2016 Wyoming Safety & Workforce Summit

CONNECTING THE DOTS

FOR SUCCESS

June 22-23, 2016 @ Little America, Cheyenne

#WYSummit16
Welcome to the 2016 Wyoming Safety and Workforce Summit – Connecting the Dots for Success!

In its fourth year, the annual Summit is an opportunity to come together as partners in safety, workforce, education and economic development as we look toward the future. With new initiatives and federal and state laws impacting employers and Wyoming’s workforce system, there is no better time to connect the dots to ensure the success of businesses and job seekers in Wyoming.

As these changes take hold, the Wyoming Safety and Workforce Summit provides an important opportunity for conversation about current and future challenges. Through its strong line-up of speakers and workshops to further workforce training, safe workplaces and economic development goals in Wyoming, our State is in a better position to stay at the forefront of innovation.

We look forward to working together on the solutions that come out of the discussions taking place in the next two days. It is our hope that these sessions will further enrich your professional and personal lives and offer you the opportunity to reflect on the challenges and opportunities ahead for Wyoming’s workforce.

Thank you for your continued commitment to the citizens of Wyoming.

Jim Engel
Chairman,
Wyoming Workforce Development Council

John Cox
Director,
Wyoming Department of Workforce Services

Chris Corlis
President,
WOGISA
Our Sponsors
Our Vendors

- AED Everywhere, Inc.
- American Red Cross
- Cartasite
- Cedars Health, LLC
- Haselden Construction
- IBMC
- Job Corps
- Rasco FR
- Reiman Corp
- Rocky Mountain Education Center
- Rocky Mountain Industrial Supply
- Rocky Mountain Power
- Sinclair
- SKC-West, Inc.
- Union Wireless
- Work Wear Safety Shoes
- WCA Regional Training Center
- Workers’ Comp Safety & Risk Division
- Wyoming Department of Workforce Services
- Wyoming Afterschool Alliance
- Wyoming Health Council
- Wyoming-Montana Safety Council

100 years. Countless hands.

SinclairOil.com
The Wyoming Department of Workforce Services is committed to ensuring that all Wyoming businesses are safe places to work. We want every worker in Wyoming to have safe working conditions, free from hazards.

The Wyoming OSHA Division provides for the administration of rules and regulations for the prevention of accidents and occupational diseases. Wyoming OSHA offers a variety of educational tools for all industries, businesses, employees and associations.

Wyoming OSHA Division
1510 East Pershing Blvd., West Wing
Cheyenne, WY 82002
(307) 777-7786

wyomingworkforce.org
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<td>8:00 a.m.</td>
<td>Opening Remarks</td>
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<td>8:15 a.m.</td>
<td>Keynote - Charting the Course Through Demographic Change</td>
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<td>• Preparing for the Worst: Emergency Planning and Workplace Violence</td>
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<td>• Industry-Driven Training Partnerships: A Customized Workforce</td>
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<td>• Employee vs. Independent Contractor - Employment Relationship</td>
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<td>• How the Wind River Job Corps Center Can Benefit You</td>
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<td>• WIOA: The Ins and Outs of the New Workforce System Law</td>
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<td>• Spinal Protocol: A Conservative Management Approach for Back Injuries</td>
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<td>• Who We Are and What We Do: The Difference Between Workers’</td>
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<td>• Save Money and Navigate the Wyoming Workers’ Compensation Program</td>
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<td>• Improving Employee Morale and Motivation</td>
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<td>- The 2016 Self-Sufficiency Standard for Wyoming</td>
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<td>- So I'm Social, Now What?</td>
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<td>- Leading at the Speed of Trust, The One Thing That Changes Everything</td>
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<td>- Preparing for the Next Boom: Health &amp; Safety Considerations for the</td>
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<td>- Really Managing Process Safety: Compliance and Effectiveness</td>
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<td>- Finding Talented Employees Has Never Been So Easy, or FREE!</td>
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<td>- Workers' Compensation Fraud Red Flags: What Every Employer Should</td>
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<td>- Unemployment Insurance: How to Lower Your UI Tax Rate</td>
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<td>- Keys to a Successful Industrial Hygiene Program - Fundamentals and</td>
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### Thursday, June 23rd

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<td>Panel Discussion: Wyoming’s Economy, Now and the Future</td>
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<td>Jim Engel</td>
<td>Council Chairman, President, Engel &amp; Associates</td>
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<td>Leonard Scoleri</td>
<td>Council Vice Chairman, President, Oregon Trail Bank</td>
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<td>John Cox</td>
<td>Director, Wyoming Department of Workforce Services</td>
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<td>Ray Fleming Dinneen</td>
<td>Founder and Executive Chair, CLIMB Wyoming</td>
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<td>Sid Gressette</td>
<td>Senior Project Engineer, Simplot Phosphates LLC</td>
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<td>Tony Haller</td>
<td>Business Agent, Plumbers &amp; Pipefitters Local 192</td>
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<td>Kevin Kershisnik</td>
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<td>Katie Legerski</td>
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<td>Fabian Lobera</td>
<td>Chief Operating Officer, Pitch Engine</td>
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<td>Mayor, City of Lander</td>
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<td>Shawn Reese</td>
<td>Executive Director, Wyoming Business Council</td>
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<td>Jim Rose</td>
<td>Executive Director, Wyoming Community College Commission</td>
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<td>IT Manager, Underwriters Laboratories</td>
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<td>Executive Director, Wrap Around Wyoming</td>
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<td>President and Chief Executive Officer, Security First Bank</td>
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<td>John Walsh</td>
<td>President, Saddlestring Consulting, LLC</td>
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<td>Keith Zabka</td>
<td>Vice President, Mechanical Systems, Inc.</td>
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Ken Gronbach, President, KGC Direct, LLC

Charting the Course Through Demographic Change
Wednesday, 8:15 a.m.; Grand Ballroom


Ken is an internationally respected demographer who has been able to forecast societal, commercial, economic, cultural and political phenomena with uncanny accuracy. Ken’s unusual blend of marketing savvy and common sense demography, based on twenty years of proprietary demographic study, set him apart. Ken keynotes all over the United States and does customized demographic research.

You will find that Ken’s steadfast position, that the United States is the best Nation on earth and his firm belief that the country’s best days are ahead, season his spirited presentations with an unmistakable pro-American enthusiasm.

Ken built KGA Advertising, Inc., a $40 million consumer/retail advertising agency, from the ground up in the 1980’s and 1990’s. One of Ken’s clients, a fashion apparel retailer, grew from $10 million in annual sales to over $400 million on Ken’s watch.

Session Description: Come explore the common sense, but very counter-intuitive and fascinating realm of demography. Let Ken Gronbach bring you into his world of counting people. Ken is a marketer who has immersed himself in nineteen years of proprietary demographic research. His understanding of worldwide demographics, fertility, migration, aging, immigration and dying have enabled him to forecast societal, political, economic, cultural and commercial phenomena with uncanny accuracy. What nations are demographically doomed? How will the workforces change? What is the future of communications? How will our children’s children get their education? Will big data change marketing and branding forever? What is the fate of mass media? What countries and continents are demographically positioned to excel. Learn this and more from Ken Gronbach’s presentation. Don’t miss it!
Sessions & Speakers

Wednesday
9:30 a.m.

Warren Appel
Wednesday, 9:30 a.m., Teton Room

Preparing for the Worst: Emergency Planning and Workplace Violence Prevention – Part 1
Prepared for emergencies and preventing violence in your workplace are important components of workplace safety. As violent events such as arsons, bomb threats and active shooters continue to make headlines, come learn how vigilance, preparedness and effective responses to danger can have a big effect on safety for you and your employees. In this two part session we’ll discuss the importance of emergency response and communications protocols and training, planning for continuity of operations, and how to recognize and respond to incidents of workplace violence.

Michael Ann Broad, David Curry
Wednesday, 9:30 a.m., Wyoming Ballroom A

Industry-Driven Training Partnerships: A Customized Workforce Solution that Delivers Results
David Curry, Program Director, Technical Studies Program Development, Laramie County Community College and Mike Broad, State Director, Office of Apprenticeship will share the steps taken to develop technical training programs within educational pathways, which align to pre-apprenticeship and Registered Apprenticeship. The process was developed to meet specific occupational skill sets employers felt were missing by new employees and the available applicant pool.

Teresa Wilde
Wednesday, 9:30 a.m., Wyoming Ballroom B

Employee vs. Independent Contractor - Employment Relationship Under the Fair Labor Standards Act
This workshop will provide an overview of the factors used to determine if employment relationship exists under Fair Labor Standards Act and common compliance problems.
Christa Stream
Wednesday, 9:30 a.m., Yellowstone Room
**How the Wind River Job Corps Center Can Benefit You**
Discussion about the benefits of Job Corps and how businesses can utilize the training of our trades. There will be an explanation of who and what we are.

Cynthia Green
Wednesday, 9:30 a.m., Sheridan Room
**WIOA: The Ins and Outs of the New Workforce System Law**
An overview of the Federal Workforce Innovation and Opportunity Act (WIOA) presented by the U.S. Department of Labor. WIOA was passed by congress in 2014 and governs the workforce systems throughout the country.

Michaela Walker-Hettinger
Wednesday, 9:30 a.m., Wyoming Ballroom D
**Spinal Protocol: A Conservative Management Approach for Back Injuries**
Education regarding the background of the 2011 Wyoming Initiative for Medical Evaluation and Treatment Spinal Study and information about how the Spinal Treatment Protocol benefits injured workers, employers, and health care providers with instruction on enrollment and support for participants throughout the six-week treatment protocol.

Chris Nowacki
Wednesday, 9:30 a.m., Wyoming Ballroom C
**Flame-Resistant Clothing: What Standards Do I Follow?**
In this session, participants will receive an overview of the prominent safety standards that apply to flame resistant and arc rated clothing. Attendees will also gain the knowledge of how to build a protective clothing “spec” using these standards. Lastly, general tips and suggestions regarding the care and maintenance of Flame-Resistant clothing will also be covered.
Preparing for emergencies and preventing violence in your workplace are important components of workplace safety. As violent events such as arsons, bomb threats and active shooters continue to make headlines, come learn how vigilance, preparedness and effective responses to danger can have a big effect on safety for you and your employees. In this two part session we’ll discuss the importance of emergency response and communications protocols and training, planning for continuity of operations, and how to recognize and respond to incidents of workplace violence.

Ethics management has a direct impact on the ability to create and strengthen our economic health. This presentation will discuss how these topics intertwine and directly influence businesses’ ability to grow as a community.

The goal of this session is to provide a current assessment of Wyoming’s economy. The focus will be on energy, employment, state revenues, and other indicators pertaining to the state.

Long gone are the days of signs in shops exclaiming, “Now Hiring – Apply Within.” Today’s world of seeking qualified applicants for critical positions has become a fully comprehensive business of its own. Recruiting is more than simply placing an ad in the local paper, reviewing applications, and interviewing the candidate to make sure
they don’t have any extreme disqualifications. Instead, recruiting requires a thorough understanding of your organization’s culture, values, mission, and future. Beneath this understanding lies the core – those employees that are successful in the organization. To add to this, it also requires an understanding of what made other employees unsuccessful within the organization. It can be very easy to become reactive and fill a vacancy with someone that has been viewed to have the basic skills to complete a job when you need to replace an individual and reduce the workload on other employees. One saying that might be useful to remember when you begin your recruiting process is, “hire slow, but fire quickly.” It is critical to take your time in filling vacancies – you want to put thought into your new employee and be sure that they are both behaviorally and skillfully a good fit for your organization to enhance retention in your organization.

Thomas Trujillo
Wednesday, 10:45 a.m., Wyoming Ballroom D

Who We Are and What We Do: The Difference Between Workers’ Compensation Safety & Risk and OSHA
The Wyoming Department of Workforce Services recently deployed a new unit designed to significantly expand safety expertise and resources to employers in the State. Developed internally by DWS Standards and Compliance staff and in consultation with Governor Matt Mead, the DWS Workers’ Compensation Safety and Risk Unit (WCSRU) offers safety advisors who provide free, expert safety and health advice to Wyoming businesses and public sector employers at the request of the employer. Learn how to utilize the expertise of the WCSRU and about the new role of the department’s OSHA Consultation division.

Andrew Keller
Wednesday, 10:45 a.m., Wyoming Ballroom C

Optimizing Driver Safety & Fleet Management- How to Successfully Implement an In-Vehicle Monitoring System Program
In-Vehicle Monitoring System is a technology that records driving behavior, analyzes trends to pinpoint areas for improvement, and increases efficiency in fleets of all sizes. Not only does this technology create safer drivers but there are a number of monetary benefits to increase ROI, reduce fuel and maintenance costs, lower overall operating expenditures, and minimize environmental impacts. In this discussion, you will understand how In-Vehicle Monitoring System works, what benefits could apply to your organization, and how to best implement the program with the greatest ease and employee acceptance.
Cherie Doak, Ken Masters
Wednesday, 10:45 a.m., Sheridan Room
 Protected Activity in Wyoming: What Every Employer Should Know
Discussion relating to what an employer can do to prevent possible allegations of discrimination and ensure proper response to employees concerns of unsafe conditions.

Nichole Brommer, Carolyn Grieve, Shane Bustillo
Wednesday, 10:45 a.m., Big Horn Room
How to Reduce Workers’ Compensation Costs Through Risk Management and Discount Programs
This session will cover what Risk Management is, Workers’ Compensation premium calculation information, claims management and discount programs. Employers will be able to better understand how their premiums are calculated, how their Experience Modification Rate comes into play every policy year and how to better manage their claims. This presentation will also go over all current discount programs that Wyoming Workers’ Compensation has to offer, which can significantly reduce premium rates for all Wyoming employers.

Wednesday
12:30 p.m.

Nichole Brommer, Shane Bustillo
Wednesday, 12:30 p.m., Teton Room
Save Money and Navigate the Workers’ Compensation Program
This session will use actual premium information to show how much money can be saved through full utilization of the Experience Modification Rate and Workers’ Compensation discount programs. It will go over how everything can affect the bottom line. A portion of the presentation will also go over claims management, starting with what to do when an injury occurs all the way through to the end of the claim. This will include fraud discussions and the base rate process.
Mary Augustin  
Wednesday, 12:30 p.m., Wyoming Ballroom A  
**Improving Employee Morale and Motivation**  
Workforces today are facing challenges in many areas, including layoffs, downsizing, transient workers, generational differences, and more. How does an organization maintain and improve the morale of their staff? In this presentation, we will discuss the ways to motivate your employees and create a positive and productive environment.

Shelli Stewart, Laura Hensala  
Wednesday, 12:30 p.m., Wyoming Ballroom B  
**Facebook That! An Introduction to Social Media**  
Ever wonder how those likes, posts and tweets can bring business to your door? Do you know how the socialsphere can impact your reputation and future sales? Put social media to work for you by understanding how traffic can increase your bottom line.

Margo Karsten  
Wednesday, 12:30 p.m., Yellowstone Room  
**The Changing Landscape of Healthcare**  
This session will be about the dynamics around being an Affordable Care organization and how Cheyenne Regional is in a position to deal with changes.

Daniel Glowatz  
Wednesday, 12:30 p.m., Wyoming Ballroom D  
**Board of Certified Safety Professionals Certifications**  
The Board of Certified Safety Professionals is recognized as the leader in high-quality credentialing for safety, health, and environmental practitioners. The Board of Certified Safety Professionals sets and certifies technical competency criteria for safety, health and environmental practitioners worldwide; enhancing careers, advancing the profession, protecting the public. Creating a safer world through safety, health and environmental certification. In this course you will find out what it takes to achieve the eight certifications that the Board of Certified Safety Professionals offers.

Cherie Doak, Ken Masters  
Wednesday, 12:30 p.m., Sheridan Room  
**Accommodating Prescription Drugs in Safety Sensitive Positions: The New Normal**  
Employers with employees working in safety-sensitive positions have an obligation to ensure that their employees are performing safely while remaining compliant with the Americans with Disabilities Act. What are the rights of both the employer and the employee when a doctor prescribes a medication?
Reed Aivazian
Wednesday, 12:30 p.m., Wyoming Ballroom C
Review of OSHA’s Injury & Illness Recordkeeping Rules and Recent Updates
Keeping track of occupational injuries and illnesses can be a difficult process. With possible issues obtaining/retaining work with contractors, in addition to the threat of OSHA citations, if incorrectly tracked, OSHA’s recordkeeping rules are important to employers in today’s marketplace. This course will cover what is required by the rules as well as what changes have been made to the rules recently. Additionally, the course will present a step by step walkthrough of the process that will be available to all attendees to guide them through the process of classifying and recording occupational injuries and illnesses correctly.

Natalie Schwatka
Wednesday, 12:30 p.m., Big Horn Room
Foundations for Safety Leadership
During the session, attendees will be introduced to a new construction industry OSHA 30-hour elective called the Foundations for Safety Leadership. Dr. Schwatka will first cover the module’s introductory content including learning objectives and didactics covering why safety leadership is critical to improving safety culture and safety outcomes. Then she will introduce attendees to the five key safety leadership skills taught in the training using real-world scenarios. Finally, Dr. Schwatka will briefly describe how they will be evaluating the elective to make sure it improves job site safety leadership skills as intended.

Wednesday
1:30 p.m.

Rebekah Smith
Wednesday, 1:30 p.m., Teton Room
The 2016 Self-Sufficiency Standard for Wyoming
The Self-Sufficiency Standard calculates how much income families of various sizes and compositions need to make ends meet at a minimally adequate level without public or private assistance. This workshop will review and explore the findings of the new
Standard—updated and released in May 2016—along with a supplemental report called On the Road: Exploring Economic Security Pathways in Wyoming. Both reports are authored by Dr. Diana Pearce at the Center for Women’s Welfare.

**Shelli Stewart, Laura Hensala**
Wednesday, 1:30 p.m., Wyoming Ballroom A

**So I’m Social, Now What?**
Now that you’re already using social media for your business, come learn how you enhance your efforts. We’ll go over topics such as Facebook Ads, Twitter, Pinterest for your business, Hootsuite, Linked In and various other strategies on how you can make social media work smarter.

**Teresa Wilde**
Wednesday, 1:30 p.m., Wyoming Ballroom B

**Wage and Hour 101: What to Expect During a WH Investigation**
This workshop will provide an overview of the Wage and Hour Division and its enforcement, the investigative process, and how to prepare for an investigation.

**Matthew Melinkovich, Michael Cheek**
Wednesday, 1:30 p.m., Yellowstone Room

**Leading at the Speed of Trust, The One Thing That Changes Everything**
Based on the best-selling book by Stephen M. R. Covey, Leading at the Speed of Trust institutionalizes new language and new behavior in the context of real work. This powerful framework enables managers to dramatically increase their personal credibility, engage their people in a completely different way, and to be more committed and more accountable for results. In this workshop, Leading at the Speed of Trust certified facilitators Matt Melinkovich from Timberline Training and Michael Cheek with Central Wyoming College will deliver a preview focused on The Business Case for Trust. By framing trust in economic terms, you will establish a new paradigm for achieving results. Trust always affects two measurable outcomes – speed and cost. When trust goes down, speed goes down and cost goes up. This creates a Trust Tax™. When trust goes up, speed goes up and cost goes down. This creates a Trust Dividend™. It’s that simple, that predictable.

**Bradley King**
Wednesday, 1:30 p.m., Wyoming Ballroom D

**Preparing for the Next Boom: Health and Safety Considerations for the Coming Upturn in the Oil and Gas Industry**
The current downturn in the oil and gas industry can provide a valuable opportunity for companies to learn the lessons of the past and prepare for when the cycle turns upward.
This presentation will review what we’ve learned about leading causes of occupational illness, injuries, and fatalities in the industry. It will also discuss preparations the industry can make to address challenges of a future upturn including incorporating new technologies to improve the health and safety of the worksite and ensuring newer, more inexperienced crews who may enter the industry can do their jobs in a safe and healthful manner.

**John Ysebaert**  
Wednesday, 1:30 p.m., Sheridan Room  
**2017’s Changes in Store for Workers’ Compensation Experience Modification Ratings**  
The 2015 Wyoming Legislature approved changes to the Wyoming Workers’ Compensation Division’s Experience Modification Rating limits. The division is developing the formula and rules which will govern the application of the Experience Modification Rating plan. These changes include the implementation of a split-plan formula which factors in both claim frequency and severity. Furthermore, it is proposed to modify the rating bands (limits). This session will present an overview of these proposed changes as well as other changes to the workers’ compensation statutes from the 2015 general session. Effective July 1, 2015, employers will have the opportunity to petition to remove the charges to their accounts (and experience rating) for accidents caused by a third party.

**David Natalizia**  
Wednesday, 1:30 p.m., Wyoming Ballroom C  
**Industrial Hygiene 101**  
This presentation will cover the basics of air sampling to measure employee exposures to airborne contaminants. Topics will include use of real-time monitoring instruments; collection of samples for laboratory analysis; calibration; and evaluating results. Sampling methods reviewed will include gases, vapors, and particulates including respirable crystalline silica.

**Reed Aivazian**  
Wednesday, 1:30 p.m., Big Horn Room  
**2016 OSHA Silica Rule: What & Why**  
In June of 2016, OSHA’s new rule for Occupational Exposure to Respirable Crystalline Silica will take effect. As silica is a widely misunderstood or unknown hazard, this course is designed to introduce what is known about silica and to debunk myths about silica. It addresses what silica is and why it is important. This course is important for anyone working with silica who does not understand the need for the new rule or for those who take issue with the new rule. We will discuss the need for the rule, OSHA’s authority surrounding the rule, the rulemaking process, and the economic feasibility of the new rule.
Carmalee Rose  
Wednesday, 2:45 p.m., Teton Room  
**Wyoming Grown: A Key Economic Development Tool for Wyoming**  
Wyoming Grown is a free program to address workforce shortages and bring people who were educated, grew up, or have ties to Wyoming back home to live and work. The program invites people in Wyoming to refer their loved ones, friends and colleagues who have since left the State to consider continuing their career in Wyoming. The program aims to place individuals in critical areas to help employers address workforce shortages and skill gaps.

Cherie Doak  
Wednesday, 2:45 p.m., Wyoming Ballroom A  
**Navigating the New Overtime Regulations Without Breaking the Bank**  
The presentation will examine strategies for coming into compliance by the effective date without huge costs to employers' payroll. It will look at who's affected, how to avoid debilitating payroll increases and salvage employee morale.

Teresa Wilde  
Wednesday, 2:45 p.m., Wyoming Ballroom B  
**The Family and Medical Leave Act**  
This workshop will provide an overview of the Family and Medical Leave Act. The following topics will be discussed: employer coverage, employee eligibility, qualifying reasons for leave, amount of leave, employer and employee rights and responsibilities.

Maria Remboulis Brady  
Wednesday, 2:45 p.m., Yellowstone Room  
**Registered Apprenticeship Through the Lens of the Workforce Innovation and Opportunity Act Implementation**  
There are five critical points of intersection between the Workforce Innovation and Opportunity Act and Registered Apprenticeship. Knowing what these five “touchpoints” are can go a long way towards understanding both the emphases on Registered Apprenticeship in Workforce Innovation and Opportunity Act, as well as being able to fully support and engage with Registered Apprenticeship program sponsors for
mutual gain, including higher performance outcomes. Learning Objectives for this session include: Distinguishing between registered and non-registered programs, acknowledging the myths around Registered Apprenticeship that represent barriers to engagement, highlighting opportunities for the Wyoming workforce system stakeholders to increase their performance outcomes; and knowing where to go for additional information and support.

Reed Aivazian  
Wednesday, 2:45 p.m., Big Horn Room  
**OSHA Rules Regarding Asbestos**  
Asbestos abatement and mitigation is a hot topic in today’s workplace and is surrounded by regulations from varying entities. This course is designed to review OSHA’s regulations regarding asbestos work so employers are equipped to keep their employees safe. The course focuses mostly on construction work, but addresses general industry as well.

Dan Bulkley, Ken Masters  
Wednesday, 2:45 p.m., Sheridan Room  
**Employer Consultation Health & Safety Discount Program**  
Employers can receive a premium base rate reduction on their Workers Compensation Rates of 3%, 5%, 7% or 10% just by working with Wyoming’s OSHA Consultation program. By scheduling a full service visit, an employer would automatically qualify for a 3% reduction! To gain a better understanding of what the requirements are for this program, and other discount programs OSHA offers, Dan and Ken will update employers on programs that can help their company’s bottom line.

Mark Moya  
Wednesday, 2:45 p.m., Wyoming Ballroom D  
**Electrical Safety - National Fire Protection Association 70E Low-Voltage Qualified Orientation**  
These dynamic, expert-led sessions will review some of the Low-Voltage Qualified Electrical Training requirements and provide you with the right tools to help you understand an electrical safety program, procedures for compliance with OSHA 1910, Subpart S, and OSHA 1926, Subpart K. In addition, it will provide a thorough knowledge of the dangers and recommended safe behaviors for those who work daily around electrical hazards. These sessions will also give attendees a complete understanding of regulations regarding electrical and arc flash safety and how to apply them in real-world situations. Critical electrical safety worker and electrical safety professional instruction is relayed in a concept-based, adult-learner friendly format that makes it easy to understand, remember, and apply.
Stephen Gill  
Wednesday, 2:45 p.m., Wyoming Ballroom C  
**Really Managing Process Safety: Compliance and Effectiveness**  
This talk will cover some key differences between managing process safety and managing occupational safety, an approach for connecting and aligning different process safety management aspects (process hazard analysis, operating limits, training, etc.) to make sure that hazards are effectively managed, and how compliance auditing can be both a help and a hindrance in advancing process safety at a site.

**Wednesday**  
3:45 p.m.

Erik Richardson  
Wednesday, 3:45 p.m., Teton Room  
**Finding Talented Employees Has Never Been So Easy, or FREE!**  
Are you having trouble finding skilled talent? Too many job seekers applying for your jobs that just don’t fit your needs? Or not enough job applicants applying for your open positions? Wish you had a way to search out candidates rather than waiting for them to come to you? Well this is the session you should attend. We will discuss wyomingatwork.com, how it works, how it will help you grow your business, online learning resources, and how to seek out the right candidate for you! And to top it all off, its FREE!

Joe Franken, Jennifer Wilch  
Wednesday, 3:45 p.m., Wyoming Ballroom A  
**Workers’ Compensation Fraud Red Flags: What Every Employer Should Know**  
While most Workers’ Compensation claims are legitimate, many claims are inflated or even fraudulent. This presentation will discuss the red flags often associated with a fraudulent claim.
James Reed
Wednesday, 3:45 p.m., Wyoming Ballroom B

Unemployment Insurance: How to Lower Your UI Tax Rate
Responding to unemployment insurance claims and dealing with experience ratings can be a source of frustration in the day-to-day operation of a business. James Reed will walk employers through the processes which lead to an employer's experience rating and tax rate. This will give bookkeepers, human resource managers and other supervisors tools to deal with matters related to claims and tax rates.

Shaye Moon
Wednesday, 3:45 p.m., Yellowstone Room

Discover an Untapped Resource: Recruiting, Hiring and Retaining Individuals with Disabilities
Overall goals of the Division of Vocational Rehabilitation: Eligibility determination process; Developing the vocational goal and Individualized Plan for Employment; Services Vocational Rehabilitation can provide based on individual need; Services Vocational Rehabilitation can provide to an employer and their employee with a disability; Reasonable accommodation under the Americans with Disabilities Act & examples of accommodations that can be made for an employee with a disability; Addressing and dispelling myths about disability in the workforce; Other disability & employment related resources available to the employer.

Reed Aivazian
Wednesday, 3:45 p.m., Big Horn Room

2016 OSHA Silica Rule: How to Comply
In June 2016 OSHA's new rule for Occupational Exposure to Respirable Crystalline Silica will take effect and you need to understand how it applies to you. Two new rules have been developed and implemented under three rule numbers and effect several other existing standards. This course will discuss the new standards and updates to the existing standards so employers will understand how to comply with the new standard(s).

Madie Newman
Wednesday, 3:45 p.m., Wyoming Ballroom D

HealthLinks: Business Certification to Simplify How Worksite Health and Safety Get Done
Health Links™ is a non-profit initiative founded in the University of Colorado School of Public Health that partners with employers in the region to improve the health, safety and wellbeing of employees, their families and the communities where they operate. HealthLinks™ advises, certifies and connects businesses to local resources for delivering health & wellness at the workplace. Integrating wellness and safety programming can
have a dramatic effect on employee happiness, productivity, and overall quality of life. For businesses, it has the potential to reduce insurance premiums, retain quality employees, and decrease absenteeism. However, there is no one-size-fits-all approach. Deciding which offerings and strategies are a good fit for your employees and organization is a daunting task. This session will train professionals on how to convey the importance of health and wellbeing by identifying a convincing business proposition, tailoring your efforts to employee needs, and helping establish the first steps towards kick-starting a successful program in your organization.

Craig Snyder, Kassey Braun
Wednesday, 3:45 p.m., Wyoming Ballroom C

Keys to a Successful Industrial Hygiene Program - Fundamentals and Best Practices
Developing and implementing a company industrial hygiene management system improves safety and health at industrial and manufacturing facilities. Organizations should take care and consider both the safety and industrial hygiene aspects of all processes, jobs and tasks as part of their management system. This presentation will discuss the key steps in evaluation of your current Industrial Hygiene program and address the necessary elements for achieving a best practice Industrial Hygiene program. Program development strategies will be explored and multiple current site case studies will be reviewed for excellence demonstration on how integration of Industrial Hygiene into your management system will strengthen employee safety and health initiatives.

Mark Moya
Wednesday, 3:45 p.m., Sheridan Room

Electrical Safety - National Fire Protection Association 70E Low-Voltage Qualified Orientation
These dynamic, expert-led sessions will review some of the Low-Voltage Qualified Electrical Training requirements and provide you with the right tools to help you understand an electrical safety program, procedures for compliance with OSHA 1910, Subpart S, and OSHA 1926, Subpart K. It addition it will provide a thorough knowledge of the dangers and recommended safe behaviors for those who work daily around electrical hazards. These sessions will also give attendees a complete understanding of regulations regarding electrical and arc flash safety and how to apply them in real-world situations. Critical electrical safety worker and electrical safety professional instruction is relayed in a concept-based, adult-learner friendly format that makes it easy to understand, remember, and apply.
Matthew Melinkovich, Michael Cheek
Thursday, 8:30 a.m., Teton Room
Leading at the Speed of Trust, The One Thing That Changes Everything
Based on the best-selling book by Stephen M. R. Covey, Leading at the Speed of Trust institutionalizes new language and new behavior in the context of real work. This powerful framework enables managers to dramatically increase their personal credibility, engage their people in a completely different way, and to be more committed and more accountable for results. In this one hour workshop, Leading at the Speed of Trust certified facilitators Matt Melinkovich from Timberline Training and Michael Cheek with Central Wyoming College will deliver a preview focused on The Business Case for Trust. By framing trust in economic terms, you will establish a new paradigm for achieving results. Trust always affects two measurable outcomes – speed and cost. When trust goes down, speed goes down and cost goes up. This creates a Trust Tax™. When trust goes up, speed goes up and cost goes down. This creates a Trust Dividend™. It’s that simple, that predictable.

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Workers’ Compensation Fraud Red Flags: What Every Employer Should Know
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Chuck Haling
Thursday, 8:30 a.m., Sheridan Room
Globally Harmonized System: The Top 10 Reasons Employers are Out of Compliance
OSHA’s June 1, 2016 Globally Harmonized System/HazCom deadline is now in effect, requiring the millions of employers covered by the rule to be in full compliance with the Globally Harmonized System changes. This might sound easy, but the fact is many employers are still out of compliance with even the most basic requirements of HazCom. That’s one reason HazCom repeatedly ranks as OSHA’s 2nd most frequently cited standard. With OSHA’s Globally Harmonized System employer deadline newly in effect and recent enforcement initiatives underway, employers must remain vigilant in their quest to comply in order to avoid hefty fines, tarnished corporate reputations, and most importantly, worker injuries resulting from a compromised HazCom Program. Learn the top 10 reasons employers are out of compliance and simple steps to getting on track.

Bradley King
Thursday, 8:30 a.m., Wyoming Ballroom D
Preparing for the Next Boom: Health and Safety Considerations for the Coming Upturn in the Oil and Gas Industry
The current downturn in the oil and gas industry can provide a valuable opportunity for companies to learn the lessons of the past and prepare for when the cycle turns upward. This presentation will review what we’ve learned about leading causes of occupational illness, injuries, and fatalities in the industry. It will also discuss preparations the industry can make to address challenges of a future upturn including incorporating new technologies to improve the health and safety of the worksite and ensuring newer, more inexperienced crews who may enter the industry can do their jobs in a safe and healthful manner.
David Natalizia  
Thursday, 8:30 a.m., Wyoming Ballroom C

**Noise Monitoring Methods**

This presentation will provide an overview of the physics of noise and noise monitoring methods from an industrial hygiene perspective. Differences between the monitoring protocols used for OSHA, Mine Safety and Health Administration, American Conference of Governmental Industrial Hygienists, and community noise monitoring will be discussed. The use of sound level meters and noise dosimeters will be demonstrated.

Chris Nowacki  
Thursday, 8:30 a.m., Big Horn Room

**Flame-Resistant Clothing: What Standards Do I Follow?**

In this session, participants will receive an overview of the prominent safety standards that apply to flame resistant and arc rated clothing. Attendees will also gain the knowledge of how to build a protective clothing “spec” using these standards. Lastly, general tips and suggestions regarding the care and maintenance of Flame-Resistant clothing will also be covered.

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**Thursday**

9:45 a.m.

**Warren Appel**  
Thursday, 9:45 a.m., Teton Room

**Preparing for the Worst: Emergency Planning and Workplace Violence Prevention – Part 1**

Preparing for emergencies and preventing violence in your workplace are important components of workplace safety. As violent events such as arsons, bomb threats and active shooters continue to make headlines, come learn how vigilance, preparedness and effective responses to danger can have a big effect on safety for you and your employees. In this two part session we’ll discuss the importance of emergency response and communications protocols and training, planning for continuity of operations, and how to recognize and respond to incidents of workplace violence.
Teresa Wilde  
Thursday, 9:45 a.m., Wyoming Ballroom A  
**Wage and Hour 101: What to Expect During a WH Investigation**  
This workshop will provide an overview of the Wage and Hour Division and its enforcement, the investigative process, and how to prepare for an investigation.

Jim Robinson  
Thursday, 9:45 a.m., Wyoming Ballroom B  
**2016 Wyoming Economic Update**  
The goal of this session is to provide a current assessment of Wyoming’s economy. The focus will be on energy, employment, state revenues, and other indicators pertaining to the state.

Erik Richardson  
Thursday, 9:45 a.m., Yellowstone Room  
**Finding Talented Employees Has Never Been So Easy, or FREE!**  
Are you having trouble finding skilled talent? Too many job seekers applying for your jobs that just don’t fit your needs? Or not enough job applicants applying for your open positions? Wish you had a way to search out candidates rather than waiting for them to come to you? Well this is the session you should attend. We will discuss our website, wyomingatwork.com, how it works, how it will help you grow your business, online learning resources, and how to seek out the right candidate for you! And to top it all off, its FREE!

Craig Snyder, Kassey Braun  
Thursday, 9:45 a.m., Wyoming Ballroom C  
**Keys to a Successful Industrial Hygiene Program - Fundamentals and Best Practices**  
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Craig Swierczek  
Thursday, 9:45 a.m., Sheridan Room  
**Who We Are and What We Do: The Difference Between Workers’ Compensation Safety & Risk and OSHA**  
The Wyoming Department of Workforce Services recently deployed a new unit designed to significantly expand safety expertise and resources to employers in the State. Developed internally by DWS Standards and Compliance staff and in consultation with Governor Matt Mead, the DWS Workers’ Compensation Safety and Risk Unit (WCSRU) offers safety advisors who provide free, expert safety and health advice to Wyoming businesses and public sector employers at the request of the employer. Learn how to utilize the expertise of the WCSRU and about the new role of the department’s OSHA Consultation division.

Nichole Brommer, Carolyn Grieve, Shane Bustillo  
Thursday, 9:45 a.m., Big Horn Room  
**How to Reduce Workers’ Compensation Costs Through Risk Management and Discount Programs**  
This session will cover what Risk Management is, Workers’ Compensation premium calculation information, claims management and discount programs. Employers will be able to better understand how their premiums are calculated, how their Experience Modification Rate comes into play every policy year and how to better manage their claims. This presentation will also go over all current discount programs that Wyoming Workers’ Compensation has to offer, which can significantly reduce premium rates for all Wyoming employers.

Rick Reubelt  
Thursday, 9:45 a.m., Wyoming Ballroom D  
**A Contractor’s Perspective of the New Silica Standard**  
How Haselden Construction is working with the new OSHA regulation regarding silica, and the steps employers should be taking to be in compliance with the standard.
Thursday
10:45 a.m.

Warren Appel
Thursday, 10:45 a.m., Teton Room
Preparing for the Worst: Emergency Planning and Workplace Violence Prevention – Part 2
Preventing emergencies and preventing violence in your workplace are important components of workplace safety. As violent events such as arsons, bomb threats, and active shooters continue to make headlines, come learn how vigilance, preparedness and effective responses to danger can have a big effect on safety for you and your employees. In this two-part session, we'll discuss the importance of emergency response and communications protocols and training, planning for continuity of operations, and how to recognize and respond to incidents of workplace violence.

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This workshop will provide an overview of the Family and Medical Leave Act. The following topics will be discussed: employer coverage, employee eligibility, qualifying reasons for leave, amount of leave, employer and employee rights and responsibilities.

Maria Remboulis Brady
Thursday, 10:45 a.m., Wyoming Ballroom B
Registered Apprenticeship Through the Lens of the Workforce Innovation and Opportunity Act Implementation
There are five critical points of intersection between the Workforce Innovation and Opportunity Act and Registered Apprenticeship. Knowing what these five “touchpoints” are can go a long way towards understanding both the emphases on Registered Apprenticeship in Workforce Innovation and Opportunity Act, as well as being able to fully support and engage with Registered Apprenticeship program sponsors for mutual gain, including higher performance outcomes. Learning Objectives for this session include: Distinguishing between registered and non-registered programs, acknowledging the myths around Registered Apprenticeship that represent barriers to engagement, highlighting opportunities for the Wyoming workforce system stakeholders to increase their performance outcomes; and knowing where to go for additional information and support.
Fabian Lobera  
Thursday, 10:45 a.m., Yellowstone Room  
**Your Customers Don’t Want to Meet With You. Now What?**

How do you keep your customer interactions productive at a time when generally, they seem to favor less face-to-face interaction? In this presentation we’ll take a look at changing B2B customer landscape, and identify ways you can leverage technology to lower expense while increasing the love.

Matthew Carlson  
Thursday, 10:45 a.m., Wyoming Ballroom C  
**WYDOT Highway Safety Program – What Do We Do?**

The presentation will be an overview of the activities conducted by the Highway Safety Office. The Highway Safety Office is responsible for three main areas of highway safety: 1) Crash Report Database Stewardship, 2) Behavioral Highway Safety Activities, 3) Motorcycle Rider Training Courses.

Chuck Haling  
Thursday, 10:45 a.m., Sheridan Room  
**Globally Harmonized System: The Top 10 Reasons Employers are Out of Compliance**

OSHA’s June 1, 2016 Globally Harmonized System/HazCom deadline is now in effect, requiring the millions of employers covered by the rule to be in full compliance with the Globally Harmonized System changes. This might sound easy, but the fact is many employers are still out of compliance with even the most basic requirements of HazCom. That’s one reason HazCom repeatedly ranks as OSHA’s 2nd most frequently cited standard. With OSHA’s Globally Harmonized System employer deadline newly in effect and recent enforcement initiatives underway, employers must remain vigilant in their quest to comply in order to avoid hefty fines, tarnished corporate reputations, and most importantly, worker injuries resulting from a compromised HazCom Program. Learn the top 10 reasons employers are out of compliance and simple steps to getting on track.

Daniel Glowatz  
Thursday, 10:45 a.m., Wyoming Ballroom D  
**Construction Safety Implementation**

Come see what Simon Contractors has done to change their culture in safety. Get great examples and insights on how they have achieved a 77% reduction in recordable injuries and gain great insight on processes they have implemented over the last two years to change their culture of safety. If you are in the construction industry you won’t want to miss this one.
Thursday
11:30 a.m.

Moderator: Jim Engel
Thursday, 11:30 a.m., Grand Ballroom
Panel Discussion: Wyoming’s Economy, Now and the Future
See insert for details.
Speakers Biographies

Reed Aivazian, Senior OSHA Consultant, Wyoming Department of Workforce Services
Reed is a Senior OSHA Consultant for Wyoming OSHA’s Consultation Program. He holds the Certified Industrial Hygienist, Certified Safety Professional, and Certified Hazardous Materials Manager designations. Before starting a career with Wyoming OSHA, Reed worked as a private consultant for six years and a corporate safety manager for one and a half years.

Warren Appel, Executive Assistant, Department of Workforce Services
As Executive Assistant to the Director of Workforce Services, Warren wears many hats; from handling correspondence and scheduling to records management and archiving to active shooter response training, continuity of operations planning and coordinating the agency’s strategic planning and management efforts. A fifth-generation Wyoming native, Warren holds a Bachelor’s degree in Political Science and is a certified active shooter response trainer.

Mary Augustin, Director of Human Resources, WINhealth
Mary A. Augustin is a Human Resources Management professional with many years of experience in development and mentoring of staff. Her skills have been able to impact the organizations she works with by creating a positive and healthy environment to work in while achieving the strategic and financial goals of the business.

Maria Remboulis Brady, MultiState Navigator, Dallas Office of Apprenticeship
Maria is a Multi-State Navigator in the Dallas Office of Apprenticeship, where one of her primary responsibilities is facilitating the engagement of the workforce system with Registered Apprenticeship programs and opportunities throughout the eleven state region, Prior to the creation of this new position within the Employment & Training Administration, Ms. Brady was a Performance Management and Reporting Specialist with Employment & Training Administration, where she spent more than twenty years as a nationally known subject matter expert before transferring in 2015 to OA. Ms. Brady is also a certified trainer and facilitator. She received a B.S. summa cum laude in both Business Management and Psychology from St. John’s University, and a M.A. in Organizational Psychology from Columbia University.
Kassey Braun, EHS Consultant, Hellman & Associates

Kassey has a strong background in health and safety program development, industrial hygiene monitoring, health and safety training, hazard communication, and safety compliance. Her current work experience involves implementing and maintaining effective health and safety programs, conducting on-site safety assessments, industrial hygiene sampling, safety training on various topics, and submitting required reports/permits to state and federal agencies as needed. Prior to joining Hellman & Associates, Inc., Ms. Braun completed an internship as an environmental health and safety intern at TOLMAR, Inc., a pharmaceutical company located in Fort Collins, CO. Through her experience at TOLMAR she had the opportunity to give new-hire safety training weekly, performing job hazard assessments on the production floor and completing hazardous waste inspections and preparation for shipment. She also spent a large portion of her time at TOLMAR rewriting safety data sheets to comply with OSHA’s globally harmonized system. Her coursework at Colorado State University has prepared her well for work in the health and safety industry with courses including industrial hygiene, waste management, and water quality.

Michael Ann Broad, State Director, Office of Apprenticeships, U.S. Department of Labor

Mike, a Wyoming native, is the Wyoming State Director and the Montana Federal Liaison with the Office of Apprenticeship. She is a graduate of the University of Wyoming with a B.A. in Education and M.Ed. in Education Administration. After twenty-eight years in education, Mike joined the Office of Apprenticeship on March 15, 2009. Mike collaborates with business, local government agencies, associations, unions and education entities to develop and administer industry-driven training programs as a solution for businesses to recruit, train, and retain highly-skilled workers.

Nichole Brommer, Workers’ Compensation Lead Risk Manager, Wyoming Department of Workforce Services

Nichole was raised in Cheyenne, Wyoming and graduated from Central High School. She went on to get her degree from the University of Wyoming and began working for the Department of Workforce Services in August of 2014. For the first part of her career with Workforce Services, Nichole worked as a Claims Analyst with Workers’ Compensation and began working as a Risk Manager in February of 2016. Nichole looks forward to taking courses in Risk Management to better serve the employers throughout the wonderful state of Wyoming.
Dan Bulkley, OSHA Deputy Administrator, Wyoming Department of Workforce Services
Dan is the OSHA Deputy Administrator for the Department of Workforce Services. Dan has been with Wyoming OSHA for over 16 years, and served one year in Hawaii as the Interim Safety Compliance Manager. Dan previously served in the U.S. Air Force as an Industrial Hygienist for 18 years and in Law Enforcement/Security for two years. Dan also worked as a private consultant for the U.S. Army for two years.

Shane Bustillo, Workers' Compensation Risk Manager, Wyoming Department of Workforce Services
Shane was born and raised in Cheyenne, Wyoming. He attended Central High School and went on to the University of Wyoming to pursue a degree in Business Administration. After graduating in the fall of 2012, Shane started working for the State of Wyoming as a Benefit Specialist at the Department of Family Services. He then left Family Services in the summer of 2014 and started working for the Department of Workforce Services as a claims’ analyst. In April 2016, he received a promotion from analyst position to Risk Manager.

Matthew Carlson, Wyoming State Highway Safety Engineer
Matthew graduated from the University of Wyoming with a BSCE in 1985. He began working for the old Wyoming Highway Dept. in Riverton, WY in 1985 as an Engineering Associate. He worked for the Wyoming Dept of Transportation as a Field Engineer in Riverton until 1991. He worked as a Project Engineer in Cody, WY for one year prior to transferring to the Materials Lab in Cheyenne. He worked as a Materials Staff Engineer in Cheyenne from 1992-1993. He was the Resident Engineer in Cheyenne from 1993-1999. He worked as a Construction Staff Engineer in Cheyenne from 1999-2000. He became the District Construction Engineer for District 3 in Rock Springs, WY in 2000 and held that position until 2004. He has been the State Highway Safety Engineer in Cheyenne since 2004. He led the development of the Strategic Highway Safety Plan for the State of Wyoming. He chairs the Safety Management System Committee and is the Governor’s Representative for Highway Safety in Wyoming.

Michael Cheek, Workforce Trainer, Central Wyoming College
Michael is a Workforce Trainer for Central Wyoming College. Prior to joining the college, He gained 20 years experience in outdoor education and administration with the National Outdoor Leadership School. His experience includes more than 200 weeks in the field leading wilderness expeditions and teaching outdoor skills and lead-
ership. Michael is a certified trainer and facilitator for Development Dimensions International®, providing more than 50 competency-based training courses for leaders, workforce, and customer service providers. He is also a licensed facilitator of Franklin Covey’s Leading at the Speed of Trust® programs. He designs and delivers custom trainings in the areas of Management, Communication, Team Building, and Leadership. Michael holds a Bachelor of Arts Degree in Psychology from the University of Kansas.

Roger Coupal, Head of Agricultural and Applied Economics Department, University of Wyoming

Dr. Roger Coupal is Professor and the current Department Head for the Agricultural and Applied Economics Department at the University of Wyoming. Dr. Coupal started at the University of Wyoming in 1997 as a community development specialist with a research and extension appointment. He received his PhD in Agricultural Economics from Washington State University in 1997. He does work within the nexus of community development and natural resource policy. He has worked on initiatives related to state and local impacts of energy and tourism development, electricity modeling for the Rocky Mountain Power Grid as well as past work on electricity policy in Washington State, the economics of reclamation and restoration of disturbed lands from resource development, and local state government fiscal planning.

Dave Curry, Program Director, Technical Studies Program Development, Laramie County Community College

Dave has been with LCCC for the past six years and is currently the Program Director of Technical Studies. In his current position, Dave develops training programs to meet both long and short term needs in Southeastern Wyoming. Dave is currently working with DWS to create training programs to develop a skilled trade’s workforce to meet community needs. Dave holds a Master’s Degree in Career and Technical Education Leadership and a Bachelor’s Degree in Human Resources Management, he is a 20 year veteran of the United States Air Force and came to LCCC from the Boeing Company.

Cherie Doak, Labor Standards Deputy Administrator, Wyoming Department of Workforce Services

Cherie is the Deputy Administrator for Labor Standards and is responsible for managing all aspects of the programs within the division including Fair Employment, Child Labor, Wage and Hour, Resident Contractor Certification & Preference Act enforcement, and Prevailing Wage. With expertise in the areas of both state and federal antidiscrimination and wage and hour laws Ms. Doak has been instrumental in
the development of numerous programs used throughout the state including those designed to educate Wyoming employers, attorneys, and citizens in various aspects of employment law and compliance and has presented on these topics no less than 100 times. Prior to her 15 years of service as the Deputy Administrator, Ms. Doak spent several years as a Compliance Officer investigating allegations of employment discrimination, wage and hour violations and child labor complaints within the State of Wyoming. Ms. Doak possesses a Bachelor of Science degree in Psychology and a Master’s Degree in Counseling and Educational Psychology, each awarded by the University of Wyoming.

Joe Franken, Special Investigations Unit and Quality Assurance Manager, Wyoming Department of Workforce Services

Joe is the Special Investigations Unit and Quality Assurance Manager for the Wyoming Department of Workforce Services, Office of Standards and Compliance. He began this role in October, 2014. Joe is responsible for managing the Department’s Workers’ Compensation and Unemployment Insurance fraud investigations. Additionally, Joe leads the Benefits Accuracy Measurement and Tax Performance System teams. Prior to his current role, Joe worked in the Legislative Service Office as a Program Evaluator and as a Preference Compliance Officer with the Department of Workforce Services, Labor Standards. Before working with the State of Wyoming, Joe served over 30 years in the United States Air Force and Air National Guard. While in the Air Force, Joe worked in space and missile warning, operations, logistics, and training. Joe earned a master’s degree in Public Administration from the University of Wyoming and a bachelor’s degree in Industrial Technology from Southern Illinois University. Joe completed the Association of Certified Fraud Examiners course and is a Certified Fraud Examiner. Joe is also an active shooter preparedness instructor certified through the ALiCE Training Institute.

Steve Gill, Process Safety Management Director, Sinclair Oil Corporation

Steve graduated from Brigham Young University with both BS and MS degrees in Chemical Engineering. He has spent 20 years in the chemical and refinery sectors with positions in process engineering, technical management, project management, operations, business development, and process safety with Union Carbide, DOW, Huntsman, SABIC, and Sinclair Oil. He is currently the corporate Director—Process Safety Management for Sinclair Oil. He has presented on process safety topics at the AIChE Global Congress on Process Safety and the AFPM National Occupational and Process Safety conferences, and has authored two articles for the AIChE journal Process Safety Progress. He is currently serving as Chair of the AFPM Rocky Mountain Regional Process Safety Network.
Dan Glowatz, Corporate Safety Director, Simon Contractors
Dan is the Corporate Safety Director for Simon Contractors. His experiences include his most recent role at NGL Energy Partners where he held the position of Regional Safety Manager. Prior to NGL Energy Partners, Daniel gained further experience working for Cheyenne Light Fuel and Power, Flatiron Construction and Kiewit Construction. Dan has been an advocate for a safe workplace for the past 13 years, focusing on differing models to protect the workforce by working with all levels of management and field employees.

Cynthia Green, Federal Project Officer, United States Department of Labor in the Dallas Regional Office
Cynthia Green is a Federal Project Officer with the United States Department of Labor in the Dallas Regional Office. She is responsible for monitoring the employment and training programs of the 11 states in her Region. She currently has oversight for the States of Wyoming and Utah for the Workforce Innovation and Opportunity Act and Wagner-Peyser Programs. She is also the Regional Coordinator for the Trade Adjustment Assistance Program which is a federal entitlement program that assists U.S. workers who have lost or may lose their jobs as a result of foreign trade. Additionally, she has also monitored the unemployment insurance programs of the states in the former New York Regional Office now Boston Regional Office. She has worked in State and City governments in various areas unemployment insurance and social services. She has more than 20 years of government service. Ms. Green also teaches literacy to adults at Literacy Instruction for Texas. She holds a BA from the College of New Rochelle, New Rochelle NY.

Carolyn Grieve, Workers’ Compensation Risk Manager, Wyoming Department of Workforce Services
Carolyn is a Risk Manager for Wyoming Workers’ Compensation. In her position as a Risk Manager, Carolyn administers the Safety Discount program, works with employers providing risk management analyses to further employer’s understanding of Wyoming Workers’ Compensation, how claims impact rates and the holistic approach to risk management. She also promotes the Safety Improvement Fund, Drug and Alcohol Discount and Consultation Discount programs to assist employers in further reducing Workers’ Compensation rates and promoting safety in the workplace.
Chuck Haling, Vice President of Sales, VelocityEHS

Chuck is Vice President of Sales at VelocityEHS. VelocityEHS, through its MSDSonline brand, is the leading provider of chemical management solutions that help customers meet global EHS regulatory requirements (e.g. OSHA HazCom Standard, Globally Harmonized System). Chuck has nearly 20 years of high-level strategic management experience and has authored many articles for the EHS industry. He is a sought-after speaker, presenting at dozens of events across the country, including VPP-PA, NSC and ASSE conferences. Prior to joining VelocityEHS in 2007, he led sales & marketing operations for premier companies such as W.W. Grainger and Baer Supply Company. Chuck holds a Bachelor’s degree in Business Administration from Columbia University and an MBA from the J.L. Kellogg Graduate School of Business at Northwestern University.

Laura Hensala, Marketing Specialist, Wyoming Department of Workforce Services

Laura is the Marketing Specialist for the Wyoming Department of Workforce Services, a position she has held since 2009. Laura’s experience at the agency is broad; from managing the social media strategy for the agency to delivering fun and entertaining training sessions. Laura has an extensive background in event management, fundraising, customer service/relations, collateral creation and mass media and marketing in both private and public sectors. Laura earned her bachelor’s in journalism with an emphasis in public relations and a minor in marketing in 2002, a master of business administration in 2012 and recently completed the certified public managers program. Laura volunteers extensively for the Wyoming Air National Guard as a key spouse in the 187th Aeromedical Evacuation Squadron for which she has won several awards.

Margo Karsten, Chief Executive Officer, Cheyenne Regional Medical Center

Margo is the Chief Executive Officer of Cheyenne Regional Medical Center. Margo’s background includes over 18 years’ experience in the C-Suite of hospital organizations. Margo has experience in designing and implementing innovative processes and structure in complex organizations. She has over eighteen years in leading, directing and developing organizational strategies and culture change, which has had a positive impact on employees, physicians, patients and families. At a prior hospital, under Margo’s leadership, the hospital achieved Malcolm Baldridge recognition, Magnet designation and several national quality awards. Under Margo’s direction, Cheyenne Regional Medical Center has had an $11 million-dollar financial turnaround, and a 40% improvement in clinical operations based on Truven data. Margo is focused on providing quality care to our patients.
Ian Lange, Director of Mineral and Energy Economics Program, Division of Economics and Business, Colorado School of Mines

Dr. Ian Lange is the Director of the Mineral and Energy Economics program in the Division of Economics and Business at the Colorado School of Mines. Dr. Lange’s previous appointments have been at the U.S. Environmental Protection Agency and the University of Stirling in Scotland. While at the Environmental Protection Agency, he advised their policy offices on rulemaking related to power plants, refineries, and greenhouse gas legislation. During his time at the University of Stirling, Dr. Lange directed the Masters of Energy Management program which led to interactions with a number of public and private energy sector entities. He received his bachelor’s degree in economics from the University of Illinois-Chicago and a PhD in economics from the University of Washington.

Bradley King, Industrial Hygienist, National Institute for Occupational Safety and Health

Bradley is a certified industrial hygienist at the National Institute for Occupational Safety and Health and holds a PhD in Environmental Health Sciences from Johns Hopkins University. He holds the rank of Commander in the U.S. Public Health Service and works in the National Institute for Occupational Safety and Health’s Western States Division in Denver, Colorado; current research interests include evaluating occupational exposures in the upstream oil and gas industry.

Andrew Keller, Senior Account Executive & Account Manager, Cartasite

Andrew is a Senior Account Executive and Account Manager at Cartasite. Previously, Andrew worked for Cameron International for 9 years. While at Cameron, Andrew held various roles across in Operations (Corpus Christi, TX & Hobbs, NM), Sales (Denver, CO) and Health, Safety, Security, and Environmental (Denver, CO) within the U.S. – Surface Systems Division. As the U.S. Sales & Service HSSE Manager, Andrew spearheaded a journey management program that led to the implementation of in-vehicle monitoring systems in 25+ facility across the U.S. Andrew received his Bachelor of Science degree in Agricultural Systems Management at Texas A&M University in College Station, TX. While at Texas A&M, Andrew was served as an intern for Congressman Michael C. Burgess, M.D. from the 26th District of Texas in Washington, D.C.
Fabian Lobera, Chief Operations Officer, PitchEngine
Fabian Lobera is the Chief Operations Officer for Pitchengine in Lander, Wyoming. Pitchengine is a marketing software company with 16 employees and 50,000 customers served over the past 8 years. Most of these customers have never physically met a Pitchengine employee, and they seem to like it that way.

Bill Mai, Vice President for Administration, University of Wyoming
Bill graduated from the University of Wyoming with a B.S. in 1987 and an MBA in 1989. He served as manager of the Budget/Fiscal Division of the Legislative Service Office and administrator of the State’s Economic Analysis Division. Bill has served as co-chairman of the Consensus Revenue Estimating Group, the team charged with forecasting state government revenue and earnings, and as lead staff to the Legislature’s powerful Joint Appropriations Committee. He was also the senior economic adviser to Governor Matt Mead. In November 2013 Bill Mai accepted the position as the Vice President for Administration for the University of Wyoming.

Ken Masters, OSHA Operations Program Manager, Wyoming Department of Workforce Services
Ken has worked on occupational safety and health enforcement since 1982, first as a Bio-environmental Engineering Technician in the Air Force for 21 years accomplishing work in both OSHA and EPA compliance, and then as a part of the OSHA Compliance Program in Wyoming. He is currently working in the position of Operations Manager for Wyoming OSHA.

Matt Melinkovich, President, Timberline Training
Matthew initiated Timberline Training to educate and empower you with tools for success. As a certified Innovation Growth Coach, a level two Family Business Advisor, and a Stephen MR Covey Speed of Trust facilitator, Matthew brings a wealth of knowledge and business experience on the topics of efficiency, innovation, leadership, and trust. For the past six years he has been using his entrepreneurial skills and business experience to help small businesses become more efficient, grow their business, and increase profits. From owning a wireless ISP start-up business and being the owner and manager of a restaurant, a flower shop, and a satellite TV installation business, Matthew has learned firsthand the dedication and hard work it takes to be a small business owner.
Mark Moya, Senior Electrical Engineer, Honeywell Technology Solutions Inc.

Mark Moya is a gifted Electrical Engineer at Honeywell Technology Solutions, Inc. (HTSI) with 25 years of experience in the industry. He is responsible for overseeing technical execution of projects through the entire product life cycle. In addition, he sustains and modifies electrical systems for the United States Air Force Satellite Network Control Contract while supporting Health, Safety, and Environmental (HSE) in a dual role. Mark is certified as a Special Government Employee by the United States Department of Labor Occupational Safety and Health Administration (OSHA) and by the National Fire Protection Association as a Certified Electrical Safety Compliance Professional by National Fire Protection Association 70E: Standard for Electrical Safety in the Workplace. Mark is a low- and high-voltage qualified electrical worker, as well as an instructor. He holds a State of Colorado Master Electrician License.

Shaye Moon, Employment First Consultant, Wyoming Department of Workforce Services

Originally from Montana, Shaye moved to Wyoming in 2007 after accepting a position with the Division of Vocational Rehabilitation as a Rehabilitation Counselor in the Cheyenne office. She obtained her Master’s Degree in Rehabilitation Counseling and Certified Rehabilitation Counselor Certification in 2014 while continuing to work in this position. In early April of this year, Shaye accepted the Employment First Consultant/Program Manager position within the division. Her overall goal in this position is to improve the quality of employment opportunities for individuals with disabilities throughout the State of Wyoming through the development of employer networks/partnerships.

David Natalizia, Chair, American Society of Safety Engineers Annual International Conference and Exposition

David Natalizia is an experienced safety and risk professional, with over 20 years of experience in safety and risk management, and over 27 years of industry experience in both operations and safety roles. He has developed, implemented, and evaluated safety programs for restaurant, food service, retail, hotel, resort, manufacturing, transportation, aerospace, and agricultural operations. David’s experience includes both technical and administrative dimensions, as an individual contributor, team member, team leader, manager, and consultant. David is the current chair of the American Society of Safety Engineers Annual International Conference and Exposition, the premier conference for safety professionals in the world.
Madie Newman, Center for Health, Work & Environment, Colorado School of Public Health

Madie graduated in 2013 from Indiana University with her Bachelor’s Degree in Public Health. From there she moved to Denver to pursue her Master’s Degree in Public Health with a concentration in environmental and occupational health, which she received in May of 2016. Currently, she is the Advisor Coordinator for Health Links Colorado and serves as a professional research assistant with the Center for Health, Work and Environment through the Colorado School of Public Health. She is very interested in the field of Total Worker Health, health protection and promotion, and workplace culture as it effects worker and community health.

Chris Nowacki, Territory Sales Manager, Bulwark Protective Apparel

Chris grows top line revenue for his company by consulting with large companies who are looking to improve the quality and performance of their uniform and safety programs, with a specialization in flame resistant apparel and custom image solutions. Chris excels at the “pull-through” B2B sales strategy by managing an extensive distribution network of apparel service providers comprised of resellers, industrial laundries, and retailers.

Mona Pearl, Executive Vice President, Align

As a principal consultant and executive vice president, Mona enjoys all aspects of planning, consulting and training. She practices her profession from the perspective of years of management and leadership experience. Mona has a true passion for helping organizations find and keep the best employees possible. She holds a Senior Professional in Human Resources (SPHR) certification from the Human Resource Certification Institute as well as the SHRM Senior Certified Profession (SHRM-SCP) designation. She is a member of the Frontier Human Resources Association in Cheyenne, as well as the national SHRM. She has a BA in communication studies from the University of Missouri at Kansas City and an MS in management with an emphasis in HR from Lesley University.

James Reed, Federal Compliance Officer, Wyoming Department of Workforce Services

James currently works with federal compliance within the Unemployment Insurance program. He conducts informational seminars on the Unemployment Program and reviews appeals cases for quality. James has worked in Wyoming’s Unemployment Insurance program since 1985. From that time, until 1996 he served in the posi-
tions of Eligibility/Liability Reviewer, Employment Services Specialist, Adjudicator and Hearing Officer. Mr. Reed began his tenure as Chief Hearing Officer for the Department of Employment in 1996 and served in that role through 2014. He is a graduate of the University of Wyoming and has completed several courses in administrative law with the National Judicial College.

**Rick Reubelt, National Safety Committee Chair, Associated General Contractors of America**

Rick has 43 years of industry experience, with the past 15 years working for Haselden Construction. He currently serves National Safety Committee Chair, for the Associated General Contractors of America (AGCA). WCSA (Wyoming Construction Safety. He currently is the president of the Wyoming Construction Safety Alliance. Rick’s responsibility is to ensure all Haselden employees and site subcontractors (including lower tier contractors) comply with the safety rules and regulations set forth in Haselden’s environmental, health, and safety program. His primary objective is to protect our clients and their communities, our employees, and subcontractors.

**Erik Richardson, VETS & Wagner Peyser Program Manager, Wyoming Department of Workforce Services**

Erik is the Program Manager for VETS and Wagner Peyser with the State of Wyoming Department of Workforce Services. Richardson is a Wyoming native, born and raised in Jackson, WY. Richardson graduated from University of Wyoming with a Bachelor’s Degree in Psychology. Richardson has worked for the State of Wyoming for over 6 years and in that time he has become a skilled trainer in the use and management of the state’s employment software, Wyoming at Work.

**Jim Robinson, Principal Economist, State of Wyoming**

Jim is currently employed as a principal economist for the State of Wyoming where his responsibilities include revenue forecasting and monitoring regional economic conditions. In addition, he is a participant in the Federal Reserve Bank of Kansas City’s annual Regional Economic Roundtable. Jim has earned an M.S. degree in economics and an M.S. degree in finance. He is also a graduate of the National Outdoor Leadership School in Lander, Wyoming.
Carmalee Rose, Deputy Administrator of Business Operations, Wyoming Department of Workforce Services

Carmalee is the Deputy Administrator of Business Operations for the Wyoming Department of Workforce Services. She oversees the Agency’s Business Training Fund and heads its business outreach efforts. After spending 25 years in the financial industry, Carmalee brings a wealth of knowledge in areas of business relationship building, customer service, management, and finance. Carmalee holds a bachelor’s degree in Business Administration-Management from Regis University and is a graduate from Southern Methodist University Graduate School of Banking.

Natalie Schwatka, Instructor, Department of Environmental & Occupational Health Center for Health, Work & Environment, Colorado School of Public Health

Dr. Schwatka is an instructor of occupational safety and health at the Colorado School of Public Health, University of Colorado, Anschutz Medical Campus. She is also a researcher with the Center for Health, Work & Environment. She received a B.A. in psychology from the University of Portland and a Ph.D. in occupational safety and health from Colorado State University. She has been active researcher in the field of construction safety and health for 7 years. Her primary research focuses on how to prevent work-related injuries, illnesses and fatalities through proactive strategies such as enhancing the safety leadership skills of all workers.

Rebekah Smith, Program Associate, Wyoming Women’s Foundation

Rebekah has worked with the Wyoming Women’s Foundation for more than four years towards its mission to invest in economic self-sufficiency for Wyoming women and provide opportunities for girls. With a background in policy, data management and visual communications, she uses all of her skills daily to further the mission of the Foundation. Wyoming Women’s Foundation is a priority fund of the Wyoming Community Foundation, a statewide nonprofit organization located in Laramie.

Craig Snyder, Vice President of Operations and Principal Environmental Health and Safety Consultant, Hellman & Associates, Inc.

Craig brings more than twenty years of experience as an Environmental Health and Safety Professional. Prior to Hellman & Associates, he worked as a senior corporate Environmental Health and Safety manager for a large food and beverage firm with expansive manufacturing, storage, and distribution operations across the U.S. While there, he was instrumental in the development, implementation and maintenance of
Environmental Health and Safety compliance and best management programs, including OSHA’s Voluntary Protection Program.

Dale Steenbergen, CEO/President, Greater Cheyenne Chamber of Commerce
Dale G. Steenbergen is the President & Chief Executive Officer of the Greater Cheyenne Chamber of Commerce. Prior career accomplishments include more than 18 years of successful management experience in Chambers of Commerce, Agri-Business operations and Small Business. Dale’s track record of streamlining organizations has lead to increased productivity and profits including a 48% membership increase in less than 3 years at the Dahlonega Georgia Chamber. Dale’s policy expertise in local state and federal advocacy efforts have led to major improvements in policy regarding business and increased funding for needed local and regional projects.

Shelli Stewart, Outreach & Training Administrator, Wyoming Department of Workforce Services
Shelli is the Outreach & Training Administrator for the Department of Workforce Services. In this role, Shelli is charged with overseeing all outreach and marketing efforts as well as creating training curriculum for employees and businesses. Shelli has established herself as a social media leader within state government. Shelli has been with the agency for 11 years, and has served as a program manager for the adult basic education and GED programs and the apprenticeship utilization program. Prior to her time at the Department, Shelli served for four years as the Assistant Executive Director for a non-profit child advocacy firm in Cheyenne. Shelli holds two bachelor’s degrees - one in English/journalism and another in legal studies. Shelli also holds a master’s degree in organizational management/public administration.

Christa Stream, Wind River Job Corps
Christa moved to Wyoming from Washington. She has 15 years of experience in sales and marketing. Her current role includes strengthening relationships within the community including with state, county, and cities in Wyoming. As coordinator of outreach/admissions and career transition services, she will coordinate the recruitment and placement of students. This is something that she is very passionate about. Christa enjoys the outdoors so Wyoming was a great fit for her and her family.
Craig Swierczek, Workers’ Compensation Lead Safety Specialist, Wyoming Department of Workforce Services

Craig is currently the Lead Safety Specialist with the newly formed Workers’ Compensation Safety and Risk Division. He was formerly a Senior Safety Consultant with the Department of Workforce Services - OSHA Division. He had been with Wyoming OSHA for 9 1/2 years working both in the enforcement and technical assistance programs. Craig completed his undergraduate studies in Wyoming earning an associates’ degree at Western Wyoming College and a bachelors’ degree at the University of Wyoming. Graduate work was completed at both the Utah State University in Logan and at the University of Wyoming in their MPA programs. Prior to coming to work for the state OSHA, Craig retired as a law enforcement administrator with 30 years of service in Southwest Wyoming.

Tom Trujillo, Workers’ Compensation Safety & Risk Manager, Wyoming Department of Workforce Services

Tom have been working as a safety professional for twenty-five years, twenty-one years in the private sector and four working for Wyoming OSHA Consultation. He has worked as a roustabout in the oilfields where I was a welder’s helper, backhoe operator, and deck hand. He has also worked in the trades as a journeyman plumber. Going forward Tom ended up in production plant where he developed his safety skills and knowledge. General industry was his strong point coming into OSHA. He has since then turned his interest to include oil and gas along with healthcare industries. Tom is currently the Program Manager for the Workers’ Compensation Safety & Risk Division.

Michaela Walker-Hettinger, Nurse Case Manager, Wyoming Department of Workforce Services

Michaela, a Louisiana native relocated to Wyoming and graduated from Casper College in Nursing, and received the Community Service Award in Nursing. University of Wyoming Graduate obtained a BSN from the Fay W. Whitney School of Nursing and recipient of the Making a Difference in Wyoming’s Health Award. Currently enrolled at Loyola University- New Orleans Graduate Nursing Program for Master’s of Science in Nursing-Health Care Systems Management. Invested in Wyoming: Employed with the State of Wyoming Department of Workforce Service, Workers’ Compensation as a Nurse Case Manager for District 5.
Jennifer Wilch, Special Investigations Unit Operations Coordinator, Wyoming Department of Workforce Services

Jennifer has worked for the Wyoming Department of Workforce Services for 6 years. At Workforce Services, Jennifer serves as the Operations Coordinator for the Special Investigations Unit. As the operations coordinator, Jennifer is responsible for day to day case management, coordinating contract investigators, establishing priorities, and being a liaison between claims analysts. Prior to being in the special investigations unit Jennifer was the Workforce Investment Act Monitor. In that position she was a Career Development Facilitator Instructor and taught workforce specific courses along with providing monitoring/technical assistance for multi-million dollar grants and programs. Jennifer earned her bachelor’s degree in Business Administration from the University of Wyoming. She also holds the designation of a Certified Fraud Examiner.

Teresa Wilde, Community Outreach & Resource Planning Specialist, US Department of Labor Wage and Hour Division

Teresa has lived along Utah’s Wasatch Front since 1993. The bulk of her work experience has been in the public sector having held positons in municipal, county, state, and federal government. Teresa worked as a probation and parole officer before accepting a position with the Department of Labor’s Wage & Hour Division as an investigator in 2000. After pursuing an opportunity with the USDA, including outreach and education, civil rights, and operations management, Teresa re-joined the WHD team in 2014. Teresa attended the University of Utah earning a Bachelor’s Degree in Sociology and Criminology and a Master of Public Administration degree.

John Ysebaert, Division Administrator for Office of Workforce Standards and Compliance, Department of Workforce Services

John was appointed the division administrator of the Office of Workforce Standards and Compliance in the Department of Workforce Services in January 2011. He is responsible for OSHA, Workers’ Compensation, Labor Standards and the Employment Tax and Unemployment Appeals Divisions. Prior to that, he was the human resources administrator for DWS. Before joining the department, John was director of human resources at Ivinson Memorial Hospital in Laramie. Prior to joining the Department, he was the Director of Human Resources at Ivinson Memorial Hospital in Laramie. He has also worked as the Human Resources Manager for the University of Wyoming in Laramie. He is also a retired Special Forces “A-Team” Commander. John received his Master of Business Administration and Bachelor of Science in Organizational Communications both from the University of Wyoming. He is certified as a Senior Professional in Human Resources and as a Senior Certified Professional.
Awards

The winners of the Governor’s Safety Awards, the Workforce Awards and the WOGISA Stop Work Authority Awards will be recognized at the Awards Banquet on Wednesday evening.

Safety Awards

- OSHA Prestige Programs
- Wyoming Safety Alliance
- Mining - Large Employer
- Mining - Small Employer
- Mine Site - Large Contractor
- Mine Site - Small Contractor

Stop Work Authority Award

- WOGISA Stop Work Authority

Workforce Award

- Outstanding Business Contribution to the Workforce

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