

**2019 Human Resource Symposium - Newport, CA  
Tuesday August 13**

|                              |   |
|------------------------------|---|
| 5:00 pm - 7:00 pm            | Welcome Reception<br><i>Aqua Lounge at the Fashion Island Hotel - 690 Newport Center Drive</i>  |
| <b>Wednesday August 14th</b> |   |
| 8:00 - 9:00 am               | Breakfast Buffet at Big Canyon Country Club - Hot and Cold Options Provided   |
| 9:00 am - 10:00 am           | Keynote Address - David Voorhees, GM/COO Big Canyon Country Club  |
| 10:00 am - 10:10 am          | Break   |
| 10:10 am - 11:10 am          | Benefits Trends - Mike Wales II, Senior Consultant Paychex  |
| 11:15 am - 12:15 pm          | Be. Do. Have Mindset - Crystal Thomas Managing Director, The Golden State Chapter CMAA  |
| 12:15 pm - 1:00 pm           | Lunch   |
| 1:00 pm - 2:00 pm            | Tour of Big Canyon Country Club   |
| 2:00 pm - 3:30 pm            | Integrating HR Technology in Clubs - Anne Catherine Neilsen, HR Consultant EquaMagna  |
| 3:30 pm - 5:30 pm            | Breakout Sessions: Recruitment, Technology, Benefits  |
| 5:30 pm - 7:30 pm            | Cocktail Reception followed by Dinner on the Terrace<br>Big Canyon Country Club   |
| <b>Thursday August 15th</b>  |   |
| 8:00 - 9:00 am               | Breakfast Buffet at Big Canyon Country Club - Hot and Cold Options Provided   |
| 9:00 am - 10:30 am           | The Food & Beverage Business in Clubs - Ivey Yu & Chris Moran Big Canyon Country Club   |
| 10:30 am - 10:45 am          | Break   |
| 10:45 am - 11:45 am          | Exit Strategies - Toni Shibayama, Senior Risk Consultant S&K Financial  |
| 11:45 am - 12:45 am          | Employee Survey Trends - Mike Morin Club Benchmarking   |
| 12:45 pm - 1:30 pm           | Lunch   |
| 1:30 pm - 3:00 pm            | Legal Update - Nicole Wurscher, Attorney Walraven & Westerfeld LLP  |
| 3:00 pm - 4:30 pm            | Mix & Mingle Putting Contest  |
|                              | Closing   |
| 5:00 PM                      | Newport Harbor Sunset Cruise from Lido Marina Village - Directions will be provided.<br>Boarding begins @ 5:00 pm w/estimated departure at 5:30 |

