

Getting where you need to be!















Low hanging fruit!

- Posters
- Employee Files
- I9s completed
- Exempt status
- Interviewing best practice
- Discrimination and retaliation

Updating employee handbooks


- State/local Law changes
- DEI awareness
- Policy review and update
- At-will employment
- Handbook supersedes all others
- Anti-harassment and discrimination....bullying policy



Harassment is still out there!



And then there's state law!



- Minimum Wage
- Salary History Ban
- Ban the Box
- Definition of Discrimination
- Lactation laws
- Paid time off
- E-Verify

Looking into the future



Fair Labor Standards Act

State/Local laws

Resources:



- SHRM
- Local Employment Lawyer
- Annual Employment Law Update
- Lori's Blog!



Employment Practices Liability Insurance

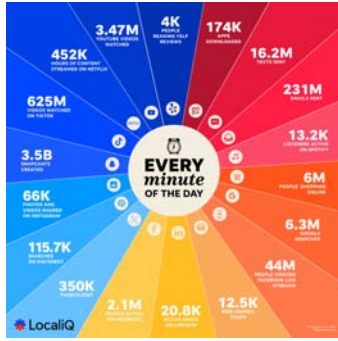


AI is here

- Recruiting
- Chatbots as service agents
- Employee File Management
- Payroll processing Benefits administration
- Performance management
- Onboarding new employees

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What happens in an
INTERNET MINUTE



Reference: <https://localiq.com/blog/what-happens-in-an-internet-minute/>

Are you HR Certified?

- a) aPHR
- b) PHR or SHRM-CP
- c) SPHR or SHRM-SCP
- d) Not certified yet
- e) Not interested in HR certification





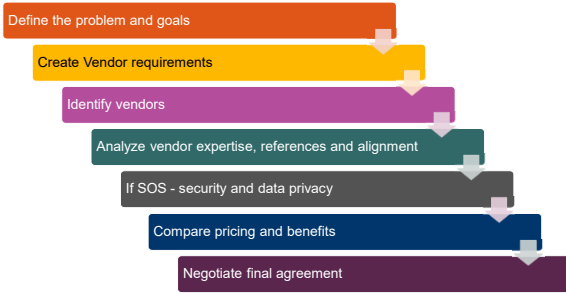


Remote Work is here to stay... but we've learned

There's an app for that!



Vendor Selection



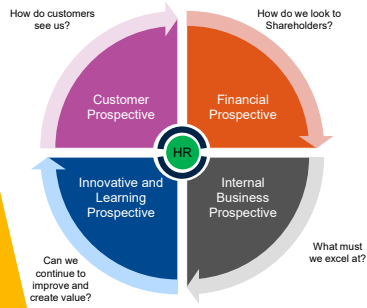




Why focus on Data?

- Improved decision making
- Enhanced talent management
- Increased efficiency
- Improved employee experience
- Strategic alignment

The Balanced Scorecard







Your HR Role

- a) Admin/Coordinator
- b) Generalist
- c) Manager
- d) Director or above
- e) Other

Metrics that Matter

- Turnover
- Diversity
- Compensation versus Market
- Recruiting
- HR impact on total budget
- Development





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