communication and increasing productivity. Providing examples of how these technologies can be used in construction, such as using drones for site inspections and using wearables to monitor worker safety. The presentation will emphasize the importance of embracing technology in the construction industry in order to stay competitive and improve outcomes.

### PAYROLL

#### Davis-Bacon Review & Update

► Doug Witte, Boardman & Clark LLP

Navigating Davis-Bacon projects can be challenging for both experienced and first-time contractors due to the diverse and ever-changing laws and regulations. This session will cover various aspects including wage determinations and updates, worker classification, job posting and contract document requirements, certified payroll reporting, calculating prevailing wage fringe benefits and overtime, and potential penalties for non-compliance. Attorney Witte will highlight key areas and answer attendees' questions.

11:30 - 11:45 A.M.

#### Break with Exhibitors

11:45 A.M. - 1:15 P.M.

### KEYNOTE LUNCHEON

#### What's Getting in Your Way – An Introduction to Positive Intelligence

► Nancy Kalsow, Kalsow Coaching & Consulting, LLC

Based on the popular science backed studies of Shirzad Chamine, author of Positive Intelligence and founder of the Positive Intelligence program. Nancy will guide you through breakthrough research to introduce The PQ® Program that systematically sustains improvements in performance, engagement, wellbeing, and relationships, while establishing a growth mindset across your organization.

#### LEARNING OBJECTIVES:

1. Gain a high-level understanding of the human brain's neuro pathway design.
2. Awareness of the top 10 saboteurs that stop you from being your best self.
3. Learn techniques and superpowers to outsmart the saboteurs.
4. Take away key practices to boost your mental fitness for inevitable downtimes ahead.

## Wednesday Schedule

1:15 - 1:30 P.M.

#### Break with Exhibitors

1:30 - 2:30 P.M.

### LEADERSHIP

#### Avoiding Documentation Drama

► Mark Johnson, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

While employment human resources professionals agree that documentation is critical to minimizing liability and litigation risk, ensuring that managers prepare clear and well-documented reviews, write-ups and other documentation, and retaining that documentation for the proper period of time can be a challenge. This session will discuss strategies for systematically improving the quality of employee-related documentation within your organization and better protecting your company from liability.

### HUMAN RESOURCES

#### HR Boot Camp: Welcome to HR

► Jon Anderson, Husch Blackwell, LLP  
► Thomas Godar, Husch Blackwell, LLP

This session will provide an overview of the Wisconsin and Federal employment laws that all HR professionals need to know, and dispel some misconceptions regarding laws that many think exist but do not. We will also discuss the nature of "at-will" employment and the best practices when interviewing candidates and extending employment offers. The discussion will include an overview of wage and hour law and dealing with harassment in the workplace.

### HUMAN RESOURCES

#### Union Card Check Issues: One Year Since the NLRB's Big Decision

► Daniel D. Barker, Jackson Lewis P.C.

It's been over a year since the National Labor Relations Board radically changed the law of union organizing by deciding that employers can be deemed to be unionized based on authorization cards alone without any election. This session will review the NLRB's decision on this important topic and unpack what has happened in the year since that decision and what it has meant for merit shop employers.

### ACCOUNTING

#### Hiring in Construction: Strengthen Your Payroll and Benefits to Attract and Retain

► Aaron Mills, Daaxit, The Contractor's CFO

In this environment where construction and skilled trades labor can be hard to come by and hard to keep, attracting and retaining staff is more important than ever. This presentation will discuss what construction business owners can do from the standpoint of payroll and benefits to help attract top talent and retain that talent without sacrificing the bottom line.

### PAYROLL

#### Payroll & HR Technology: A Complete "How-To" Guide in Selecting Your Next Technology Partners

► Jeff Severson, Trinity Advisors, LLC

Join Jeff for a step-by-step review of how to successfully select your payroll & HR technology partners. From RFP creation to final contract negotiations, we will discuss best practices, common pitfalls, and invaluable resources to set your company up for success.

2:30 - 3:00 P.M.

#### Break with Exhibitors

3:00 - 4:00 P.M.

### LEADERSHIP

#### Building Bridges: Navigating Team Communication Challenges

► Gary Rada, LIFT Consulting, LLC

Attend this session if you experience: Struggles with ineffective communication in your team or organization; Frequent conflicts and misunderstandings amongst team members; Low employee morale or lack of engagement; Challenges in leading your team effectively; or High turnover rates and difficulties retaining top talent.

### HUMAN RESOURCES

#### Advanced HR Boot Camp: Being a Pro

► Jon Anderson & Thomas Godar, Husch Blackwell, LLP  
► Thomas Godar, Husch Blackwell, LLP

This session will cover effective discipline policies and practices as well as how to handle harassment investigations and the EEOC/ERD processes. We will also discuss the interplay between the ADA, FMLA/ WFMLA, and Worker's Compensation. Finally, we will examine the best practices for disciplining and terminating an employee.

### HUMAN RESOURCES

#### Wisconsin Workers' Compensation 101 for a Successful Work Comp Program

► Jeremy Bellin, AON

In this interactive session, we'll cover the basics of Workers' Compensation in Wisconsin, including industry terms and jargon. We'll review the claims process, necessary forms, and the roles of carriers, employers, and agency personnel in a successful claims program. We'll also examine how the Workers' Comp process impacts employers. Ample time will be provided for questions.

### ACCOUNTING

#### Using Values to Create a High Performance Construction Business

► Dan Paulson, InVision Development International

A workplace is defined by its Values. Maybe you have defined Values for your company, but when was the last time you reviewed them? Who knows what they are? When your team doesn't understand, or isn't aware, of your Values, they can make poor financial and managerial decisions. This session will provide you with tools necessary to create a high-performance workplace utilizing Values as the guideposts for accounting and operational choices.

### PAYROLL

#### FLSA Mistakes and Best Practices

► Maggie Cook, Godfrey & Kahn, S.C.

For employers, it seems as though paying employees has never been harder, and the cost of errors is higher than ever. Get up-to-speed on best practices to avoid common timekeeping and pay mistakes along with the latest FLSA developments.

5:00 - 8:00 P.M.

#### Networking Social

# Thursday Schedule

7:00 - 8:00 A.M.

## Breakfast & Announcements

8:00 - 9:00 A.M.

### LEADERSHIP

## Emotional Intelligence: Creating Great Leaders

► Chris Krieg, Stevens Construction Corp.

Emotional Intelligence (EI), also known as EQ, is one of the most critical workplace leadership skills needed to lead and effectively influence teams. So, what is Emotional Intelligence? Is it an innate skill or can leaders grow their Emotional Intelligence? During this session, we'll define Emotional Intelligence and explain why it plays such an important role in the workplace. We'll also provide tips on how to cultivate and grow your Emotional Intelligence.

### HUMAN RESOURCES

## “You Make the Call” Law Update

► Maggie Cook, Godfrey & Kahn, S.C.  
► Mark Johnson, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
► Eric Locker, Husch Blackwell, LLP  
► Doug Witte, Boardman & Clark LLP

This session will consist of a panel of experienced employment attorneys presenting hypothetical legal scenarios (sometimes derived from real cases) and possible answers for attendees to consider. After each scenario is presented, attendees will be given a brief period of time to discuss the case among themselves and decide which is the best option or course of action. We will review the options that the court, agency, or other decisionmaker may have made and discuss why they reached the result they did. Attendees will also have the opportunity to ask follow-up questions after each hypothetical is considered.

### HUMAN RESOURCES

## What Does It Take To Be an Employer of Choice?

► Gretchen Bockenbauer, UW-Platteville  
► Jim Bunkelman, Royal Construction, Inc.

Millennials are the largest workforce in U.S History and are playing crucial roles in the modern workplace. What does this generation look for in an employer and what will make them stay? Learn from a group of college students ready to enter the construction workforce, how to make your company stand out from the rest.

### ACCOUNTING

## Cost Segregation and Depreciation – Opportunities for Tax Savings

► John Folsom, CPA, Wegner CPAs  
► Kent Collier, CPA, Wegner CPAs

Navigate the complexities of construction depreciation confidently! This session covers the intricate rules and opportunities for tax savings, including cost segregation studies. Learn how to accelerate tax deductions for real estate and understand the faster depreciation of building components. Additionally, get updated on tax depreciation rules for construction equipment and upcoming changes in Bonus and Sec 179 depreciation for 2024 and beyond.

### PAYROLL

## AI & How that Will Impact Your Payroll Process

► Lou Perez, Lumber

Join Lou for an enlightening session on the impact of AI on payroll processes. Explore how AI technologies are revolutionizing payroll management, from streamlining calculations to enhancing compliance and employee experience. Gain valuable insights into current trends, best practices, and real-world case studies to help you harness the power of AI in your organization's payroll operations. By attending this session, you'll leave with a deeper understanding of AI's role in payroll, actionable strategies for implementation, and the knowledge needed to navigate future advancements in this rapidly evolving field.

9:00 - 9:15 A.M.

## Break with Exhibitors

9:15 - 10:15 A.M.

### LEADERSHIP

## Beyond the Resume: Leveraging Best Practices for Effective Recruitment & Interviewing

► Kayla Schaller-Greenwood, Workforce Solutions

In today's competitive job market, hiring top talent requires more than just reviewing resumes. This session covers strategies and best practices for HR professionals to identify and attract the best candidates. Learn innovative sourcing techniques and structured interviewing methods to uncover candidates' potential and team fit. Elevate your recruitment processes to secure the talent your organization needs to succeed in today's dynamic workplace.

### HUMAN RESOURCES

## Appealing to the Ages: Recruit, Reward, & Retain Across Generations

► Nicki Johnson, R&R Insurance Services, Inc.  
► Shay Sherfinski, R&R Insurance Services, Inc.

Attracting and retaining employees across generations, from The Beatles to Billie Eilish, requires a unique approach. In this presentation, you'll learn effective diversity and inclusion strategies that even Madonna and Dua Lipa would approve. We'll provide actionable tips to promote generational inclusion and eliminate biases, ready for immediate implementation. You'll leave confident and prepared to lead a generationally diverse workforce, bridging the generation gap to attract and retain top talent.

### HUMAN RESOURCES

## How Do You Maintain Being an Employer of Choice

► Angela Wilcox, Stevens Construction Corp.  
► Vanessa Collins, Dave Jones

What employees desire and expect from their employers often changes over time. So, what do professionals who are a year or more out of college want from an employer? The best way to answer this question is to hear from the demographic directly! During this session, you will have an opportunity to ask young professionals questions regarding what they are looking for in an employer and the industry. Take away insights directly from the target group to help your team recruit and retain young talent.

# Thursday Schedule

### ACCOUNTING

## Tips for Maximizing the Retirement Plan Benefit for You and Your Employees

► Joseph Topp, CPA, Francis LLC  
► Jonathan Nolan, CFA, Francis LLC

This session will help you identify opportunities for your organization to improve the overall quality of your retirement plan, inclusive of maximizing plan design features, minimizing plan costs, and optimizing your investment menu. This session will also provide strategies to help you improve the engagement level of your employees and assist them in better managing personal financial matters.

### PAYROLL

## Accounting Software & Technology Overview

► Tim Seidel, CPA and Liani McCarthy, Wegner CPAs

With an ever-growing and seemingly infinite list of accounting software solutions, it feels impossible to decipher what technology you need, what you can skip, and when it's time for an upgrade. In this session, we will go over the fundamentals of building an accounting technology stack that fits the specific needs of organizations of varying sizes and accounting capacities. We will offer guidance and tips on building a more efficient and effective accounting system that will best support your business's unique goals, help you save money, and better plan for the future.

10:15 - 10:30 A.M.

## Break with Exhibitors

10:30 - 11:30 A.M.

### LEADERSHIP

## Fatal Flaws: Why Organizational Change Fails

► Sarah Fecht, Best Self Leadership LLC

So many organizations I've worked for and with say their culture is great. Culture often masquerades as great when times are good. It's in our seasons of challenge when culture is tested - like now, when we're all in a war on talent! Come explore how mid-level leaders play a pivotal role in driving change within an organization, yet they are often caught in the crossfire between senior management's vision and front-line employees' resistance. We'll walk away with a shared understanding of what it takes to gain buy-in from all-level leaders so success is aligned and achieved.

### HUMAN RESOURCES

## Crossing the Generational Divide

► Dan Truehl, Lift Consulting, LLC

Join Dan for an engaging session on “Effective Collaboration Across the Generations,” where attendees will explore the dynamics of a multigenerational workplace. This session is designed to help you understand and bridge the generational gaps that can impact communication, teamwork, and productivity. You'll gain valuable insights into the unique characteristics, values, and work styles of different generations and learn practical strategies to foster a more inclusive and collaborative environment. Whether you are a leader, team member, or HR professional, this session will equip you with the tools to harness the strengths of a diverse workforce and drive success in your organization.

### HUMAN RESOURCES

## Navigating Diversity Requirements

► Jon Anderson, Husch Blackwell, LLP  
► Thomas Godar, Husch Blackwell, LLP

In this session, we will delve into the intricacies of affirmative action plans, resident preference programs, and other diversity requirements prevalent on certain construction jobs. Our aim is to equip participants with a foundational understanding of the paperwork involved, effective strategies for recruiting and hiring diverse candidates, and best practices to ensure compliance with diversity mandates.

### ACCOUNTING

## Construction Payroll 101 and Beyond

► Aaron Mills, Daaxit, The Contractor's CFO

Tracking construction workers' time on the job and processing payroll can be a complicated task. From old school techniques to new school tools and software, this presentation will present advice from a construction CFO on how to get the most out of your payroll processes with the least headaches.

### PAYROLL

## Payroll Best Practices

► Meghan Schoen, Lumber

Do you have questions about making your construction payroll process more efficient but were afraid to ask? The Lumber team is here to share best practices around setting up an automated time tracking and payroll process that will increase efficiency, reduce calculation errors and time it takes to process your payroll. Lumber will also provide some interesting tips and best practices gained by working with many clients across WI, IL, and other states.

11:30 A.M. - 12:00 P.M.

## Ice Cream Social | Prize Drawings

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