

## 35TH ANNUAL NATIONAL UI ISSUES CONFERENCE

UI INTEGRITY, PROGRAM REFORM  
AND REEMPLOYMENT

JUNE 22-24, 2016  
CROWNE PLAZA  
DOWNTOWN HOTEL  
KANSAS CITY, MO

**WEDNESDAY**  
**JUNE 22, 2016**

9 a.m. - 5 p.m.	Registration
9:30 - 11:30 a.m.	UI 101 Pre-Conference Workshop (Optional)
1 - 1:15 p.m.	Welcome
1:15 - 2:15 p.m.	Review of the Economy and Impact on Unemployment
2:15 - 3:15 p.m.	National Unemployment Insurance Program Update
3:15 - 3:30 p.m.	Break
3:30 - 4:30 p.m.	National Unemployment Insurance Legislative Update
4:30 - 5:30 p.m.	How to Improve State UI Trust Fund Solvency Before the Next Recession
6 - 8 p.m.	Reception

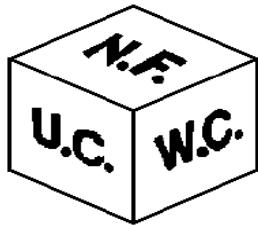
**THURSDAY**  
**JUNE 23, 2016**

7:00 - 8 a.m.	Breakfast
8 a.m. - 5 p.m.	Registration
8 a.m. - 5 p.m.	Exhibits Open
8 - 9 a.m.	UI Automated System Developments and Impacts on Employers
9 - 10 a.m. (Attendee's Choice)	- State and Federal Employer Tax Status and Liability Issues, Including Professional Employer Organization Issues - Best Practices in Pursuing Fraud and Criminal Prosecution in UI
10 - 10:15 a.m.	Break
10:15 - 11:15 a.m. (Attendee's Choice)	- Best Practices in UI Claims Management and UI Appeals Representation - Drug Testing and UI Eligibility; Impact on Employers, Claimants and States
11:15 a.m. - 12:15 p.m. (Attendee's Choice)	- Best Reemployment Eligibility Assessments (REA) and Reemployment Services - Detecting Identity Theft and Fraud and Avoiding Overpayments
12:15 - 2:15 p.m.	Lunch and Awards Program - <i>Lunch, Sponsors and Exhibitors, and Recognition Awards Presentations</i>
2:30 - 3:30 p.m. (Attendee's Choice)	- Work Search Requirements that Really Make a Difference - Shared Work and Short Time Compensation Options for Employers
3:30 - 3:45 p.m.	Break
3:45 - 5 p.m. (Attendee's Choice)	- Federal Conformity Roundtable and How to Educate Elected Officials - WIOA Impact on UI and New Wage Reporting Requirements
6 - 9 p.m.	Reception

**FRIDAY**  
**JUNE 24, 2016**

8 - 9 a.m.	Breakfast
8 - 12 Noon	Exhibits Open
9 - 10 a.m. (Attendee's Choice)	- Employer Sanctions for Failure to Respond to Requests for Information - Integrity Best Practices, Benefit Overpayment Recovery and Collection
10 - 10:15 a.m.	Break
10:15 - 11:45 a.m.	Employer/Administrator/ Worker Advocate Roundtable
11:45 a.m. - Noon	Closing Remarks

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT



June 22, 2016

On behalf of the National Foundation for Unemployment Compensation and Workers' Compensation, permit me to extend a warm welcome to the 35th Annual National UI Issues Conference. You're in good company, and in the right place at the right time.

The Foundation Trustees would like to express our gratitude to UWC members and conference participants for their outstanding contributions in research, public policy advocacy, and promoting integrity and the ongoing health of the UI system:

- For the significant time and effort of the many experts with us here today, who put forth their analyses and recommendations on the key issues facing UI stakeholders;
- For the dedicated work of the UI Topics Task Force that develops the agenda each year; this year focusing on UI Integrity, Program Reform and Reemployment;
- For the presence and active participation from state and federal public officials.

As the only national association representing the interests of the business community on unemployment insurance (UI) issues, UWC serves a foundational role in protecting and enhancing the UI program. This conference has become a critical annual event in the ongoing evolution of the UI system, by promoting productive dialogue between the stakeholders, administrative best practices, integrity, reemployment and long term solvency of the program.

The Foundation is proud to serve as host, and is committed to continuing both the annual conference and our efforts to provide research and forums for dialogue in support of the UI program.

Again, welcome, and thank you for your interest and participation. Enjoy your time in Kansas City!

A handwritten signature in black ink, appearing to read "Pete Isberg".

Pete Isberg  
Chairman, Board of Trustees

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Sponsor Acknowledgements

The National Foundation for Unemployment Compensation and Workers' Compensation is pleased to recognize leading employers, state workforce agencies, employer organizations, and service providers in the Unemployment Insurance industry.

We thank the following sponsors for their generous contributions!

Proud Sponsors of the 35<sup>th</sup> Annual National UI Issues Conference

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# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Conference Certification

### HR Certification Institute® (HRCI®)

This activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval: 14.75 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of the activity ID number on your recertification application form.



### APA Approved Provider

Attendees can receive 14.5 credits from the American Payroll Association.



## Conference Agenda

**Wednesday, June 22, 2016**

9:00 am to 5:00 pm      **Registration**

9:00 am to 5:30 pm      **Exhibits Open**  
Salon D  
28<sup>th</sup> Floor

9:30 am to 11:30 am      **UI 101 Basics**  
Salon B  
Lower Level      **Dr. Jim Van Erden, Senior Policy Advisor, National Association of State Workforce Agencies (NASWA)**

The workshop is designed to provide individuals who are new to unemployment insurance with a basic understanding of the federal/state unemployment insurance system; who pays, who benefits, what is the federal and state balance and how is the program administered. The workshop also serves as a refresher to UI professionals in advance of the broader conference agenda.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

1:00 pm to 1:15 pm  
Starlight Ballroom  
28<sup>th</sup> Floor

## Welcome

**Lana Gordon**, *Secretary, Kansas Department of Labor*  
**Chris Miller**, Acting Director, Division of Employment Security, *Missouri Department of Labor and Industrial Relations*

1:15 pm to 2:15 pm  
Starlight Ballroom  
28th Floor

## Review of the Economy and Impact on Unemployment

**Jonathan Willis**, *Vice President and Economist*  
*Federal Reserve Bank of Kansas City*

The Kansas City Federal Reserve representative will review the state of the economy with particular reference to the impact on employment and unemployment. What policy direction is the Federal Reserve taking on interest rates? When should we expect the next recession? What will it mean for unemployment and employers?

2:15 pm to 3:15 pm  
Starlight Ballroom  
28<sup>th</sup> Floor

## National Unemployment Insurance Program Update

**Gay Gilbert**, *Administrator, Office of Unemployment Insurance, Employment and Training Administration, U.S. Department of Labor*

The Federal/State Unemployment Insurance program was tested during the great recession and is managing significantly lower unemployment claims loads while there remains a significant number of long-term unemployed and underemployed. At the same time, there is the prospect of an economic downturn that may result in increased unemployment. Ms. Gilbert will review the status of the Unemployment Insurance program from a national perspective with respect to trends in unemployment taxes and benefits, state UI agency performance, the President's budget proposal, and policy issues of significance.

3:15 pm to 3:30 pm

## Break – Sponsored by LexisNexis

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

3:30 pm to 4:30 pm  
Starlight Ballroom  
28<sup>th</sup> floor

**National Unemployment Insurance Legislative Update**  
**Doug Holmes, President, UWC – Strategic Services on Unemployment & Workers' Compensation**  
**Eric Stafford, Vice President of Public Affairs, Kansas Chamber of Commerce**  
**The Honorable Missouri State Senator Will Kraus**

As the economy has improved and unemployment rates have trended down, legislative activity has begun to focus on long term program improvements and to prepare for the next recession. Mr. Holmes will review federal and state legislative enactments and initiatives of significance in 2015, and legislation currently being considered, as well as issues arising from implementation of legislation enacted in recent years to address integrity, drug testing, unemployment trust fund solvency, and the delivery of workforce services for claimants and employers. A Kansas business leader and a legislator from Missouri who led UI legislative reform measures will review the legislative efforts and discuss the effect of reforms moving forward.

4:30 pm to 5:30 pm

Starlight Ballroom  
28<sup>th</sup> Floor

**How to Improve State UI Trust Fund Solvency Before the Next Recession**

**Dr. Wayne Vroman, Economist, the Urban Institute**  
**Stephen W. Carter, Assistant Director, Government Relations Tax, Equifax Workforce Solutions**

The panelists will review the status of federal and state unemployment trust fund accounts, solvency measures used in response to the 2008 recession and suggestions in addressing solvency in advance of the next recession.

6:00 pm to 8:00 pm  
Salon D  
28<sup>th</sup> Floor

**Reception**  
**Sponsors: Bluewolf – an IBM Company, Equifax Workforce Solutions and Fast Enterprises**

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**Thursday, June 23, 2016**

7:00 am to 8:00 am Starlight Ballroom 28 <sup>th</sup> Floor	<b>Breakfast – Sponsored by OnPoint Technology</b>
8:00 am to 5:00 pm	<b>Registration</b>
8:00 am to 5:00 pm Salon D 28 <sup>th</sup> Floor	<b>Exhibits Open</b>
8:00 am to 9:00 am Salon A Lower Level	<b>UI Automated System Developments and Impacts on Employers</b> <i>Jerry Pectol, SIDES Director, National Association of State Workforce Agencies</i> <i>Dale Smith, Deputy Executive Director, Mississippi Department of Employment Security</i> <i>William Rudnick, Government Relations Manager, Equifax Workforce Solutions</i>
	The administration of unemployment insurance has become increasingly automated, with the implementation of SIDES and state automated systems that impact administrative costs as well as employers and claimants. The panel will review the status of SIDES implementation, multi-state and state automated systems projects, the need for full SSNs in administration of the program and impacts on customers.
9:00 am to 10:00 am Salon A Lower Level	<b>State and Federal Employer Tax Status and Liability Issues, including Professional Employer Organization Issues</b> <i>Charles Ross, Deputy Director, Texas Workforce Commission</i> <i>Daniel A. Harris, Senior Director, State Government Affairs, National Association of Professional Employer Organizations</i> Recent federal legislation and US DOL policy has focused on misclassification issues and provided new authority under which certified professional employer organizations may be recognized as employers for FICA and FUTA purposes. The workshop will review the latest federal developments, the impact on employers and state UI status and liability issues in determining who the employer is and state and federal unemployment tax implications.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

9:00 am to 10:00 am      **Best Practices in Pursuing Fraud and Criminal Prosecution in UI**

Salon C      *Brad Burke, Chief Counsel, Kansas Department of Labor*

Lower Level      *Ken Massey, Chief Investigator, Kansas Department of Labor*

*Sean P. Kilcoyne, Assistant Special Agent in Charge, Office of Labor*

*Racketeering and Fraud, United States Department of Labor*

The recent focus on improving UI trust fund integrity and identifying fraud has resulted in a greater need to review best practices in criminal prosecution in cases of UI fraud. The workshop conducted by state agency investigators and the Inspector General for the US Department of Labor will review best practices.

10:00 am to 10:15 am      **Break – Sponsored by LexisNexis**

Foyer between Salon A & C

Lower Level

10:15 am to 11:15 am      **Drug Testing and UI eligibility; Impact on Employers, Claimants and States**

Salon A      *Tony Fiore, Attorney at Law, Kegler Hill Brown & Ritter*

Lower Level      *Phil Spesshardt, Branch Manager, UI Operations, Colorado Division of Unemployment Insurance, Colorado Department of Labor and Employment*

Many states have passed constitutional amendments and/or legislation addressing the use of marijuana for recreational and/or medical purposes, impacting employer policies concerning drug testing and the conditions of employment. Case law has emerged in a number of states to address the issue. Federal and state unemployment insurance laws have been developed to address whether the use of controlled substances or presence of controlled substances in the system of an employee may result in termination. Drug testing may also result in the disqualification of applicants from establishing benefit rights and/or denial of claimants who may not be able to work and available to work to claim weekly unemployment compensation. The workshop will review the current status of federal and state law and recent developments of note.

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

10:15 am to 11:15 am **Best Practices in UI Claims Management and UI Appeals Representation**  
Salon C **Steve Bell, Employers Edge**  
Lower Level

UI claims management and appeals has evolved with greater use of electronic systems to track claims determinations and increased use of telephone hearings. This workshop will review the best practices in the changing claims adjudication environment.

**11:15 am to 12:15 pm** **Detecting Identity Theft and Fraud and Avoiding Overpayments**  
Salon A **Neil Mac Vicar, Vice President/Attorney, Michigan Health and Hospital Association Unemployment Compensation Program**  
Lower Level **Theresia Lesueur, Montana Schools Unemployment Insurance Program**

Employers and their representatives managing unemployment compensation claims have increasingly encountered benefit applications and charges for benefits due to identity theft. The workshop will review the impact of identity theft and fraud from the point of view of employers managing UI claims and describe responses to identify and avoid fraud and identity theft.

11:15 am to 12:15 pm	<b>Best Reemployment Eligibility Assessments (REA) and Reemployment Services</b>
Salon C	<i>John Albin, Commissioner, Nebraska Department of Labor</i>
Lower Level	<i>Jeff Rhodes, Senior UI Analyst, Tax and Benefits, Geographic Solutions</i>

It has been recognized for some time that effective administration of eligibility assessments and reemployment services can result in reduced duration of unemployment compensation and faster and more effective reemployment of claimants. This workshop will describe best practices and review the improvements being made in Nebraska and Louisiana.

12:15 pm to 2:15 pm	<b>Lunch and Awards Program</b>
Starlight Ballroom	Two Minute Drill for Sponsors and Exhibitors
28 <sup>th</sup> Floor	Recognition Awards



# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

2:30 pm to 3:30 pm

Salon A

Lower Level

## **Work Search Requirements That Really Make a Difference**

**John Courtney, President, American Institute for Full Employment Innovations**

**Bruce Palzkill, Deputy Administrator, Wisconsin Department of Workforce Development, Division of Employment and Training**

In many states, UI work search requirements are seen as ineffective by employers, claimants and even state staff often due to: 1) the effort and type of required work search activities, 2) the low number of claimant activities that are verified by the state and 3) the lack of enforcement for those who violate the requirements. In 2012 Congress enacted legislation requiring that claimants be actively seeking work as a condition of being paid unemployment compensation. There is a new movement of work search requirements and support that is both engaging and empowering claimants to return to work with better results. Learn about best practices and recent innovations that have been successful in reducing the duration of unemployment and increasing employment.

2:30 pm to 3:30 pm

Salon C

Lower Level

## **Shared Work and Short-Time Compensation Options for Employers**

**Amber Fink, Chief of Benefits, Missouri Division of Employment Security**

**Delores Rose, Shared Work Coordinator, Missouri Division of Employment Security**

**Ken McAninch, Director of Human Resources, Swisher Acquisition, Inc.**

In 2012 Congress enacted specific authority under which states may provide the option of permitting employers to adopt work-sharing (short-time compensation) plans that enable employers in lieu of lay-offs to reduce the number of hours of work for individuals. The legislation also provided states with authority to provide for payment of pro-rata weekly unemployment compensation. The workshop will review the program in Missouri.

3:30 pm to 3:45 pm

Foyer between Salon A & C

Lower Level

## **Break – Sponsored by LexisNexis**

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

3:45 pm to 5:00 pm  
Salon A  
Lower Level

**Federal Conformity Roundtable and How to Educate Elected Officials**  
**Brett Flachsbarth, Kansas Department of Labor**  
**Justin McFarland, Kansas Department of Labor**  
**Tracy King, Director of Taxation and Fiscal Affairs, Missouri Chamber of Commerce**

State legislatures in many states have taken significant steps to reform state UI law and administration. In many cases state legislative proposals that have seemed to reasonably address benefit eligibility, use of trust fund dollars and/or computation of state tax rates have raised conformity issues with the Social Security Act and the Internal Revenue Code as interpreted by the US Department of Labor. The panel will review recent issues and describe the process of educating state legislatures and policy makers about federal issues and potential resolutions.

3:45 pm to 5:00 pm  
Salon C  
Lower Level

**WIOA Impact on UI and New Wage Reporting Requirements**  
**Tom Crowley, Unemployment Insurance Tax Chief, ADP**  
**Joe Mueller, Chief Legal Counsel, Illinois Department of Employment Security**

The Workforce Innovation and Opportunity Act of 2014 included provisions under which state unemployment insurance and employment services would be more specifically part of WIOA planning and program delivery. Wage information collected through the UI program from quarterly wage reports from employers was identified as a source of information to be used in broader WIOA program evaluation. The panel will discuss the WIOA provisions impacting unemployment insurance as well as the definition and use of wage information for evaluation and integrity of other programs.

6:00 pm to 9:00 pm  
**Reception at World War I Museum**  
**Sponsors: Bluewolf – an IBM Company, Equifax Workforce Solutions and Fast Enterprises**

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**Friday, June 24, 2016**

8:00 am to 9:00 am      **Breakfast – Sponsored by OnPoint Technology**  
Starlight Ballroom  
28<sup>th</sup> Floor

8:00 am to 12 Noon      **Exhibits Open**  
Salon D  
28<sup>th</sup> Floor

9:00 am to 10:00 am      **Employer Sanctions for Failing to Respond to Requests for Information**  
Starlight Ballroom  
28<sup>th</sup> Floor  
**Rich Siegel, President, Unemployment Tax Management Corporation**  
**James Weant, Government Relations Manager, Equifax Workforce Solutions**  
**Charles Ross, Deputy Director, Texas Workforce Commission**

As part of the Trade Adjustment Assistance Extension Act of 2011 Congress enacted a provision which requires states to adopt state laws under which employers would be prohibited from receiving relief from charges to their accounts for erroneous payments of unemployment compensation if the employers or their representatives caused erroneous payment of unemployment compensation and had a pattern of failing to respond to requests for information from the state agency administering the state UI law. State laws differ and the administrative burden and impact on employers and their representatives has varied considerably. The panel will review the federal requirement as well as specific state laws and administrative practices which have presented challenges for employers and their representatives and suggest solutions for consideration.

9:00 are to 10:00 am      **Integrity Best Practices, Benefit Overpayment Recovery and Collection**  
Salon C  
Lower Level  
**Dr. Jim Van Erden, Senior Policy Advisor, NASWA**  
**Joy Forehand, New Mexico Department of Workforce Solutions**  
**David Martin, On Point Technology**

The integrity of the Federal/State UI system has come under increased scrutiny because of state unemployment trust fund insolvency, high erroneous payment rates, fraud and lack of priority and resources to address integrity. US DOL and individual states and employers have responded with improved systems to identify and avoid overpayments and fraud. The panel will review the latest innovations being developed and state best practices to address integrity, avoid erroneous payments and collect overpayments.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

10:00 am to 10:15 am **Break – Sponsored by LexisNexis**

Foyer between Salon A & C

Lower Level

10:15 am to 11:45 am **Employer/Administrator/ Worker Advocate Roundtable**

Starlight Ballroom  
28<sup>th</sup> Floor

**Doug Holmes**, President, UWC – Strategic Services on Unemployment & Workers' Compensation

**Scott Sanders**, Executive Director, National Association of State Workforce Agencies (NASWA)

**Gary Elliott**, Business Manager, Eastern Missouri Laborers' District Council

**Cortney Xiong**, Program Manager, Cerner Corporation

The solvency of the UI system continues to lag in many states, there continues to be insufficient resources to pay benefits in the event of another recession, and resources remain limited to assist claimants or employers in the public labor exchange. This round table will review the current status of the system, issues on the horizon, and solutions to solvency, and the matching of unemployed workers with employment.

11:45 am to 12:00 pm **Closing Remarks**

Starlight Ballroom  
28<sup>th</sup> Floor

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## 2016 Award Recipients

Each year UWC accepts nominations for awards to individuals who have made outstanding contributions in research, public policy, UI system integrity and contributions to UWC. A Recognition Awards committee reviews nominations and selects individuals for recognition at the annual National UI Issues Conference.

**The J. Eldred Hill, Jr., Award:** This award is named after J. Eldred Hill, Jr., former president of UWC (then UBA), and is given to an individual for excellence in the public policy arena in service to the employer community.

**The UI Integrity Award:** This award is given to an individual who has demonstrated commitment to preserving the integrity of the unemployment system.

**The Father Becker Award:** This award is named for the late Father Joseph Becker, a pioneer and scholar in the development of the Unemployment Insurance system. The award is given to an individual who has made major contributions to unemployment insurance research.

In 2016 we received many nominations of individuals deserving of recognition.

This year, UWC and the NFUCWC recognize two individuals to receive the J. Eldred Hill Award, one to receive the UI Integrity Award, and one to receive the Father Becker Award.

Please join me in congratulating these outstanding individuals.

Sincerely,



Douglas J. Holmes  
President

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## J. Eldred Hill, Jr. Award

Nebraska Governor Pete Ricketts is truly deserving of the J. Eldred Hill, Jr., Award for excellence in the public policy arena in service to the employer community. Governor Ricketts has made transforming Nebraska's unemployment insurance system into a re-employment system a point of emphasis in his administration. With Nebraska having consistently one of the lowest unemployment rates in the nation, accelerating workers' return to employment is a vital part of connecting job creators with talent across Nebraska.

The first in the nation program leverages cutting edge software that requires jobseekers filing for unemployment to register for work and post a searchable resume in NEworks, the Nebraska employment services system, *before* they can file an unemployment claim. Employers can then search posted resumes for a particular skill inventory, find resumes of individuals with the right experience, and/or utilize a Virtual Recruiter tool and proactively reach out to potential applicants.

NEworks provides program participants and all registered users with access to employment tools and resources, such as a resume builder, a messaging center to communicate with employers and workforce staff, free online learning resources, job search options including the virtual recruiter to identify personalized employment opportunities, and access to their individual employment plan.

The reemployment program is unique in that *all* jobseekers who receive unemployment benefits are required to enroll in an individualized reemployment plan to remain eligible for benefits unless they are only on temporary layoff from their regular employer. Department of Labor staff help program participants identify goals and objectives and determine the appropriate combination of services for the participant to meet their employment goals. These plans are designed to help engage the individuals and provide them with a clear understanding of where they are going in terms of finding new employment.

Governor Ricketts takes every opportunity to promote the reemployment program. He tirelessly promotes the program as he speaks throughout the state and recognized one of its participants during his State of the State address. The Governor even made time in his schedule to appear in a video for the program's orientation session. It is remarkable that a Governor would take such a personal interest in the development and implementation of a state system that makes a strong connection between all unemployed workers and reemployment. Employers and unemployed workers in Nebraska have benefitted from Governor Ricketts' leadership, and it is our honor to recognize Governor Ricketts with the J. Eldred Hill, Jr. Award for excellence in public policy and service to the employer community.



# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## J. Eldred Hill, Jr. Award

Indiana State Representative Dan Leonard has served Indiana as a leader in addressing Unemployment Insurance Legislation in the challenging times since the Great Recession. Indiana was one of the states that were most impacted by the recession.

Representative Leonard has been the driving legislative force behind major changes in Indiana's Unemployment Compensation Act. His efforts have resulted in a total change in the funding mechanisms, coupled with the enactment of additional qualification and eligibility controls, which have resulted in Indiana recovering from a \$2 billion trust fund deficit to a positive balance with projections indicating fund adequacy within the next two years.

In 2009, Indiana enacted a recovery bill with major tax increases during the depths of the trust fund deficit. The following year, Rep. Leonard authored legislation which resulted in an additional 10-year savings of \$3.9 billion for employers.

In 2015, Rep. Leonard worked out an early repayment of Indiana's remaining trust fund debt, saving Hoosier employers \$397 million by extinguishing the impact of the loss of FUTA offset without the need to enact legislation.

Dan Leonard is a small business owner who pays the UI tax. He understands the subject and the legislative process. He quietly influences outcomes time after time. His example is one worth following nationally. He is calmly committed to improvement of the Indiana UI Act and Indiana's economic success. Rep. Dan Leonard's leadership has brought Indiana from disaster to being on the brink of complete recovery, and he sets the stage for future improvement.

Indiana would not have found its way through the minefield of insolvency without Dan Leonard's leadership and ability to craft specific legislation. Neither would Indiana be on the threshold of returning its UI trust fund to solvency without Rep. Leonard's insistence. The Indiana business community and its legislature look to Dan Leonard to handle UI issues, and he does so effectively and efficiently.

We are pleased to recognize Representative Dan Leonard with the J. Eldred Hill Award for excellence in public policy and service to the employer community.



# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## UI Integrity Award

Over 25 years ago Mike Lorsbach left the Illinois Department of Employment Security to start On Point Technology. Starting up a company to address UI Integrity issues was difficult, but Mike recognized the need for new solutions to detect fraud and to prevent fraud. Over the years the mission of the company and his determination have been constant, to provide the United States Unemployment Insurance Community with the highest quality, most effective technology services and software applications.

Mike's accomplishments in his 25 years of service to the UI community include:

- Technology solutions to stop fraud and collect past due debt in 21 State Workforce Agencies (SWA). On Point has a 100% success rate in deployment of those systems.
- Testimony on UI integrity issues before Congress.
- Development of a solution to prevent identity theft, fictitious employer and third party organized fraud schemes. In one state alone in 2015, these solutions prevented over \$50 million in payments that would otherwise be directly charged to employers and the state trust fund.
- Establishing On Point Technology as a leading solution provider to UI agencies (per a 2015 survey of SWAs published by NASWA and the Integrity Center of Excellence).
- The development of the online real-time GUIDE benefit payment system, with an unbroken record of more than 16 years having never missed a night's processing and payment of benefits.
- Development of products which have, over the length of Mike's career in UI, recaptured over \$4 billion in improper payments for state agencies, saving employers large amounts in direct charges and pooled costs.
- Support for UWC in the development of policy and sponsoring the National UI Issues conference hosted by UWC's National Foundation for Unemployment Compensation and Workers' Compensation.

Mike has been a national leader for UI Integrity for decades, and it is only fitting that we recognize him with the UI Integrity Award.



# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Father Becker Award

Dr. James Van Erden has had a profound positive impact on the Federal/State Unemployment Insurance System as a researcher, in policy development and in UI program administration. His career spans economic expansions and recessions over decades.

Jim has served as a Trustee of the National Foundation for Unemployment Compensation and Workers' Compensation for more than 20 years. He is the go-to expert who develops and provides training about unemployment insurance in a number of settings, including UI Issues conferences.

He has dedicated his career to the improvement of the workforce system. Jim's public service began after he received his Ph.D. from the University of Utah and taught economics at Weber State College. From 1975 to 1987, Jim served as an Economist, Actuary and Chief Actuary for the U.S. Department of Labor (DOL) in the Office of Unemployment Insurance. Jim's contributions during this time included developing the national UI Quality Control System and the first computerized simulation models to provide estimates for UI program data.

Jim has worked with the National Association of State Workforce Agencies as Senior Policy Advisor since 2011 where he has led major projects and research on UI and workforce programs. He is the lead behind NASWA research that is used by UWC, Congress, the Department of Labor, and state leaders. He has been the main force behind the Integrity Center of Excellence.

Jim's work with NASWA on an annual report on the state supplementation of administrative funding for UI and an annual state survey reviewing UI taxes provides everyone in the field with invaluable information.

Dr. Van Erden's contribution to scholarship and research for the Unemployment Insurance system place him among the most profound contributors to research and policy development in the history of the UI program.

We are pleased to have the opportunity to recognize Dr. James Van Erden with the Father Becker Award for his major contributions to UI Research.



# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Speaker Biographies

### John H. Albin

Nebraska Department of Labor



John H. Albin, a native of Humboldt, Nebraska, was appointed as Commissioner of Labor by Governor Pete Ricketts in January 2015. Prior to becoming Commissioner, Albin served as the Acting Commissioner and General Counsel to the Nebraska Department of Labor. He received his Juris Doctorate from the University of Nebraska, College of Law and was admitted to practice in 1979.

Albin joined the Department of Labor as an administrative law judge in 1990, moved to the Legal Division in 1993 and became General Counsel in 2000. In October 2014, he received the Legal Award of Merit from the National Association of State Workforce Agencies for contributions to the unemployment insurance program. Prior to joining the Department of Labor, he was in private practice. Albin is a member of the Nebraska Bar Association.

### Steve Bell

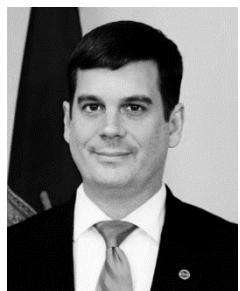
Employers Edge



Steve Bell is one of the founding partners of Employers Edge, and focuses primarily on the operations and general management of the firm. Employers Edge was founded in 2006, and provides unemployment cost control services, employment and income verification services, and electronic I-9 services to companies nationwide.

### Brad Burke

Kansas Department of Labor



Brad Burke has been an attorney in Kansas since 2001 and is a member of the Kansas Bar, the U.S. District Court – District of Kansas and the U.S. Supreme Court Bar. Brad is Deputy Secretary and Chief Attorney for the Kansas Department of Labor. He serves on the Kansas Human Trafficking Advisory Board and as an ex-officio member of the Kansas Commission on Disability Concerns. Brad was previously Chief Attorney for the Kansas Juvenile Justice Authority and he has been a prosecutor in Douglas County, Johnson County and with the Kansas Attorney General's Office. Brad is also an adjunct professor at Baker University.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**Stephen W. Carter**  
Equifax Workforce Solutions



Steve is the Assistant Director for Government Relations in the tax area. In that role, he consults with state and federal agencies in the area of payroll taxation including unemployment insurance. He also consults with larger clients and employer advocacy groups concerning the development of policy, regulatory and legislative solutions.

He is a frequent speaker in this area including quarterly webcasts for EWS clients, UWC, and other employer associations including the American Staffing Association. He has taught at Michigan State University's School of Industrial Relations and has authored several articles. His background includes appointive roles with the Michigan Employment Security Board of Review, and the Missouri State Unemployment Advisory Council. He currently serves on the UI Task Force for the American Payroll Association.

**John Courtney**  
American Institute for Full Employment



John is the President of the American Institute for Full Employment, a nonprofit think tank that develops best practice reemployment programs and consults with state government workforce agencies. There, he has developed model reemployment policy and program designs with the American Institute since 1998 for a number of state agencies across the US. He has written and advised on topics such as reemployment best practices, hiring statistics, job board innovation, unemployment insurance tax structure efficiency, wage subsidy programs, implementation of the Workforce Investment Act and the American Institute's nationally-published state unemployment report cards.

John has written expert testimony for the Institute's appearance before the U.S. House of Representatives and the U.S. Senate Finance Committee hearings on job creation and unemployment policy.

John is also the founder and CEO of NextJob, a national company driving innovation in the reemployment and outplacement industries. NextJob developed proof in the outplacement industry of reemployment service driving a strongly positive return on investment from unemployment tax savings alone.

John has taught business planning and practiced law for 20 years in business and employment law and mergers and acquisitions. He holds a B.A. in Economics from Bucknell University, an MBA in Entrepreneurship, and a law degree from the University of Pittsburgh.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## **Tom Crowley**

**Assistant Vice President – Agency Relations, ADP**



Tom has been a Director – Government Affairs for ADP, LLC since January 2015 where he is responsible for relationship management for ADP with all state unemployment insurance (UI) agencies. Prior to joining ADP he served as the UI Tax Chief for the U.S. Department of Labor in Washington DC for nearly 9 years where he provided national leadership for the Office of Unemployment Insurance (OUI) to fulfill Federal oversight responsibilities for the state UI tax programs. Prior to Federal service he served in various leadership positions for the State of Maryland in the area of UI tax administration for 30 years. He is a graduate of Loyola College in Baltimore, MD with a degree in accounting and currently resides in Havre de Grace MD.

## **Gary Elliott**

**Eastern Missouri Laborers' District Council**



Gary Joined the Laborers' Union in 1979 and has been a continuous member of the union for 37-years all in Laborers' Local 110 of south St. Louis County. He worked for various industrial, commercial, and residential construction companies as a general Laborer and Foreman/General Foreman from 1979-1992. He rose to various elected offices within Laborers' Local 110 including sergeant-at-arms, President and Business Manager. During these times, Laborers' Local 110 became the largest Laborers' Union Local within the seven-state Laborers' Midwest Region and with more than 3,100 members is the largest Laborers' local within Missouri.

In 2012 Gary was appointed as Special International Representative for Laborers' International Union of North America. He currently serves as Chairman of the St. Louis Construction Laborers' Health & Welfare Fund, serving on this board for 12 years. He is Chairman of the Eastern Missouri Laborers' Training Fund and Chairman of the Joint Apprenticeship Committee and is Labor Co-chair of the Eastern Missouri Laborers' District Council Laborers-Employers Cooperation and Education Trust Fund (LECET).

## **Brett Flachsbarth**

**Kansas Department of Labor**



Brett Flachsbarth is the Director of Unemployment Insurance for the Kansas Department of Labor. He has served in this capacity since 2013. He has been with the Kansas Department of Labor since 2005, and his previous roles within the agency include serving as Chief of Appeals and counsel to the Employment Security Board of Review and the Public Employee/Employer Relations Board. Brett is a graduate of Kansas University and the Washburn University School of Law.

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**Amber Fink**

**Kansas Department of Labor**



Amber Fink is the Chief of Benefits for the Missouri Division of Employment Security. She oversees the paid and overpaid benefits of the unemployment insurance program for the state. Ms. Fink recently celebrated 15 years with the Division and during this time held several supervisory positions within the Claims Center and the Benefits section.

**Tony Fiore**

**Kegler, Brown, Hill + Ritter**



Tony Fiore is a demonstrated advocate with exceptional knowledge of local, state and federal laws and of national and international legal and business regulations. He is a recognized leader among businesses and state and national trade associations. His career is marked by his leadership in bringing about significant reforms to Ohio and other states' unemployment programs, as well as Ohio's civil justice system. He developed and coordinated the Ohio Chamber's advocacy for the most comprehensive reforms to Ohio's Fair Employment Practices Act since its creation. In addition, Fiore counsels companies on best practices within the workplace, risk management strategies for state-funded and self-insured entities, as well as

legislative and administrative changes that impact a company's bottom line. Tony works closely with human resource management professionals across Ohio and in Washington, D.C., through his service as the government affairs director on the Ohio State Council of SHRM. He also serves as editor of the Highlights of State Unemployment Compensation Laws publication of the National Foundation for Unemployment Compensation and Workers' Compensation.

**Joy Forehand**

**New Mexico Department of Workforce Solutions**



Joy Forehand is the Deputy Cabinet Secretary for the New Mexico Department of Workforce Solutions and leads data analysis, research, policy analysis, and communications and marketing initiatives for the department. Joy received her undergraduate degree in government from New Mexico State University and a Masters of Public Administration in health and human services policy analysis from the University of Arizona. She began her career in state government with the New Mexico Human Services Department in 2006 and has since been an economist, outreach coordinator, and public information officer for Workforce Solutions.

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

### **Gay M. Gilbert**

**U.S. Department of Labor, Employment and Training Administration**



Gay joined the U.S. Department of Labor, Employment and Training Administration (ETA) in November 2000 and has served as the Administrator of the Office of Unemployment Insurance overseeing the nation's federal-state Unemployment Insurance program since 2009. Gay also previously served as the Administrator for the Office of Workforce Investment in ETA providing federal oversight and leadership for America's workforce investment system. Prior to joining the U.S Department of Labor, Gay was a senior official for the State of Ohio overseeing workforce programs and unemployment insurance for ten years. Gay also served as Assistant City Attorney for the City of Columbus, Ohio, and eight years with the

West Virginia Department of Human Services.

### **Lana Gordon**

**Kansas Department of Labor**



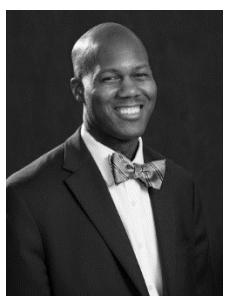
After leaving the Kansas House of Representatives, Lana Gordon was named Secretary of the Kansas Department of Labor (KDOL) by Governor Sam Brownback in September 2012. Secretary Gordon has made customer service and preserving the integrity of the KDOL Unemployment Insurance Trust Fund her top priorities. Under Secretary Gordon, unemployment benefits decisions are being made faster and more accurately. Additionally, Secretary Gordon has focused the agency on preserving the trust fund by aggressively combating fraud and actively recovering overpayment benefits. In 2015, under Secretary Gordon's leadership, more than \$12 million has been recovered for the trust fund through voluntary payments, UI

Benefit Offsets and State Tax Setoffs. More than \$315,000 in fines and restitution were collected by the Workers Compensation fraud and abuse unit.

Lana currently serves on the Kansas State Holocaust Commission, the Older Workers Task Force, Capitol Preservation Committee, and is a member of the Kansas Creative Arts Industries Commission. She also serves on the Kansas Works Board of Directors, the Technical Education Authority and is an Advisory Member of the Kansas Advisory Committee for Career and Technical Education and the National Association of State Workforce Agencies Board of Directors.

### **Daniel Harris**

**NAPEO**

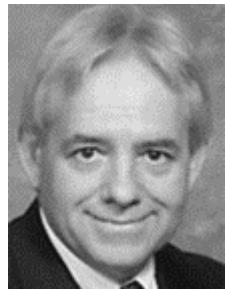


Daniel is Senior Director of state government affairs with the National Association of Professional Employer Organizations (NAPEO), where he is responsible for implementing and managing state legislative, regulatory and grassroots activities. Before joining NAPEO, Daniel served as the Director of Government Affairs for a national trade association.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Douglas J. Holmes

### UWC-Strategic Services on Unemployment & Workers' Compensation



Douglas J. Holmes began as President of UWC in November, 2006. In his position as President of UWC, Doug serves as a legislative and policy resource for business. UWC counts as members an array of national and state business trade associations, Fortune 500 companies and third party administrators. Doug also serves as President of the National Foundation for Unemployment Compensation & Workers' Compensation, which produces regular comparisons of state law and hosts the annual national unemployment insurance issues conference.

Over a period of 21 years, Mr. Holmes served Ohio as Deputy Director of the Ohio Department of Job and Family Services, Deputy Administrator of the Ohio Bureau of Employment Services, Director of the Unemployment Compensation Division, Assistant Director, UI Tax, Legal Counsel, and Secretary of the Ohio Unemployment Compensation Advisory Council. Doug regularly provides subject matter expertise on unemployment insurance issues for business representatives and states and has testified numerous times before the US House of Representatives, the U.S. Senate, and state legislatures with respect to UI law and policy. He is a graduate of the Ohio State University and the University of Toledo College of Law.

## Sean P. Kilcoyne

### U.S. Department of Labor, Office of Inspector General



Sean P. Kilcoyne has been a Special Agent with the U.S. Department of Labor, Office of Inspector General, Office of Labor Racketeering & Fraud Investigations (OLRFI) for 21 years. For the past five years he has been the Assistant Special Agent-in-Charge supervising the Kansas City and St. Louis resident OLRFI offices. Prior to his career with OLRFI he worked with the Dept. of Justice, Immigration and Naturalization Service. Sean serves on human trafficking task forces in the states of Kansas, Missouri and Iowa and is a member on the Western District of Missouri's Anti-Trafficking Coordination Team. Sean is an adjunct instructor at the Federal Law Enforcement Training Center where he provides instruction for the center's Advance Human Trafficking Training Program.

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

### Tracy King

#### Missouri Chamber of Commerce and Industry



King oversees the six-member staff of the Missouri Chamber's governmental affairs department, which lobbies for pro-business legislation and policy before state and federal lawmakers, courts and government agencies. In addition, King is responsible for developing the Missouri Chamber's legislative priorities and implementing strategies to see those priorities successfully adopted by the Missouri General Assembly. With extensive background in tax policy, King has been responsible for representing the Missouri Chamber of Commerce and Industry on behalf of employers before the Missouri General Assembly, Missouri's Congressional Delegation, government agencies and the courts on bottom-line issues such as taxation, budget policy, utilities, economic development and unemployment insurance.

Prior to assuming her current position in 2010, King served as Director of Taxation and Fiscal Affairs for the Missouri Chamber. In recent legislative sessions, King has been the lead lobbyist helping secure the passage of millions of dollars of tax relief for Missouri employers. Her strong presence in the Capitol on these and numerous other tax issues has enabled Missouri employers to hold the line on taxes at a critical time for our economy. Prior to joining the Missouri Chamber of Commerce and Industry, King served as the primary lobbyist for the Missouri Municipal League – a statewide association representing Missouri's cities, towns and villages. She has also worked as a Legislative Coordinator for the Missouri Department of Revenue.

### The Honorable Will Kraus

#### Missouri State Senator



Will's leadership experience began twenty-two years ago when he joined the U. S. Army as a mechanized infantryman. Will attended flight school and graduated as a Chinook Helicopter Pilot in 1999. In 2003, Will served in Iraq as Platoon leader and the Company's ground convoy commander. As an aviator, while serving as an Air Mission Commander in charge of missions involving multiple aircraft, his decisions were responsible for hundreds of soldier's lives. He continues to serve as an officer in the Missouri National Guard. After serving on active duty, he attended Central Missouri State University, where he obtained a Bachelor of Science in Business Administration and a minor in Military Science, graduating Summa Cum Laude.

Will was elected to the Missouri House of Representatives in 2004 defeating a democrat incumbent, then was elected to the Senate in 2010 and reelected in 2014. Senator Kraus serves as the Chairman of the Ways and Means Committee in the Missouri Senate. He seeks to support the taxpayer and to promote fiscally sound budget practices for the state of Missouri. As a small business owner, he continues to be involved and knowledgeable on issues that affect business and jobs in Missouri.

A resident of Lee's Summit, Will and his wife, Carmen, have two sons, Tylor and Tannor. Tylor currently serves in the Army Reserve. Will currently serves on the Board of Directors for the Hope Network in Raytown, MO.

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**Theresia LeSueur**

**Montana Schools Unemployment Insurance Program**



Theresia LeSueur is Director of the Montana Schools Unemployment Insurance Program (MTSUIP) offered by the Montana School Boards Association and Montana Association of School Business Officials. The MTSUIP currently represents over 240 school districts throughout Montana providing unemployment claims assistance and tax administration and is the largest and most successful self-funded unemployment insurance program in the state of Montana. Theresia has represented school employers in unemployment compensation hearings for over 20 years and has led the MTSUIP program since its inception in 1994.

Her career in unemployment began in 1992 with the Montana Department of Labor and Industry, Unemployment Insurance Division. She served in multiple capacities within the Division gaining knowledge of the program. She transitioned to MTSUIP in 1994 as a Customer Service Representative and was promoted to Director in 2007. She has led many changes for MTSUIP, including strategic planning, electronic wage reporting, electronic payments, ACH payments, testifying before the state legislature and specialized training in human resources. She earned her MBA from Walden University in February, 2010.

**Neil A. Mac Vicar**

**Michigan Health and Hospital Association**



Neil MacVicar is an attorney and serves as vice president of the MHA Unemployment Compensation Program offered by the Michigan Health & Hospital Association. The MHA Unemployment Compensation Program currently represents over 300 employers throughout Michigan and in several other states in all aspects of unemployment compensation claims and unemployment issues. Neil has represented and consulted employers in unemployment compensation law matters for over 28 years. His work includes consultation with individual employers, representation at unemployment hearings, and appellate representation up to the Michigan Court of Appeals and Michigan Supreme Court.

Neil received his undergraduate degree from Miami University, and his law degree from Thomas M. Cooley Law School. He lives in Holt, Michigan.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

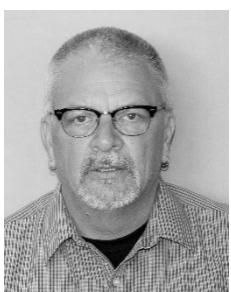
**Dave Martin**  
OnPoint Technology



Dave Martin has 10 years of experience serving in state government. Most recently, Mr. Martin served as Director, Program Integrity at the Department of Unemployment Assistance in Massachusetts. During his time he was responsible for overseeing fraud prevention, detection and collection activities for the state. Prior to that, Mr. Martin served as an Unemployment Insurance Program Specialist at the United States Department of Labor for nine years. His primary responsibilities included creating new processes to eliminate billions of unemployment fraud, auditing unemployment agencies, including those in the New England as well as New York, New Jersey, Puerto Rico and the Virgin Islands.

Mr. Martin joined On Point Technology in 2015 as an Enterprise Account Executive, leveraging his knowledge, skills and experience.

**Ken Massey**  
Kansas Department of Labor



Ken Massey is a 28 year veteran of law enforcement. His background includes extensive experience in both investigations and supervisory roles with wide-ranging responsibilities. In 2013, Kansas Governor Sam Brownback signed into law legislation that allowed the Kansas Department of Labor to become a certified law enforcement agency. Since the law became effective on July 1, 2013, Massey has developed from the ground up the KDOL Fraud/Special Investigations unit into an effective law enforcement body. In addition to serving as an active deterrent to unemployment fraud, including the regular development of prosecutable cases at the state and federal level, the KDOL Fraud/Special Investigations unit has become

a valuable resource and partner to a variety of local, state and federal law enforcement agencies.

Massey and his team have collaborated on investigations related to human trafficking, narcotics, ID theft, fugitive apprehension and terrorism. Massey is a 2009 graduate of the FBI National Academy.

**Justin McFarland**  
Kansas Department of Labor



Justin McFarland is the Director of Labor Market Information Services and the Deputy General Counsel for the Kansas Department of Labor. Prior to entering public service he practiced civil litigation in Topeka, focusing on administrative, employment and labor law issues. His law and economics degrees are from Washburn University.

Justin is a Kansas City native, so he can tell you where to find great barbecue and the best seats at Kauffman Stadium, as well as the finer differences between the two Kansas Cities (Kansas and Missouri). He lives in Topeka with his wife, Jayna and two daughters, Annabelle (6) and Caroline

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

### **Ken McAninch** Swisher Acquisition, Inc.



Ken McAninch is the IT and HR Director for Swisher Acquisition Inc., and has been with the company for 8 years. Mr. McAninch brings over 20 years of experience in various manufacturing industries.

Primary areas of responsibility include the management of;  
Man power demands in relation to sales, in conjunction with normal Human Resource activities;  
Payroll; and  
Information services; data, telecom, social media. Mr. McAninch is a past president of the board of directors for the Glovia International User Group.

### **Chris Miller** Missouri Department of Labor and Industrial Relations



Chris Miller was appointed Acting Director of the Division of Employment Security in February 2016. Miller is a graduate of Truman State University and the University of Missouri—Kansas City School of Law. Prior to his appointment, Miller represented the legal interests of various state agencies—including the Division of Employment Security—and served as Deputy Director of the Family Support Division for the Missouri Department of Social Services.

### **Joe Mueller** Illinois Department of Employment Security



Joe Mueller serves as the chief legal counsel to the Illinois Department of Employment Security, which is the agency responsible for running Illinois' unemployment insurance program, employment service and labor market information system. He is also a member of the Department's policy-making executive management team and does extensive work in the legislative arena, at both the state and federal levels. He was closely involved with the Department's 2004 and 2012 bond issuances to repay federal advances to Illinois' Unemployment Trust Fund account.

Before joining the Department, Joe served as Minority Counsel for the Illinois House of Representatives' Labor and Commerce Committee, advising members on business, labor and economic development issues. Before that, he worked as a staff attorney for the Illinois Legislative Reference Bureau, handling legislative drafting and legal research for members of the Illinois General Assembly, with a concentration in labor and election law.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Jerry Pectol

### National Association of State Workforce Agencies



In July 2011 Jerry Pectol joined the National SIDES Team as a part-time liaison for the states and employers working to implement SIDES. In April 2013 Mr. Pectol joined NASWA as the Operations Director of SIDES and in September 2014 he became the SIDES Director. The SIDES Director is responsible for supporting a national Unemployment Insurance (UI) system to allow state UI agencies to communicate electronically with employers and their representatives referred to as Third Party Administrators (TPAs). Fifty of the fifty three UI agencies and thirty of the largest Employer/TPAs, representing almost 50% of the national UI activity have committed to SIDES. Mr. Pectol is responsible for the SIDES system, directing and participating in development and implementation of SIDES in most states. Mr. Pectol also facilitates and leads discussion at all SIDES training programs with states, employers, and third party administrators.

Mr. Pectol has worked in the Unemployment Insurance field since being hired as a temporary employee in the Bartlesville Local Office at the Oklahoma Employment Security Commission (OESC) in 1986. During his 25-year career with OESC, Jerry worked as a Claims Manager, Office Manager, Area Manager, and Call Center Chief. From 2004 until his retirement from state service in 2011 Jerry was the Director of Unemployment Insurance for the State of Oklahoma.

## Bruce Palzkill

### Wisconsin Department of Workforce Development, Divisions of Employment and Training



Bruce Palzkill is the Wisconsin Deputy Administrator for the Division of Employment and Training, within the Department of Workforce Development (DWD). He has been with the Department for 24 years. Most of his career has been with the Job Service Bureau where he oversaw program operations for Wagner Peyster, Trade Adjustment Assistance, Re-Employment Services, AFCD work programs, Veteran Services and Business Services. In addition, he provided functional oversight for Job Center operations. He also coordinated the implementation of a Statewide Employment Service call center. He led Wisconsin's Reemployment Services redesign effort in 2014/2015, which went live in March 2015. He also coordinated the development /implementation of RESEA in Wisconsin. In his current role, he oversees five bureaus: Registered Apprenticeship, Job Service, Workforce Training, Labor Market Information and Veteran Services, plus Wisconsin's Office of Skills Development. He works closely with State and regional Economic development agencies to coordinate services and has been an active member of the WIOA planning team for Wisconsin.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## **Jeff Rhodes**

**Geographic Solutions, Inc.**



Mr. Rhodes has over 30 years of experience in the field of Unemployment Insurance. During his tenure, he has served as a local office manager and chief of technical services with the Mississippi Department of Employment Security. He has also worked on UI technology projects in Georgia, Indiana, Louisiana, Michigan, Mississippi, Missouri, Nebraska, New Jersey, New Mexico, North Carolina, Ohio, South Carolina, Tennessee, Utah, Washington, and West Virginia. At Geographic Solutions, Mr. Rhodes is credited with developing the Tax and Benefits modules for the Geographic Solutions' Unemployment System (GUS).

## **Dee Rose**

**Missouri Department of Labor**



Dee Rose serves as outreach coordinator for Missouri's Shared Work program. She has been with the Missouri Department of Labor for five years working in UI claims processing and adjudication. Prior to working for DOLIR, Dee spent her career in private industry, working in retail, telecommunications, construction, residential and commercial property management, public relations, marketing and community outreach. She began her career as a high school teacher. She is proud to have helped launch both a non-profit organization and an event planning company that is now the largest in the mid-Atlantic region.

## **Chuck Ross**

**Texas Workforce Commission**

Chuck Ross is the Deputy Director of the Regulatory Integrity Division at the Texas Workforce Commission. In this role, he is the director of the Commission's Subrecipient Monitoring Department; the UI Benefit Accuracy Measurement and Tax Performance System functions; and unemployment insurance policy. Mr. Ross is the Commission's representative on the NASWA Unemployment Insurance Committee.

Mr. Ross began his professional life as an officer in the United States Air Force where he held various duties ranging from Minuteman II ICBM Missile Combat Crew Commander to the Deputy Course Director for the Joint Flag Officer Warfighting Course at the Air Force's College of Aerospace Doctrine, Research, and Education. Since leaving the Air Force, Mr. Ross has held policy-related positions in Texas state government, including assignments at the Texas Workers' Compensation Commission, the Texas Department of Family and Protective Services, and the Texas Workforce Investment Council – the state's Workforce Investment Board. Ross holds a Bachelor of Arts degree in International Politics from Southwestern University in Georgetown, Texas.

## UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**William H. Rudnick**  
**Equifax Workforce Solutions**



Billy Rudnick began work in the unemployment compensation business as a hearing representative in 2003 for an employer third party administrator after an extensive career in the hospitality industry. In 2008, Equifax Workforce Solutions promoted him to Government Relations Manager – Western Region. He is an accomplished liaison with Unemployment Program leadership at the state and federal levels.

**Scott B. Sanders**  
**National Association of State Workforce Agencies**



Scott B. Sanders became Executive Director of the National Association of State Workforce Agencies (NASWA) in October 2014. He previously served as Commissioner of the Indiana Department of Workforce Development (DWD) since May 2012 and was a member of the cabinet of Governor Michael Pence and Governor Mitchell Daniels. DWD managed and implemented training and employment programs for Hoosiers, collaborated on regional economic growth initiatives for Indiana, coordinated the adult education system, and oversaw the unemployment insurance system. Prior to his appointment as Commissioner, Scott served as the Deputy Commissioner of Systems Information and Analysis from July 2010 to April 2012, and was the agency's Chief Financial Officer from November 2006 to July 2010.

**Richard Siegel**  
**Unemployment Tax Management Corporation**



Rich Siegel is President of UTMC (Unemployment Tax Management Corporation) in Wakefield, MA. Rich has been associated with UTMC since 1988. He also currently serves as President of the UI industry trade group "AUTO" (Association of Unemployment Tax Organizations). He also serves, in several states, on several committees of employer/industry supportive organizations focusing on UI related issues.

At UTMC, Rich worked his way up from claims analyst to his present position of President where he is responsible for overseeing its entire operations. At AUTO, Rich works with representatives from the leading Third Party Unemployment Insurance Administrators to develop and implement standards to protect and improve the U.S. Unemployment Insurance System.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Dale Smith

Mississippi Department of Employment Security



Dale Smith was appointed Deputy Executive Director/Chief Operating Officer of the Mississippi Department of Employment Security in July 2013. Smith has served the State of Mississippi 36 years in a variety of roles. As Deputy Executive Director/COO, Smith is responsible for job placement services, training activities, unemployment insurance program operations and technology innovations, development and systems. Previously he served from March 2009 until July 2013 as Deputy Executive Director/CFO and was responsible for the unemployment insurance program operations, comptroller, legal, information technology systems, innovations and development, internal audit and equal opportunity teams for

MDES. In addition to his agency responsibilities, he is a member of the Information Technology Support Center (ITSC) Steering Committee, a NASWA IT Committee member, and was recently named IT Committee Chair for Mississippi's WIOA State Plan. Previously, Dale was Director of Information Technology for the NASWA Executive Board, Chairman of the Separation Information Data Exchange System (SIDES), on the Prisoner Reentry Steering Committee for Mississippi, and a NASWA UI Committee member.

## Philip Spesshardt

Colorado Department of Labor and Employment



Philip Spesshardt has been the Branch Manager of Unemployment Insurance Operations for the Division of Unemployment Insurance of the Colorado Department of Labor since October, 2015. His career with the Colorado Department of Labor began September, 1992 and includes experience as a Claims Taker, Claims Adjudicator, Hearing Officer, Hearing Officer Trainer, Hearing Officer Supervisor, and Claims Processing Unit Manager prior to his current position.

## Eric Stafford

Kansas Chamber



Eric Stafford joined the Kansas Chamber as the Senior Director of Government Affairs in January of 2011, before being promoted to Vice President of Government Affairs in May 2014. As the Vice President of Government Affairs, Eric serves as part of the government affairs team responsible for the Chamber's policy and advocacy efforts on pro-business legislation. Eric's primary focus has included worker's compensation, unemployment insurance, immigration, health care and tort reform. In his new role, Eric is responsible for the Chamber's advocacy on tax policy, government efficiency, state budget and legal reform. Prior to joining the Kansas Chamber, Eric served as the Director of Government Affairs for the Associated General Contractors of Kansas for six years. With AGC, Eric represented and lobbied on behalf of the commercial building construction industry. He also oversaw AGC's communications and public relations efforts.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

**Jim Van Erden, Ph.D.**

**National Association of State Workforce Agencies**



Dr. Jim Van Erden is an economist and national expert on workforce and economic issues with a diverse background in both the public and private sector arenas. He has broad-based management and organizational leadership skills in the Government, NGO, association, and for profit consulting environment. He served for a number of years as the Chief Actuary for the Office of Unemployment Insurance at the U.S. Department of Labor. Jim joined NASWA in 2011 as a Senior Policy Advisor. He provides policy and programmatic analysis and advice on the Unemployment Insurance program and on a variety of Workforce System issues. Today he spends much of his time working to establish and help guide the activities of the UI Integrity Center. He also directs research and development projects on a wide range of other Unemployment Insurance and workforce programs.

**Wayne Vroman**

**The Urban Institute**



Dr. Vroman, an economist at The Urban Institute since 1977, has directed several Institute research projects. His academic experiences have included positions in two economics departments (Oberlin College and the University of Maryland) and a visiting appointment in the business school at the University of California at Berkeley. He has worked at two federal agencies (the Social Security Administration and the Office of Economic Opportunity) and at the National Commission on State Workmen's Compensation Laws.

Dr. Vroman has developed an unemployment insurance modeling capability implemented as spreadsheet software and used in analyses of UI funding issues.

Models to examine state trust fund solvency and related policy questions have been developed in sixteen states, most recently in Virginia, Montana, Missouri, Ohio and Kentucky. He has authored five books on social insurance topics, Employment Termination Benefits in the U.S. Economy, The Funding Crisis in State Unemployment Insurance, Unemployment Insurance Trust Fund Adequacy in the 1990s, Topics in Unemployment Insurance Financing and Unemployment Compensation Throughout the World: A Comparative Analysis (with Vera Brusentsev). Since 2009 Dr. Vroman has been a lead researcher on two projects examining the effects of the unemployment insurance provisions of the American Recovery and Reinvestment Act of 2009. Currently he is directing a project for the U.S. Department of Labor that is developing a UI financing guide to be available to states.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## James Weant

Equifax Workforce Solutions



James Weant serves as a Manager of Government Relations for the Central US region. He began his unemployment career in 1990 as a Claims Examiner with legacy company GatesMcDonald. In his current role, which he assumed in 2014, James is the primary point person at Equifax for 10 state UI agencies where he is charged with fostering relationships between the UI agencies and Equifax. James is responsible for keeping abreast of legislative and policy changes at both state and federal levels. He is also a contributing writer to various UI newsletters and bulletins. Prior to joining the Government Relations team, he spent nearly 12 years as a Claims Trainer at TALX; the last 6 of which as the Field Office Training Lead overseeing new hire training for 13 field offices.

## Jonathan Willis

Federal Reserve Bank of Kansas City



Jon Willis is a Vice President and Economist at the Federal Reserve Bank of Kansas City. He joined the Economic Research Department in September 2000. A native of Iowa, Willis received a B.A. degree in economics from Grinnell College in 1993 and a Ph.D. degree in economics from Boston University in 2001. Willis conducts research on labor market dynamics over the business cycle and the relationship between the price-setting behavior of firms and inflation dynamics. In addition to working at the Bank, he has served as a visiting assistant professor at the University of Texas at Austin.

## Courtney Xiong

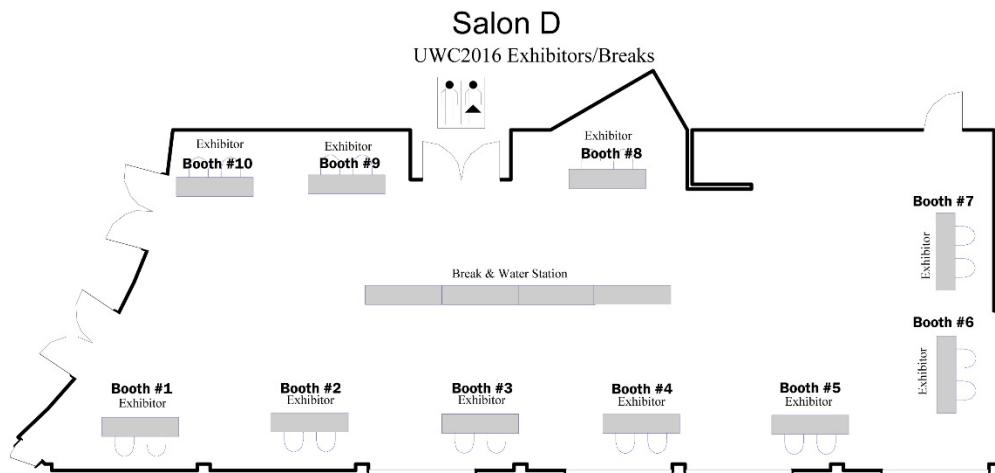
Cerner Corporation



Courtney Xiong is a Program Manager within Human Resources at Cerner Corporation. Through her ownership and experience with Cerner's Unemployment Insurance program, she has had the opportunity to work on getting two bills passed in Kansas, one bill pending in Missouri and has worked on multi-state claims management. A native of Minnesota, Xiong received a B.A. degree from Iowa State University.

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## 2016 Exhibitors



Booth #1



Booth #2



Booth #3



Booth #4



Booth #5



Booth #6



Booth #7



Booth #8



Booth #9

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Conference Notes

# UI INTEGRITY, PROGRAM REFORM AND REEMPLOYMENT

## Conference Notes

# Conference Notes



# SAVE the DATE

36th Annual National UI Issues Conference  
June 27-29, 2017  
Boston Marriott Copley Place Hotel

