

2025 FALL HR SEMINAR

SEPTEMBER 9 | OKC

OBA MEMBERS: REGISTER ONLINE AT WWW.OBA.COM.

Earlybird fee by August 26: \$290

Regular fee after August 26: \$300

Non-members: \$600

The fee includes instruction, materials, breaks and lunch.

Cancellation requests must be made in writing and be received by August 26 to receive a full refund. A 50-percent refund will be given on all cancellations received by September 2. No refunds will be given on requests received after September 2; however, substitutions may be made.

BANK/CO. _____

PHONE _____

FAX _____

P.O. BOX _____ CITY _____

ZIP _____

NAME _____

TITLE _____

EMAIL _____

CELL PHONE _____

NAME _____

TITLE _____

EMAIL _____

CELL PHONE _____

PAY BY CREDIT CARD:

For security reasons, please e-mail your registration form and credit card information to:

secure e-mail: secure@oba.com

BILL TO ☐ VISA ☐ MASTERCARD ☐ AMEX ☐ DISCOVER

CARDHOLDER NAME _____

CARD # _____

EXPIRATION DATE _____ CVC# _____

SIGNATURE _____

PAY BY CHECK:

Mail this form with payment to:

Oklahoma Bankers Association

P.O. Box 960173

Oklahoma City, OK 73196-0173

SCHEDULE

8:30 a.m. Registration

9 a.m. to 3 p.m. Program

LOCATION

Harris Event Center at the OBA

643 N.E. 41st St., Oklahoma City

405-424-5252

ACCOMMODATIONS

Oklahoma City
Residence Inn Bricktown

400 E. Reno Ave.

Oklahoma City, OK 73104

405-601-1700 Option 0

for rate of \$122,

Free breakfast, Self parking \$18/day.

Embassy Suites, OKC Medical Center

741 N Phillips Ave

405-239-3900

Ask for the OBA business rate of \$152

Made to order breakfast, Self parking \$14/day

** All Hotel Rates are Subject to Change*

QUESTIONS?

Call Nancy, Debbie or Janis at the OBA for further information at 405-424-5252, or email Janis at janis@oba.com.

If you have a disability that may impact your participation in this event, please forward a statement regarding any special needs to the OBA. We will contact you to discuss accommodations.



2025 Fall Human Resources Seminar



SEPTEMBER 9 | OBA
HARRIS EVENT CENTER OKC



COURSE DESCRIPTION

We want to kick-off this seminar by setting the HR Playbook for changes that happened in early 2025 with legal changes and pending changes for 2025 and 2026. First, we must understand that our workplace has changed and continues to change. We will explore some of the changes in 2025 which have added a lot of confusion to HR. Understanding and getting thru this maze will help us get thru more changes.

Finally, we will end the day with a review with JEOPARDY to see what you learned during the seminar.

SEMINAR OBJECTIVES

1. Updates on new and pending federal and state legislation for 2025 and 2026. Through discussions and scenarios, you will be given the opportunity to ask questions and voice your opinions about the subjects we discuss. We want you to share your challenges and ideas with the group.
2. Each participant will receive a binder with the seminar materials and references.
3. TCC will provide additional materials for you to use in your daily processes.

REGISTRATION

To qualify for the early bird fee of \$290, you must register by 8/26/25. The fee after 8/26/25 is \$300. Non-member fee is \$600. The fee is per person; instruction, materials, breaks and lunch are provided.

WHO SHOULD ATTEND

This seminar is targeted for professionals, supervisors, managers and officers who have human resources responsibilities.

TOPICS

Know the Rules: Navigating Employment Law Like a Pro:

- DOL
- FLSA
- EEOC
- OFCCP – Federal Contractor Updates
- Oklahoma State Updates
- AI in the Workplace
- Legal Trends for 2025
- Changing Trends in Banking Industry
- Best Practices 2025-2026
- Top HR Challenges 2025-2026

Hot Topics

- Offense: Recruiting – Scouting the Talent: Drafting the Best Candidate (Recruitment)
- Defense: Employee Relations and Risk Management
 - Preventing Penalties – Handling Complaints & Conflicts Effectively
 - Guarding the Goal Line: Avoiding Retaliation and Legal Risks
- Special Teams – DEI
 - Game- Changing Moves: Changes in DEI and Affirmative Action
 - Special Plays: Building and Keeping Culture
- The Coach's Corner: Leadership & Development – Open Discussion
- Half-time – Well-being and Work-Life Balance
 - Preventing Burnout: Flex schedules, Hybrid, Remote – Open Discussion
 - Timeouts and Recovery: Supporting Mental Health
- Review the Film : Analyzing the stats – JEOPARDY Game

SPEAKERS

VICKI L. WORSTER, Human Resource & Affirmative Action Consultant at Total Compliance Connection LLC (TCC) in Oklahoma City, Oklahoma with over 40 years' experience in Human Resources. Vicki joined TCC in February 2002, after working as a Human Resources Director for over nineteen years with federal contractors in the San Diego, California, and Oklahoma City, Oklahoma areas. As an Affirmative Action Consultant with TCC, Vicki provides support to employers with federal contracts and banking institutions in developing and implementing Affirmative Action Programs. Vicki also plays an active role in the Human Resource Practice where, as a Human Resource Consultant, she provides assistance to a growing number of companies in regard to their human resource and compliance needs.

Bridget Gatewood graduated from Southwestern Oklahoma State University with a degree in Business Administration. She spent seven years in the insurance industry before joining Total Compliance Connection in November 2000, where she has served as an HR Consultant, bringing over two decades of experience in human resources and regulatory compliance.

Theresa Karns has been an HR and Affirmative Action Consultant for TCC for 9 years, with over 12 years of experience in the Human Resource field and specializing in Affirmative Action Planning and government reporting, including significant work with clients in the banking and financial services industry. Before she began working with TCC, she worked in the Oil and Gas industry as an HR generalist. She is passionate about helping her clients and organizations create fair, transparent and legally compliant environments where employees and businesses can thrive.

Sarah Brown holds a bachelor's degree in business from the University of Central Oklahoma. With 17 years of experience in the banking industry, she has led the human resources department at small community banks in central Oklahoma. In September 2024, Sarah joined Total Compliance Connection as an HR Consultant, where she focuses on banking clients, employee relations, training, and special projects. She earned her SHRM-SCP certification in 2018 and is a proud graduate of Graduate School of Banking Human Resources School in Wisconsin, which she attended in 2017 as a recipient of the OBA scholarship.