

# Ben Houston

President and Chief Operating Officer,  
TDIndustries, Inc.



## Luncheon and Keynote Program

### **PARTNERING WITH YOUR PEOPLE**

*Fortune Magazine* recently named TDIndustries, Inc. as the second best company to work for in America. Mr. Houston will discuss the special relationship between TDIndustries and its partner-employees and the critical role that this relationship plays in the success of TDIndustries.

#### **DATE:**

May 20, 1999

#### **LOCATION:**

Renaissance Dallas North Hotel  
LBJ and Midway  
Dallas, Texas

#### **GENERAL INFORMATION:**

Registration & Networking

Time Begins:	8:30 a.m.
Workshops Begin:	9:00 a.m.
Luncheon Served:	11:45 a.m.
Keynote Speaker (during lunch):	12:15 p.m.– 1:00 p.m.
Adjournment:	4:30 p.m.

## EMPLOYMENT WORKSHOP

*9:00 - 9:40: The Dollars and Sense Behind the Fortune 100 Best Companies to Work For*  
**Mike Phelan, Regional Human Resources Strategies Group Practice Leader, Deloitte & Touche**  
**Jeff Sumner, Employer of Choice Services National Practice Leader, Deloitte & Touche**

In these robust economic times, just a paycheck is no longer sufficient to attract and retain the best employees. Maintaining a quality, high-performing workforce is no longer a luxury - but as much a competitive strategy as the products and services a company offers.

This program summarizes leading research in the area of companies that have achieved a competitive advantage through aggressive Employer of Choice strategies. Common denominators among companies that have achieved higher shareholder value and greater market share than their competitors through their people strategies will be discussed. The HR functions role in the design and implementation of these programs will also be covered.

*9:40-10:30: Keeping Your Best Talent From Walking Out the Door*  
**Joanne Savitsky, Senior Consultant, Watson Wyatt & Co.**

This program provides the results of a recent employer survey conducted by Watson Wyatt regarding the critical issues of attraction and retention. The discussion will also focus on how various reward programs play significant roles in influencing the workforce.

*10:45-11:30: Human Resources Management During Mergers, Acquisitions, Reductions in Force and Other Significant Business Changes*  
**Cynthia Marcotte Stamer, Partner, Locke Liddell & Sapp LLP**

What due diligence steps should be taken from the HR department's perspective. This presentation will include a list of issues that the HR department will want to make sure it covers in the course of one of these increasingly common transactions.

*1:30-2:15: Internal Politics and Investigations*  
**Pamela Fagan, President, Employment Practices Solutions of Southlake, Texas**

- Overcoming management resistance to the necessity of workplace investigations
- Identifying the situations where investigations are absolutely mandatory
- Determining how much of an investigation is really needed
- Avoid problems improperly handled investigations can create

*2:15-3:00: Communicating Difficult News: How to Tell Employees and Management What They Don't Want to Hear*  
**Melendy Lovett, Texas Instruments**  
**Scott McDonald, Shareholder, Littler Mendelson, P.C.**

No one likes to be the bearer of bad news and your ability to handle this difficult task for the management team will build their confidence. This program will cover some specific suggestions on how to deliver bad news to employees from the top to the bottom of the corporate structure in a way that will help reduce conflicts and anxiety. The program will also include an exit interview checklist and a list of the most important things to avoid saying in the course of an exit interview.

*3:15-4:00: Managing Special Risk Employees*  
**Hunter Johnson, Shareholder, Thomas L. Case & Associates**

This presentation will focus on the interplay of issues raised by the ADA, FMLA and workers compensation laws. Issues covered will include intermittent leave problems, impact of recent ADA cases before the U.S. Supreme Court, and a step-by-step guide to follow in handling the day-to-day problems raised by this area of law.

*4:00-4:30: Ask the Human Resources Experts*  
An opportunity for conference participants to share ideas and obtain guidance from a panel of employment lawyers, HR consultants and each other by participating in open forum discussion.

*About the Sponsor*

Littler Mendelson is the largest law firm in the nation devoted exclusively to employment and labor law representation. Littler Mendelson has more than 400 attorneys that practice out of 27 offices across the country. The wide variety of internal resources and experience that Littler Mendelson can provide to a client quickly and efficiently is of important value. Thousands of clients nationwide rely on Littler Mendelson's legal services as client-partners every year. With 24 attorneys, the Dallas office of Littler Mendelson represents and counsels management in all aspects of labor and employment law. A principal strength of the Dallas office is its combination of state and federal court trial experience and labor law expertise. The office has a broad base of experience handling hundreds of matters every year from large class actions to individual wrongful termination cases, as well as helping clients through day-to-day preventive counseling and innovative training and publications that have made the firm a national leader in employment law.

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