

# Mid American Ag and Hort Human Resource Conference

Monday, January 15, 2007

Greater Columbus Convention Center, Columbus, Ohio

*Presented by Mid American Ag and Hort Services in combination with the Ohio Fruit and Vegetable Growers Congress, Ohio Direct Agricultural Marketing Conference and National Bramble Conference*



People are the most important resource of agricultural and horticultural businesses. Whether you are a top manager, human resource manager, middle manager or working leader/supervisor, this conference will help you more effectively work with the people in your business. MAAHS welcomes non-members and businesses from outside its service territory of Indiana, Kentucky and Ohio to attend the conference.

## PROGRAM

### **9:00-11:50 AM - *Experienced Supervisor Hiring Workshop - Bernie Erven of Erven HR Services, LLC***

Filling key positions with employees who fit and will stay for an acceptable period of time challenges even experienced farm employers and supervisors. Being experienced means that the employers have learned the basics from living the challenges and hit/miss efforts. This basic experience generally results in employers being unaware of and non-users of some of the most effective hiring tools. These are the very tools that will sort applicants with an aptitude for a job from those lacking aptitude, make interviewing more effective, supplement interviewing with other practical selection tools and promote communication with new hires in a legally defensible way without creation of a burdensome employees' manual. This workshop will be designed to build on employers' basic hiring experiences and provide new tools that can be used immediately.

### **10:30- 11:50 AM – *What's New with Labor and Immigration Compliance? – John Wargowsky, Executive Director, Mid American Ag and Hort Services, Inc.***

Learn about the newest developments in immigration and labor laws and regulations and where to get more information. Updates on legal workforce issues (worksite immigration enforcement, H-2A and H-2B programs) will be featured.

### **12:00-1:30 PM – *Mid American Ag and Hort Services, Inc. Sixth Annual Meeting and Luncheon – Mike Adolph, President and John Wargowsky, Executive Director***

Members and nonmembers are welcome. Learn more about the organization's activities and accomplishments over the past year, plans for the future and interact with other members and employers. Those not purchasing lunch tickets may attend at 12:45 PM for the Annual Meeting.

### **1:45-2:45 PM - *Business Networking and Developing Career Ladders - Dave Boulay - Management Specialist, Ohio State University South Centers***

Agricultural and horticultural employers need to recruit and retain a skilled, highly trained workforce. Entry-level workers need opportunities to advance toward positions with more responsibility, skill, and compensation. This interactive session will help employers explore methods to develop career ladders within their own businesses and industries to meet both of these needs.

### **3:00- 4:30 PM – *Developing a Safety Recipe – John Wargowsky***

Everyone wants a safe workplace. This session will help each attendee develop a recipe for safety success using ingredients such as employees, safety policies and labor/safety laws. Come prepared to share your successful safety ingredients with other attendees. Qualifies for Ohio Farm Bureau Workers' Compensation Group Rating Program training.

## SPEAKERS



**Dr. Bernie Erven** of Columbus, OH has spent most of his 35-year teaching, extension and research career focusing on employee management and family business relations. He emphasizes practical take-home ideas that managers can start using immediately. His work on important human resource topics has taken him to more than 30 U.S. states and Canadian provinces.



**John Wargowsky** of Delaware, OH has served as the executive director for Mid American Ag and Hort Services since 2001, assisting agricultural and horticultural employers with labor education, regulatory compliance assistance and recruiting needs in Indiana, Kentucky and Ohio. He also serves as director of labor services for the Ohio Farm Bureau Federation where he oversees regulatory compliance.



**Mike Adolph** of Hartville, OH has been employed with K.W. Zellers and Son, a wholesale vegetable and annual bedding plants operation, since 1993. He is the current president of Mid American Ag and Hort Services and controller for K.W. Zellers and Son where he oversees human resource, employee benefits, accounting, food safety and government regulations.



**Dave Boulay** of Piketon, Ohio is a Management Specialist at the Ohio State University South Centers and serves as Director of a Small Business Development Center. He is completing his PhD in Workforce Development. Research interests are in human resource development specifically with the return on investment for small and mid-sized businesses developing human talent.

## SPONSOR

Ohio Farm Bureau's Workers Compensation Group Rating Program Administered by GatesMcDonald.

## COMBINED CONFERENCE AND REGISTRATION

This conference is being held in conjunction with the annual Ohio Fruit and Vegetable Growers Congress (sponsored by the Ohio Fruit Growers Society and Ohio Vegetable and Potato Growers Association), the Ohio Direct Agricultural Marketing Conference (sponsored by the Ohio Direct Agricultural Marketing Association) and the National Bramble Conference, which runs January 15 to 17, 2007. The Ohio State University also makes significant contributions to this combined conference. Visit [www.ohiofruit.org](http://www.ohiofruit.org) or [www.ohiovegetables.org](http://www.ohiovegetables.org) for more information on the combined conference.

Members of Mid American Ag and Hort Services, Ohio Fruit Growers Society, Ohio Vegetable and Potato Growers Association, North American Bramble Growers Association and Ohio Direct Agricultural Marketing Association are entitled to member pricing for the combined conference. Those wanting to attend the Mid American Ag and Hort Human Resource Conference only on January 15 should register directly with MAAHS using the registration form on the last page. Those wishing to register for additional days of the combined conference should register directly with the Ohio Fruit and Vegetable Growers by using the web sites above, calling 614-246-8292

or e-mailing [growohio@ofbf.org](mailto:growohio@ofbf.org). Multiple day registration includes access to the Human Resource Conference and Water Workshop. Pre-registrants may pick up packets at the registration booth in the Concourse E on January 15.

***Remember that early registration and membership will provide you registration savings!***

## **ACCOMMODATIONS**

The Hampton Inn and Suites is the Headquarters Hotel for the conference. The Hampton is located directly across the street from the Greater Columbus Convention Center at 501 North High Street, Columbus, Ohio 43215. We have reserved a block of rooms for Trade Show participants and registrants at the special room rate of \$99/night plus 16.75% tax for a Standard King or Double bed for ONE person. Visit [www.hamptoninn.hilton.com](http://www.hamptoninn.hilton.com) or call (614) 559-2000 for more information or to make reservations. There are two other hotels directly connected to the Convention Center, Crowne Plaza Columbus, (614) 461-4100 (or toll free at 800-338-4462) and the Drury Inn and Suites, (614) 221-7008. We have negotiated special rates at these hotels as well. You must reserve your room by Friday, December 15, 2006 at any of the hotels to take advantage of the special room rate.

## **MAPS AND DIRECTIONS**

Maps and directions are available at [www.midamservices.org](http://www.midamservices.org) and clicking on the Mid American Ag and Hort Human Resource Conference information. Registration confirmations will be e-mailed/faxed to all who register directly with MAAHS. This confirmation will include directions and maps.

## **EXHIBITING OPPORTUNITIES**

The Trade Show for this combined conference will be held January 16 to 17. Trade Show Exhibitors are also invited to set up a table display in the education concourse for the Monday, January 15 education sessions at no charge. Monday only exhibitors may set up a table display in the education concourse for \$125.00. Details for exhibiting are available at [www.midamservices.org](http://www.midamservices.org) and clicking on the Mid American Ag and Hort Human Resource Conference information or by contacting MAAHS at 614-246-8286 or [maahs@ofbf.org](mailto:maahs@ofbf.org).

## **CONTACTING OR JOINING MID AMERICAN AG AND HORT SERVICES**

Anyone wanting more information about the Mid American Ag and Hort Human Resource Conference or Mid American Ag and Hort Services (MAAHS) may contact Executive Director, John Wargowsky or Program Assistant, Jennifer Hungerford at 614-246-8286, [maahs@ofbf.org](mailto:maahs@ofbf.org) or visit [www.midamservices.org](http://www.midamservices.org).

MAAHS is a unique non-profit, membership-based consortium of associations, organizations and employers organized to meet the educational, regulatory compliance assistance and labor recruiting needs of agricultural and horticultural employers in Indiana, Kentucky and Ohio. New members are welcome.

**--registration form follows--**

# Mid American Ag and Hort Human Resource Conference

January 15, 2007 • Greater Columbus Convention Center

## Pre-Registration Form – Pre-Registration deadline is January 4, 2007

Registration Information (Registrant, spouse and children under 18 at the same address = one registration.)

Principle Registrant Name: \_\_\_\_\_ Today's Date: \_\_\_\_\_

Additional Registrants' Names: \_\_\_\_\_

Business Name: \_\_\_\_\_ Web Page: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_ County: \_\_\_\_\_ Email: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Mobile: \_\_\_\_\_

Ohio Fruit Growers Society (OFGS), Ohio Vegetable and Potato Growers Association (OVPGA), Direct Agricultural Marketing Association, (DAMA), Mid American Ag and Hort Services (MAAHS) and North American Bramble Growers Association (NABGA) pre-registration deadline is January 4, 2007. Registration includes registrant, spouse & children under 18 living at same address. Registration fee qualifies registrants to attend the Human Resource Conference at the Greater Columbus Convention Center. Member rate is for paid 2007 association members.

**MEMBER REGISTRATION:**

I am a member of (Please check all that apply)  OFGS  OVPGA  DAMA  NABGA  MAAHS  Non-Member

**If you are not a member of any of these organizations, join now to take advantage of the discounts. Contact MAAHS at 614-246-8286 or [maahs@ofbf.org](mailto:maahs@ofbf.org) or visit [www.midamservices.org](http://www.midamservices.org). Pre-registrants may pick up packets at the conference registration booth in the Concourse E beginning Monday, January 15, 2007.**

**EARLY ONE-DAY** - Includes registrant, spouse and children under 18 living at same address.

Member pre-registration                      Number of registrations \_\_\_\_\_ @ \$ 65 / registration = \$ \_\_\_\_\_

Member late registration                      Number of registrations \_\_\_\_\_ @ \$ 75 / registration = \$ \_\_\_\_\_

Non-member                                      Number of registrations \_\_\_\_\_ @ \$ 115 / registration = \$ \_\_\_\_\_

**MAAHS ANNUAL MEETING** - Jan. 15, 12:00 p.m. – 1:30 p.m.

Lunch    Number of lunches \_\_\_\_\_ @ \$ 22 / lunch                      = \$ \_\_\_\_\_

**Total = \$ \_\_\_\_\_**

Make check payable and mail to: Mid American Ag and Hort Services, Inc. (MAAHS), P.O. Box 182383, Columbus, Ohio 43218-2383

**OR** Complete credit card information & fax to 614-246-8686. Charge appears on credit card statement as 'FBDC Services.'

We also accept VISA and MASTERCARD. To pay with your credit card, please complete the information below: Cardholder Name: _____ VISA or MASTERCARD (circle one) Account Number: _____ Exp. Date: _____ Signature _____ Date: _____	FOR OFFICE USE ONLY: Check # _____ Amount: _____ Date: _____
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<b>Professional Information (Check all that apply)</b> <input type="checkbox"/> Flowers <input type="checkbox"/> Nursery <input type="checkbox"/> Landscaping <input type="checkbox"/> Bedding plants <input type="checkbox"/> Dairy <input type="checkbox"/> Recycling <input type="checkbox"/> Grain <input type="checkbox"/> Irrigation <input type="checkbox"/> Fencing	<input type="checkbox"/> Fruit <input type="checkbox"/> Vegetable <input type="checkbox"/> Christmas Tree <input type="checkbox"/> Construction <input type="checkbox"/> Other _____	<input type="checkbox"/> Tobacco <input type="checkbox"/> Direct Ag Marketing <input type="checkbox"/> Livestock <input type="checkbox"/> Food processing <input type="checkbox"/> Poultry <input type="checkbox"/> Wine
<b>Human Resource Role:</b> <input type="checkbox"/> Top Manager <input type="checkbox"/> Middle Manager <input type="checkbox"/> Working Supervisor/Leader <input type="checkbox"/> HR Manager		
<b>How did you hear about this event?</b> <input type="checkbox"/> Direct Mail <input type="checkbox"/> Trade Publication <input type="checkbox"/> Email <input type="checkbox"/> Web site <input type="checkbox"/> Other _____		