

Integrity HR, Inc. - 2012 Education Seminar Schedule

Mark your calendars for the dates below and make plans to attend our education programs offered in 2012.

As each program approaches we'll be sending out invitations, however you may pre-register at any time simply by contacting our office. Watch for these opportunities to participate in seminars, exciting new webinars, helpful product demos and our extremely popular Supervisory series, all of which will help you to attain your business goals.

We apply for HRCI recertification credits for all programs. Programs are from 9:00—11:00 a.m. with registration beginning at 8:30 and are **FREE** unless otherwise noted.

Locations will be in Louisville, KY at the Republic Bank Building, 9600 Brownsboro Road and at the Integrity HR Office, 2013 Frankfort Avenue. See each program invitation for specific location information.



<i>Seminar Topics</i>	<i>Dates</i>
HR Compliance 201: Secrets the Department of Labor and EEOC Won't Tell You—So You Can Stay Out of the Courtroom	January 24
2012 Employment Law Updates - Get Your Organization Up to Speed	March 20
Start Smart PHR/SPHR Certification Preparation Course. Offered twice a year. Meets three times each session, 9am-3pm \$699/person	Session 1: Mar 30, Apr 13, Apr 27 Session 2: Oct 12, Oct 26, Nov 9
Overpaid or Underpaid? Designing an Effective Compensation Strategy	May 22
Leadership Boot Camp (for clients and referrals) Intensive three-day training session 9 a.m. to 3 p.m. \$799 client referral. Monthly clients call for special pricing.	June 12, 13 & 14
Technology to Improve Human Resources Efficiency and Effectiveness	August 7
PHR/SPHR Certification Program Six Session Webinar Series \$799/person plus shipping	March 21—April 25 October 10—November 14 Noon—1:00 pm EST (Six weekly sessions on Wednesday only)
Go Global GPHR Certification Program Five Session Webinar Series + A Bonus Conference Call \$995/person plus shipping	March 21—April 25 October 10—November 14 4:00—5:00 pm EST (Six weekly sessions on Wednesday only)
FMLA Simplified: How to Handle FMLA from A to Z	November 6
Last Minute PHR/SPHR Certification Exam Preparation Course Three 1.5 hour web sessions 11:30 a.m.—1 p.m. \$399/person	April 24, 25 & 26 Nov 28, 29 & 30

2013 Frankfort Avenue, Louisville, KY 40206 | 502-753-0970
www.integrityhr.com | info@integrityhr.com

Seminar Topic Descriptions

HR compliance 2011: Secrets the Department of Labor and EEOC Won't Tell You— So You Can Stay Out of the Courtroom!

Join us for a seminar outlining recent changes made by the Department of Labor and EEOC in 2011 and take a sneak peek into what will be in store for 2012. Now is the time to prepare, if you haven't already, by updating your business's policies and practices. This seminar will explain what has changed, how you need to comply and how to do it effectively and as painless as possible so that you stay out of the courtroom!

2012 Employment Law Updates, Get Your Organization Up to Speed

Laws that affect HR Departments change not just yearly, but monthly. This seminar will discuss what legal changes you can expect in 2012 and how they may affect the operations of your company.

Start Smart PHR/SPHR Certification Preparation Course

The Start Smart course covers, in detail, each of the six functional areas of the HRCI Body of Knowledge. At the end of the course, you will be able to identify your strongest HR functional areas and know where you need to concentrate your efforts. This is an excellent course for those interested in preparing for the PHR or SPHR exam. This is scheduled as a comprehensive condensed intensive course, meeting in three (3) sessions for six (6) hours per session.

Overpaid or Underpaid? Designing an Effective Compensation Plan:

Have you ever sat down to think about why you pay your employees the amount that is on their check each pay period? Are you above or below industry standards? Are you paying based on performance or do you pay everyone the same? Are you discriminating without knowing about it? Are your wages fair? Do you take into account the benefits that you are offering your employees as part of their compensation? There are many questions to be asked when designing a compensation system. If you're not doing things correctly you may be sending the wrong messages to your employees without even knowing it. This seminar will show you how to design a compensation plan that is right for your company that produces the kind of performance that you want.

Leadership Boot Camp

Do your employees show initiative? Or do things fall apart unless you interrupt your busy schedule and step in to straighten things out? If so, get your business in shape with Leadership Boot Camp! This intensive three-day training session is for executives, professionals and support staff. Participants are guaranteed to walk away more confident, more proactive, more in-command and better able to get things done through other people. Leadership, communication, organization skills will be taken to a whole new level. Get your company ready to battle the business world.

Seminar Topic Descriptions Cont.

Technology to Improve Human Resources Efficiency and Effectiveness

How much time does your HR director or HR department spend on menial tasks such as collecting paper work and making sure an employee has completed appropriate training when he or she could be completing important HR initiatives? What if your employees could be trained and ready to go by the first day of work so that your business is more productive? Sound too good to be true? It's not! Integrity HR has the solution for you! This seminar will teach you how to save your business time and money while increasing the efficiency of the new hire-on boarding, employee training and important documentation process. In other words, we want to share with you the secret to simplifying your HR.

PHR SPHR Certification Preparation Online Course

The PHR SPHR Online Course is intended to give you the classroom experience without having to travel to the classroom. Think of this as a full-fledged prep course for the PHR or SPHR exam that you can take home and go through at your own pace. This online class, offered by one of the Authors, is packed full of the exact kind of content you will need to pass the exam the first time around. Full PHR SPHR Study Materials will be provided to each student as well as recordings for review of the webinar materials, or just in case you can't make a live session.

Go Global GPHR Certification Program—Webinar

The GPHR Certification is one of the most prestigious of all HR Certifications available. Those who hold this certification are in an elite group of individuals. Needless to say the GPHR is an extremely desirable certification, however as you can imagine, the test is quite difficult. In fact, on average around 40% of candidates fail to pass the GPHR Exam. This is now offered as a Five Session Webinar Series plus a Final Bonus Conference Call to prepare you. Full GPHR Study Materials will be provided to each student as well as recordings for review of the webinar materials, or just in case you can't make a live session.

FMLA Simplified: How to Handle FMLA From A-Z

One of the troubles with FMLA is that when an organization is large enough to be governed by its laws they usually don't have the necessary resources to hire a dedicated FMLA expert. This seminar will provide an overview of everything you need to know to effectively manage FMLA within your organization using current resources and will show you a few great tools to help you along the way.

Last Minute PHR/SPHR Certification Preparation Program—Webinar

This course is designed as a comprehensive exam style session, providing a difficult 225 question, four-hour exam (required), taken under test conditions. Then during the webinar sessions, we will carefully review the questions and answers. Not just the correct answer, but why it's the right answer and the additional facts and strategic thinking that makes it the right answer!