



**24th Annual Human Resource Conference  
Wednesday, September 16<sup>th</sup>, 2020  
VIRTUAL HR CONFERENCE VIA ZOOM**

- 8:30AM** Welcome by NESHRM President LaNiece Sirois
- 8:35AM - 9:30AM** “LD 369 An Act Authorizing Earned Employee Leave Update”  
**Steven Silver**  
**Ogletree Deakins**
- 9:30AM – 10:30AM** “Recovery to Workforce”  
**Erik Lamoreau**  
**AMHC**
- 10:30PM – 10:45AM** *15 Minute Break*
- 10:45AM – 11:55AM** “COVID-19 Understanding the Crossroads of FFCRA,  
ADA, MHRA, FMLA & Personal Leave”  
**Deb Whitworth**  
**HR Studio Group, LLC**
- 11:55AM – 1:00PM** “Employee Relations & Effective Communications”  
**Terri Swanson**  
**Swanson Consulting & Associates**

**Certificates of Attendance will be provided. Once registered, a ZOOM meeting invitation will be sent to you to ensure session participation is seamless. If you have specific questions you would like addressed, please email them to Jennifer Buckingham at [jbuck@tempoemployment.com](mailto:jbuck@tempoemployment.com)**

---

**RETURN REGISTRATION WITH NON-REFUNDABLE PAYMENT BY SEPT. 7TH**  
**Mail to NESHRM, PO Box 1572, Presque Isle, ME 04769**

---

<b>REGISTRATION FORM</b>	<b>\$20.00/person</b>
<b>ORGANIZATION:</b>	
<b>MAILING ADDRESS:</b>	
<b>PHONE:</b>	
<b>NAME OF ATTENDEE(s):</b>	
<b>EMAIL ADDRESS(s):</b>	
<b>TO PAY ONLINE VISIT <a href="http://neshrm.shrm.org">neshrm.shrm.org</a> &amp; EMAIL THIS REGISTRATION FORM TO:</b>	
<b><a href="mailto:julie.doody@aroostookaging.org">julie.doody@aroostookaging.org</a></b>	



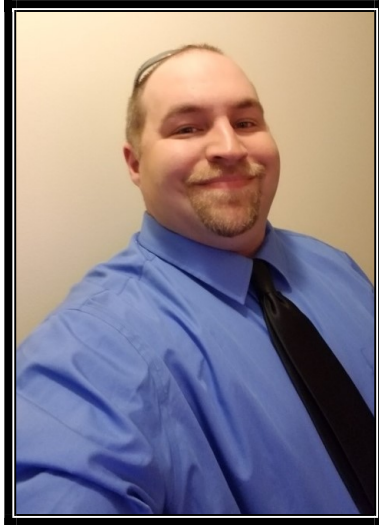
**Steven Silver**  
**Associate**  
**Ogletree Deakins**

Steven Silver is an associate in the Portland, Maine office of Ogletree Deakins. Steve focuses his practice on ERISA litigation, sports and gaming law, and representing employers in federal and state court litigation involving discrimination, harassment, retaliation, and wrongful termination claims. He also represents employers in administrative hearings and counsels employers on a broad spectrum of day-to-day employment matters, including employee discipline, terminations, leaves of absence, and wage and hour issues. In addition, he assists employers in drafting policies, employee handbooks, and employment-related agreements to ensure compliance with local, state, and federal law.

Steve joins Ogletree Deakins from the Portland office of a regional multi-service firm where he litigated numerous ERISA matters and advised clients on various sports law issues including trademarks for a hockey stick manufacturer, compliance for a skins gaming website, and contract negotiation for a sports league management software startup. Prior to moving to Maine, Steve practiced in Philadelphia where he defended premises liability, products liability, trucking, and other civil litigation matters. Steve has tried numerous matters in municipal, state, and federal courts. Steve also served as an arbitrator in the Philadelphia Court of Common Pleas Compulsory Arbitration Center.

Prior to law school, Steve was a sports reporter for the *Tennessean and Las Vegas Sun*. He also served as the radio broadcaster for the ECHL's Las Vegas Wranglers. Steve continues to write with a focus on sports law and athletes' rights. His work has appeared in many national outlets including the *Washington Times*, *Sporting News Magazine*, *Cleveland Plain Dealer*, *Men's Health*, *Vice Sports*, *Huffington Post*, *Above the Law*, and *Deadspin*.

During law school, Steve was president of the Jewish Law Students Association and a member of *Temple Law Review*. He was a summer law clerk to the Hon. Idee C. Fox in the Philadelphia Court of Common Pleas and an intern in the East Coast Hockey League (ECHL) hockey operations department. He is the Maine State Membership Chair for DRI and a member of the Maine State Board of Property Tax Review. Steve is also an adjunct professor of gaming law at the University of Maine School of Law and volunteers as a big brother for Big Brothers Big Sisters of Southern Maine.



**Erik Lamoreau**  
**Peer Recovery Center Manager**  
**AMHC**

Hello, my name is Erik and I am a person in long term recovery. What that means to me is, I haven't found it necessary to use any mind or mood-altering substance since February 20<sup>th</sup>, 2014. In my active addiction I have caused much harm but most of all I harmed myself. I was convicted of felony level charges. I found myself incarcerated multiple times. After 15 years of active addiction I reached a point of desperation. I wanted a new beginning.

Today as a person in recovery, I have achieved many goals. I have found a passion for helping others and work in the field of behavioral health. I was able to return to school where I earned a 3.86 GPA and was elected student of the year for 2019 for Northern Maine Community College, I am the manager of two AMHC substance use peer centers, Aroostook Recovery Center of Hope in Houlton and Roads to Recovery Community Center in Caribou. I sponsor other men in 12-step programs. I am a trained recovery coach supervisor and community naloxone distributor. I am a responsible member of society, a strong advocate in my community for recovery, and a valued member of the workforce. Most importantly I am a dad, son, grandson and husband. I get to be the vision of hope for the next person trying to recover.



**Deb Whitworth, SPHR, SHRM-SCP  
Owner and CEO  
HR Studio Group, LLC**

Deb Whitworth, SPHR, SHRM-SCP is Owner and CEO of HR Studio Group, LLC. In 30 years of human resources management and leadership experience, she has helped a variety of nonprofit and forprofit services and industries build and maintain compliant cultures of excellence. Deb was appointed by the Governor of Maine as Commissioner with the Maine Human Rights Commission in 2011 to complete an unexpired term and reappointed to fill full-five year terms in 2012 and 2017. An outspoken advocate for disability rights, she was pleased to be elected in 2015 to the board of The Cromwell Center for Disabilities Awareness. Named the Maine HR Leader of the Year in 2012, Deb is a frequent presenter on human resources and compliance topics at conferences and business functions, She is also an instructor in the HR Certificate Program at University of Southern Maine, and leads the SHRM-SCP/SHRM-CP Certification Preparatory Course at University of Southern Maine.



**Terri Swanson**  
**Human Resources Consultant**  
**Swanson Consulting & Associates**

Terri Swanson, Human Resources Consultant, is proud to have served as Director of Human Resources at Witham Family Hotels for 8 years, and Director of Volunteer Services and Maine Coast Lifeline at Maine Coast Memorial Hospital for 10 years. She is a long-standing member of SHRM, serves as a board member for Northeastern Workforce Development Board, Maine Children's Alliance and the Ellsworth Chamber of Commerce. Terri resides in Trenton, Maine with her husband, two children and four legged furry friend, Hazel Mae (dog).

People are Terri's passion, and she feels blessed to have spent her professional life working to inspire and grow her teammates and coworkers. She has extensive experience cultivating a healthy company culture and developing employee engagement and morale in the workplace. She places immense value on servant leadership and encourages education and building your people at every opportunity!