

2023 Annual Human Resources Conference

Wednesday, April 12, 2023

7:30 a.m. – 3:00 p.m.

Hershey Lodge and Convention Center
325 University Drive, Hershey, PA 17033

The schedule of events is as follows:

- 7:30 a.m. **Registration/Networking/Continental Breakfast**
- 8:30 a.m. **Welcome Remarks and Presenting Sponsor Remarks**
- 8:45 a.m. **Federal and State Legislative Update**
– Alex Halper, Vice President of Government Affairs, Pennsylvania Chamber of Business and Industry
– Jonathan Segal, Partner, Duane Morris and Principal, Duane Morris Institute
- 9:45 a.m. **Morning Keynote Presentation**
Recidivism and Workforce: What can companies do to help?
– AliceAnne Frost, President and CEO, The Program, “It’s About Change”
– DaShawn Harrison, Youth Outreach Specialist, The Program, “It’s About Change”
- 10:30 a.m. **Networking/Refreshment Break**
- 11:00 a.m. **Breakout sessions:**
1. Pay Equity in 2023 – Managing Risk and Achieving Equity Amidst a Web of New Laws and a Heightened Enforcement Environment
– Christopher Durham, Partner, Duane Morris, LLP
 2. Assessing Job Applicants with use of Software Algorithms and Artificial Intelligence
– Tricia Springer, Member, Eckert Seamans
– Renee Mattei Montgomery, Member, Eckert Seamans
- Noon **Lunch and Networking**
- 1:00 p.m. **Breakout Sessions:**
1. Corporate Philanthropy: A Tool to Engage Employees
– Ivy Buchan, President, Helix Strategies
 2. The Labor Landscape: Updates for HR Professionals in 2023 and Beyond
– Julia Herzing, Esq. Attorney, Knox McLaughlin Gornall & Sennett, P.C.
- 2:00 p.m. **Networking/Refreshment Break**
- 2:15 p.m. **Afternoon Keynote Presentation**
The Human Element of Cybersecurity
– Dominic Genzano, CEO and Founder, STIGroup
– John LaBianca, Chief Human Resource Officer
- 3:00 p.m. **Program Ends**

About the Speakers



Alex Halper, Vice President of Government Affairs, Pennsylvania Chamber of Business and Industry

Alex joined the Pennsylvania Chamber of Business and Industry's Government Affairs team in 2011. Alex serves as a lobbyist for issues including labor/employment policy, education, workforce development, local tax policy, international trade and immigration. He serves on the Pennsylvania Minimum Wage Advisory Board, Pennsylvania Partnerships for Children Board of Directors, Pennsylvania Workers' Compensation Advisory Council and the Governing Board of the Pennsylvania Compensation Rating Bureau. Prior to joining the PA Chamber, Alex served as a legislative assistant in Washington, D.C. to former U.S. Sen. Arlen Specter. In this capacity, he worked on numerous areas of public policy, including transportation and infrastructure, homeland security and appropriations. Originally from Allentown, Alex graduated in 2006 from George Washington University with a bachelor's degree in Political Science.



Jonathan Segal, Partner, Duane Morris and Principal, Duane Morris Institute

Jonathan is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the managing principal of the Duane Morris Institute that provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters.

Jonathan has provided training to federal judges on harassment and other forms of bias. Jonathan also was appointed by the Equal Employment Opportunity Commission to its Select Task Force on Harassment. Jonathan is an active member of the Society for Human Resource Management and writes and speaks extensively for HR, legal and business groups on, among other issues, gender bias in general and sexual and other harassment in particular.



AliceAnne Frost is the Chief Executive Officer of The PROGRAM, "It's About Change", a 501(c)(3) nonprofit, located in Harrisburg and York, PA, dedicated to providing resources and encouragement to men and women returning home from incarceration. The PROGRAM's mission is to ensure that any man or woman leaving incarceration knows that The PROGRAM is the place to find the help they need, either through its services or its collaborators.

AliceAnne holds a Bachelor of Science degree in Accounting from York College of Pennsylvania and was a former public accountant. AliceAnne not only brings with her a vast knowledge of nonprofit operations and financial expertise but has a passion for the mission of The PROGRAM, "It's About Change".

AliceAnne serves on many community Boards, coalitions and initiatives involved with actively engaging and helping returning citizens reintegrate back into society. She is the Board President of the Capital Region-Offender Support Coalition (Harrisburg, PA), the Chair of York County Reentry Coalition's Mentoring Committee and on the leadership council of CARD (Community Action for Reentry and Diversion) of York County. She is also a Board Member of Affordable Housing Advocates and Keystone Kidspace in York, PA.

AliceAnne is currently pursuing her Master's in Criminal Justice with hopes of one day helping reform criminal justice policies that will bridge gaps between the criminal justice system and the community.

AliceAnne is a proud York City resident and elected official. She is currently serving her second term as the York City Controller. In her free time, AliceAnne can be found reading or spending time with her 3-year-old daughter Aubrey, her husband Justin, and their extended family.



DaShawn Harrison, Youth Outreach Specialist, The Program, "It's About Change"

Born and raised in York, PA, DaShawn Harrison was presented with a multitude of challenges as he grew up — poverty, learning disorders, emotional instability, and the absence of consistent parenting. Doing what he saw rather than what he was told, he ended up in state prison. Thanking the values he was taught, today he "holds the titles of Husband, Father, Credible Messenger, Coach, and Mentor," and is a regular contributor to his community — serving as an example and "beacon of light" to youth in similar circumstances, a volunteer coach for the YMCA, the Founder and CEO of Impact Academy (an all-girls sports organization teaching "Talent is Nothing, Without Dedication") <https://www.impactacademyinc.com>, the second-ever Credible Messenger in York <https://cmjcenter.org> and now, the first-ever Pardon Fellow hosted by The Program — It's About Change.



Christopher Durham, Partner, Duane Morris, LLP

Christopher practices in the area of employment law, counseling and representing clients on a variety of employment issues and matters. Mr. Durham provides strategic employment advice and counseling on matters such as pay equity, the preparation of human resources policies, wage and hour compliance, employee performance management and terminations, medical accommodation, FMLA compliance, labor-management relations and NLRA compliance, harassment and discrimination prevention, employee investigations, background checks and drug testing. Mr. Durham represents businesses before federal and state courts and administrative agencies in various types of employment litigation, including the defense of employment discrimination and retaliation claims, wrongful discharge cases, wage and hour litigation and employment contract matters. In addition, he counsels businesses on affirmative action compliance and the development and implementation of affirmative action programs, and defends businesses in OFCCP audits. Mr. Durham also advises businesses and individuals in the drafting and negotiation of non-compete agreements and other restrictive covenants, employment agreements and severance agreements.

Admitted to practice in Pennsylvania and New Jersey, Mr. Durham is a 2005 graduate of the University of Pennsylvania Law School, where he was Articles Editor of the Journal of Labor and Employment Law, and a magna cum laude graduate of Miami University, where he was elected to Phi Beta Kappa.



Tricia Springer, Member, Eckert Seamans

Tricia Springer concentrates her practice in labor and employment matters, administrative law, and civil litigation.

Tricia represents both public and private sector employers in labor and employment issues, including hiring, termination, and employee discipline; contract negotiations; interest arbitrations; grievance arbitrations; and employment-related litigation. Tricia also conducts and counsels' employers on workplace investigations, including allegations of employee misconduct.



Renee Mattei Montgomery, Member, Eckert Seamans

Renee Mattei Montgomery focuses her practice on a wide variety of labor and employment matters in state and federal trial and appellate courts throughout Pennsylvania. She has experience defending employers against discrimination claims under Title VII, Americans with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, and Pennsylvania Human Relations Act. Renee also represents employers before administrative agencies including the Pennsylvania Human Relations Commission, Equal Employment Opportunity Commission, and the Pennsylvania Department of Labor.



Dr. Ivy Buchan, Founder & President, Helix Strategies

Dr. Buchan fell in love with volunteerism and board governance in high school as the president of a community service group. While working at a domestic violence shelter in college she decided to focus her career in the nonprofit sector. With 20+ years of experience, Ivy founded Helix Strategies, LLC in 2017. Helix works with nonprofits to develop strategic solutions to fundraising and leadership challenges. Her team specializes in fundraising/engagement strategies, board development, strategic planning, evaluation, membership-based organizations, and foundations.

Ivy is a state and national Licensed Consultant in nonprofit management best practices. She is also a Master Trainer through the Association of Fundraising Professionals. Ivy earned her Ph.D. from IUP in Administration and Leadership Studies in the Nonprofit Sector. Her research focused on multidisciplinary team collaboration and engagement, which comes in handy when working with boards. She also edited three nonprofit textbooks and serves as an adjunct professor at West Chester University in their Master of Public Administration program. Over the years, Ivy co-founded two nonprofits and currently serves on several community boards.

During her free time, Ivy enjoys reading, making assemblage art, kayaking, exploring new cities, yoga, and spending time with her husband and daughter.



Julia Herzing, Esq. Attorney, Knox McLaughlin Gornall & Sennett, P.C.

Julia focuses her practice on management-side labor and employment matters, working with employers of all sizes, both private and public, to prevent and resolve a wide variety of employment disputes. She provides employers with counseling and training on compliance with workplace laws and advises on the full spectrum of day-to-day human resources issues employers face.



Dominic Genzano, CEO and founder, STIGroup

Dominic leads the continued development of the Cybersecurity services strategy. As an established Cybersecurity industry expert, and a principal consultant of STIGroup, he has led significant security initiatives for major private corporations and public sector entities since the company's inception. Mr. Genzano has played a significant role in many high profile incident response situations ranging from Internet-based application exploits to sophisticated cybercrimes involving insider activity. He uses this experience, in conjunction with his extensive background in Information Security principals and technology, to develop and implement security programs and control strategies that effectively mitigate real-world threats.

Prior to founding STIGroup, Mr. Genzano developed and led the Information Security Consulting practice for Digital Network Associates, a Manhattan-based network integration firm, at a time when information security as an industry was in its infancy. His vast information security and technology experience also includes employment at Citicorp, EMI Records, and the Dreyfus Corporation, as well as course development and instruction at Columbia University and New York University.



John LaBianca, Chief Human Resources Officer, STIGroup

Prior to joining STIGroup, John led Global Organizational Development at the National Basketball Association (NBA), where he held key HR leadership positions for over 12 years, including heading up the Talent Acquisition function. Flagship initiatives included Executive Leadership Development, Performance Management, and the NBA Employee Engagement Survey. Mr. LaBianca also built NBA University into an industry leading learning and development brand.

Prior to joining the NBA, Mr. LaBianca held leadership positions at BNY Mellon, Buck Consultants, EY, and PwC.

Mr. LaBianca has delivered over 20 years of strategic HR innovation. He is a subject matter expert in OD/OE design and strategy, talent acquisition, talent development, employee engagement, performance management, leadership coaching, and overall HR thought leadership.

Mr. LaBianca holds an MA in Organizational Psychology and is certified as a Senior Professional in Human Resources (SPHR), Executive Coach, and an Emotional Intelligence (EQ) facilitator and coach.

Continuing Education Credits

SHRM Credits

The Pennsylvania Chamber of Business and Industry is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. This program is valid for **4.5 PDCs for the SHRM-CP or SHRM-SCP**. For more information about certification or recertification, please visit www.shrmcertification.org.



The Pennsylvania Chamber of Business and Industry is recognized by SHRM to offer Professional Development Credit (PDC) for SHRM-CPSM or SHRM-SCPSM recertification activities.

CLE Credits

This program has been approved by the PA Continuing Legal Education Board for **4.5 hours of substantive law, practice** and procedure CLE credit for each day and 0 hours of ethics, professionalism or substance abuse CLE credit. Attorneys are required to sign in at the registration desk.

CPE Credits

CPE Credits: 4.5

Program Sponsor PX177225

Prerequisites: None

Level: **Management**

Objective: To provide an update on human resources regulations and best practices for cost containment measures.

HR Certification Institute Credits

This activity has been approved for **4.5 (HR General) recertification credit hours** toward GPHR, HRBP, HRMP, PHR and SPHR recertification through the HR Certification Institute. Please be sure to note the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



For more information on these events, contact Gretchen McDonel, Conference and Events Executive, 717.720.5457 | gmcdonel@pachamber.org.

For sponsorship information, contact Jennifer O'Donnell, Engagement and Events Executive, 717.720.5557 | jodonnell@pachamber.org.