

**THURSDAY, MARCH 30**

9:00 – 9:15 a.m.	<b>NAMIC Virtual Event Portal Tutorial</b> Check out an overview of NAMIC's Virtual Event Portal to ensure you can maximize your experience during the virtual Human Resources Summit.
10:00 – 10:55 a.m.	<b>NAMIC Welcome and Keynote Address – Leading the Path Forward: Confidently Navigating 2023's HR Environment</b> After several years of anything but business as usual, organizational leaders were hoping that 2023 might prove to be a quieter year; however, 2023 appears to be continuing in the vein of our “new normal.”  Human resources professionals are facing a variety of conflicting forces and trends, all impacting varied HR programs. Despite the environmental challenges, HR can lead organizations forward to greater success and achievement this year.  This session will provide an overview of key forces and trends impacting HR and share approaches for making the most of these changes and opportunities. This interactive environmental scan will set the stage for the day's breakout sessions, enabling attendees to make the most of their event experience.  <b>Jennifer Loftus</b> National Director Astron Solutions
10:55 – 11:05 a.m.	<b>Break</b>
11:05 – 11:50 a.m.	<b>Comprehensive Succession Planning for Future Success</b> As the insurance industry continues to experience elevated levels of voluntary turnover and an aging workforce, strategic succession planning is more important than ever. However, fewer than half of insurers have succession plans in place for senior leadership roles, and just 26 percent have plans in place for their middle management positions, according to The Jacobson Group's recent Insurance Succession Planning Study.  During this session, Mike Abate, Jacobson's managing director, will discuss the study's results and share insights on the industry's succession readiness as well as considerations for approaching broad and deep succession plan development in the context of today's labor market. By looking beyond the executive ranks, insurers will develop future-proof workforces ready to move their companies forward.  <b>Mike Abate</b> Managing Director The Jacobson Group
11:50 a.m. – 12:00 p.m.	<b>Break</b>
12:00 – 12:45 p.m.	<b>HR Leader Panel Discussion</b> Join us for a panel discussion during which human resources leaders from NAMIC member companies will share how they have been tackling various challenges such as employee experiences, change management, succession planning, and hybrid work environments. Questions will be collected from attendees in advance to help guide the discussion.  <b>Jennifer Loftus, Moderator</b> National Director Astron Solutions  <b>Patrick J. Gagen, SPHR/SHRM-SCP</b> Assistant Vice President, Human Resources Harford Mutual Insurance Group  <b>Casie Grau</b> Senior Talent Manager Ohio Mutual Insurance Group  <b>Sandy Williams, SPHR, SHRM-SCP</b> Vice President, Chief Administrative Officer Mutual of Enumclaw Insurance Company
12:45 – 1:45 p.m.	<b>Lunch Break</b>

**THURSDAY, MARCH 30 CONTINUED**

1:45 – 2:30 p.m.

**Current Human Resources Legal Issues**

This session will discuss a variety of timely human resources legal issues such as wage-and-hour issues, employee classifications – employee vs. independent contractor, the permanent impact of remote work, and the increase in employee assistance services that address mental health and other issues. It will also discuss changes on the horizon, their potential impacts on employees, and how to start preparing for them.

**Janica Pierce Tucker**

Partner in Charge  
Taft Stettinius & Hollister LLP

2:30 – 2:40 p.m.

**Break**

2:40 – 3:30 p.m.

**Employee Engagement – Real-World Examples From NAMIC Members and Closing Comments**

Join this session to hear NAMIC members share real-world examples of trainings, initiatives, and policies they have implemented to achieve success in employee engagement in a competitive job market.

**John Halquist**

Director of Training and Communications  
Hastings Mutual Insurance Company

**Sarah R. Jarvis, Esq.**

Vice President and General Counsel  
Union Mutual

**Suellen Walls**

Human Resources Manager  
Everett Cash Mutual Insurance Group

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