



Georgia
Employers'
Association

GEORGIA EMPLOYERS' ASSOCIATION



And the Georgia Manufacturing Alliance
Presents an Executive/Human Resource Leadership Conference

SPRING LEADERSHIP CONFERENCE

March 20-22, 2016

The Westin Savannah Harbor Golf Resort & Spa

The Government's Tool Box has Gotten Bigger:

Preparing for These and Other Business Challenges in 2016 and Beyond

Speakers Include:

Phil Horlock

President & Chief Executive Officer, Blue Bird

J. Randy Jackson

Chief Administrative Officer KMMG

W. Melvin Haas, III

Partner, Constangy, Brooks, Smith, & Prophete, LLP

Pete Tosh

Founder of The Focus Group

Judge Frank McKay

Chairman, State Board of Workers' Compensation

Jason Logan

Partner, Constangy, Brooks, Smith, & Prophete, LLP

Carol Cookerly

President, Cookerly PR

Jeffery L. Thompson

Partner, Constangy, Brooks, Smith & Prophete, LLP

W. Jonathan Martin II

Partner, Constangy, Brooks, Smith & Prophete, LLP

Patrick R. Tyson

Partner, Constangy, Brooks, Smith & Prophete, LLP

Topics Include:

- **Blue Bird's Journey to a Publicly Traded Company and How Blue Bird Increased Market Share to Become One of the Largest School Bus Manufacturers in North America**
- **The KIA Way: Building a Foundation of Trust**
- **The NLRB has Been Busy, Making It Easier to Unionize Your Employees: Ambush Elections, Joint Employer Status, Recordings in the Workplace, Micro-Bargaining Unit, etc.**
- **Addressing Your Biggest HR Challenges - An Interactive Discussion**
- **The Future of Workers' Compensation in Georgia**
- **The Current Top Five Georgia Workers' Compensation Issues and Actions You Should be Taking Now**
- **The Benefits of Fully Engaging HR in Issue and Crisis Management**
- **What to Expect if Democrats Win the Presidency in 2016. What to Expect if Republicans Win the Presidency in 2016**
- **The Current Top Five Labor & Employment Compliance Issues and Actions You Should be Taking Now**
- **The Current Top Five OSHA Issues Employers Face and Actions You Should be Taking Now**

The Government's Tool Box has Gotten Bigger:

Preparing for These and Other Business Challenges in 2016 and Beyond

Sunday, March 20, 2016

12:00 p.m. Directors Golf Tournament

5:30 p.m. Get Acquainted Reception

Monday, March 21, 2016

8:30 a.m. Registration and Welcome:
W. Melvin Haas, III, Partner, Constangy, Brooks, Smith & Prophete, LLP

8:45 a.m. Blue Bird's Journey to a Publicly Traded Company and How Blue Bird Increased Market Share to Become One of the Largest School Bus Manufacturers in North America
Phil Horlock, President & Chief Executive Officer, Blue Bird

9:30 a.m. The KIA Way: Building a Foundation of Trust
J. Randy Jackson, Chief Administrative Officer KMMG

10:15 a.m. Break

10:30 a.m. The NLRB has Been Busy, Making It Easier to Unionize Your Employees: Ambush Elections, Joint Employer Status, Recordings in the Workplace, Micro-Bargaining Unit, etc.
W. Melvin Haas, III, Partner, Constangy, Brooks, Smith & Prophete, LLP

11:15 a.m. Addressing Your Biggest HR Challenges - an Interactive Discussion Facilitated by:
Pete Tosh, Founder of The Focus Group

12:00 p.m. Lunch (Provided)

1:00 p.m. The Future of Workers' Compensation in Georgia
Judge Frank McKay, Chairman, State Board of Workers' Compensation

Monday, March 21, 2016 (continued)

1:45 p.m. The Current Top Five Georgia Workers' Compensation Issues and Actions You Should be Taking Now
Jason Logan, Partner, Constangy, Brooks Smith & Prophete, LLP

2:30 p.m. The Benefits of Fully Engaging HR in Issue and Crisis Management
Carol Cookerly, President, Cookerly PR

5:30 p.m. Reception, Cocktails and Networking

Tuesday, March 22, 2016

8:15 a.m. What to Expect if Democrats Win the Presidency in 2016. What to Expect if Republicans Win the Presidency in 2016
Jeffery L. Thompson, Partner, Constangy, Brooks & Smith, LLP

9:15 a.m. The Current Top Five Labor & Employment Compliance Issues and Actions You Should be Taking Now
W. Jonathan Martin, II, Partner, Constangy, Brooks, Smith & Prophete, LLP

10:15 a.m. Break

10:30 a.m. The Top Five Current OSHA Issues Employers Face and Actions You Should be Taking Now
Patrick R. Tyson, Partner, Constangy, Brooks, Smith & Prophete, LLP

11:30 a.m. Closing Comments and Drawing for

For more information visit

www.georgialeadershipconference.com

Call 770-338-0051

or email **jason@georgiamanufacturing.com**

Approved for 8 HRCI Recertification Credit Hours

2016 Spring Leadership Conference Biographies

Phil Horlock, President & Chief Executive Officer, Blue Bird

Phil Horlock has been Blue Bird's President and CEO since April 2011. Prior to this appointment, Phil served as Blue Bird's CFO and Chief Administrative Officer, starting in January 2010. Before joining Blue Bird, Phil spent over 30 years with Ford Motor Company, where he held senior executive positions in Finance and Operations worldwide. His last three positions with Ford were Chairman and CEO of Ford Motor Land Development, Controller of Corporate Finance, and CFO Ford

Asia Pacific & Africa. While at Ford, Phil served on the Advisory Board of Mazda Motor Corporation. During his tenure as President and CEO of Blue Bird Corporation, the company has achieved significant growth in sales and market share, introduced several new class-leading products, established a leadership position in alternative-fuel powered school buses, and became a publicly-traded company in February 2015 (Nasdaq: BLBD) for the first time in its nearly 90 year history.

J. Randy Jackson, Chief Administrative Officer, Kia Motors Manufacturing Georgia, Inc.

J. Randy Jackson is Chief Administrative Officer, (CAO) for Kia Motors Manufacturing Georgia, Inc. and the Top American Executive. Prior to joining Kia, Randy was employed with Toyota North America and Mercedes Benz USA and International, Inc. At that time, he helped start up plants in West Virginia, Indiana, Missouri, Alabama, Mexico, and Europe. During his career, Randy has worked in the United States, Canada, Mexico, Europe, and Japan. Randy has been published several times in the National SHRM magazine for

Human Resources Professionals, and is recognized as one the Top Leaders in his field around the country. He has coached, mentored, and developed many other Human Resources Professionals with their careers, and continues to make contributions to the Human Resource and Legal field. Randy graduated from the University of Georgia with a degree in Psychology. In addition, he earned a MBA in business and a J.D. degree in law. Jackson also has his legal certification in Labor Law from the Institute of Applied Management and Law.

W. Melvin Haas, III, Partner, Constangy, Brooks, Smith & Prophete, LLP

Mel is an equity partner of Constangy, Brooks & Smith LLP and head of the Macon office. Constangy Brooks & Smith has over 100 labor and employment lawyers nationwide. Mel has practiced management labor law for over 40 years, including 2 years as a trial attorney with the National Labor Relations Board and 2 years as in-house counsel for a major corporation. Some of Mel's noted accomplishments include: Fellow in the College of Labor and Employment Lawyers, Fellow of the American Bar Association, AV® Preeminent™ Peer Review Rated By Martindale-Hubbell, Vice-Chair of the Labor Relations Committee of the U.S. Chamber of

Commerce, and Boards of Directors for the U.S. Chamber of Commerce, the Georgia Employers' Association, and the Georgia State Chamber of Commerce. He is also a Past President of the Georgia Defense Lawyers' Association. He is a Georgia Super Lawyer, has been recognized in the publication *Best Lawyers in America*, and has been recognized by Labor Relations Institute and the *Human Resources Executive Magazine* several times as one of the "Top 10 Most Powerful Labor Attorneys" in the United States. He is also a former Chapter Editor to the *Developing Labor Law*, BNA.

Pete Tosh, Senior Consultant, The Focus Group

Pete is founder of The Focus Group, a management consulting firm that assists organizations in sustaining their profitable growth through the management of four (4) core disciplines: Strategic Planning; Enhancing Customer Loyalty; Maximizing Leadership Effectiveness; Positioning HR Management as a

Strategic Advantage. He is also the co-author of *Leading Your Organization to the Next Level*. Pete has worked closely with such organizations as Exxon, Brink's, EMC, State Farm Insurance, Marriot, N.C.I., Cracker Barrel, and YKK.

Judge Frank McKay, State Board of Workers' Compensation

Frank R. McKay is the Chairman of the State Board of Workers' Compensation. He came to the Board in 2013 from private practice where he was a partner in the Stewart, Melvin and Frost law firm in Gainesville, Georgia. His practice was concentrated in workers' compensation, and he tried and presented many cases before the Administrative Law Judges and the Appellate Division of the State Board, and appeals to the Superior Courts and the Georgia Court of Appeals. He is a

former Special Assistant Attorney General handling workers' compensation claims for the State of Georgia. He was on the State Board's Advisory Council prior to being appointed the Chairman. He is on the Board of Directors for the National Association of Workers' Compensation Judiciary and the current Vice President of the Southern Association of Workers' Compensation Administrators. He serves on the Board of Directors of Kids' Chance of Georgia.

Jason Logan, Partner, Constangy, Brooks, Smith & Prophete, LLP

Jason represents employers and insurers in all aspects of workers' compensation litigation, including mediation, subrogation and appeals. Jason has tried numerous workers' compensation cases involving various legal issues, such as the idiopathic defense, catastrophic designation, WC-240 (Return to Work), medical benefits, psychological injuries, and diligent job search cases. After many years of representing large,

self-insured employers and hospitals, Jason fully understands the intangible costs of workers compensation claims, as well as the importance of sending the right message to the workforce. Jason practices out of Constangy's Macon office and serves numerous Middle and South Georgia clients. Jason is a member of the State Bar of Georgia and the Macon Bar Association.

Carol Cookerly, Cookerly Public Relations

Building on her background as a reporter, Carol Cookerly founded Cookerly Public Relations in 1991 as a full-service communications firm with practice areas focused on crisis and issues management, consumer product marketing, healthcare, technology and business-to-business communications. Under her direction, the firm has grown in staff and billings to become one of Atlanta's leading mid-sized public relations agencies representing a client roster more typical of national firms. Cookerly Public Relations has

worked with many high-profile clients to promote their products and services, and has managed some of the most sensitive issues/crisis situations. In the latter capacity, Ms. Cookerly leads the company's issues/crisis management practice, employing a highly effective counseling approach that includes integration with the client's senior management team in the development and execution of strategic plans that minimize negative impact and maximize image-building opportunities.

Jeffery L. Thompson, Partner, Constangy, Brooks, Smith & Prophete, LLP

Jeff is a partner with the Macon office of Constangy, Brooks & Smith, and LLP. His practice focuses on representing management in employment, litigation, labor matters, providing general advice to clients as well as training clients on preventative measures to avoid litigation. Jeff has represented firm clients in both State and Federal Court as well as before administrative agencies such as the

Equal Employment Opportunity Commission, The Georgia Department of Labor and The National Labor Relations Board. He is also Labor Counsel to the Georgia Employers Association, on the Board of Directors for The Macon Chapter of The Society of Human Resource Management (SHRM), and serves as Vice Chairman of the Board for the Consumer Credit Counseling Service Inc.

W. Jonathan Martin, II, Partner, Constangy, Brooks, Smith & Prophete, LLP

Jonathan focuses his practice in employment discrimination litigation for management, defending corporations in law suits arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), and the American's with Disabilities Act (ADA), as well as related state laws. He also represents management in traditional labor law issues under the National Labor Relations Act (NLRA) and in wage &

hour issues under the Fair Labor Standards Act (FLSA). Prior to being in private practice, Jonathan who is also a Reserve Air Force officer, served as a military lawyer in the Air Force Judge Advocate General's Department. While in the Air Force, he held an appointment as a Special Assistant United States Attorney, representing the United States in United States Magistrate Court for the Middle District of Georgia.

Patrick Tyson, Partner, Constangy, Brooks, Smith, and Prophete, LLP

Pat Tyson is a partner with Constangy, Brooks, Smith and Prophete, LLP. He has been with the firm since May 1986, after a 13-year career at the U.S. Department of Labor. He began his career in the Department's Solicitor's Office, where he served as an attorney representing the Occupational Safety and Health Administration (OSHA). He later worked for OSHA, where he held the positions of Director of Compliance,

Deputy Assistant Secretary and served two terms as the Acting Assistant Secretary for the Agency. Mr. Tyson is the OSHA Practice Group Co-chair, representing clients on a wide range of safety and health issues. He is the former Chairman of the Board of Directors of the National Safety Council, and serves as Counsel to the Voluntary Protection Program Participant's Association.

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