

# **Jean L. Seawright, CMC**

## **Curriculum Vitae**

Seawright & Associates  
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### **Seminars, Webinars & Presentations<sup>1</sup>**

"In the HR Trenches: Real-World HR Challenges and Questions from Insulation Contractors," Insulate America, Nassau, Bahamas, May 29, 2015.

"Smart People Hire Smart," National Fire Sprinkler Association," Orlando, Florida, May 1, 2015.

"Making Sense of HR Madness," AmericanHort, Fort Lauderdale, Florida, February 5, 2015.

"Coaching Employees to Excellence," AmericanHort, Fort Lauderdale, Florida, February 4, 2015.

"New Rules and Employment Regulations that Affect Every Business," National Insulation Contractors' Exchange, San Diego, California, January 28, 2015.

"HR 2015: New Rules, New Realities," Midwest Landscape Network, Orlando, Florida, January 12, 2015.

"Understanding & Coaching Employees of the New Millennium," PLANET Professional Landcare Network, Louisville, Kentucky, October 24, 2014.

"Background Checks: What You Don't Know CAN Hurt You," National Pest Management Association, Orlando, Florida, October 23, 2014.

"Background Checks: What You Don't Know Can Hurt You," National Insulation Contractors' Exchange, Coeur d'Alene, Idaho, June 30, 2014.

"Changes and Challenges in HR for 2014 and Beyond," Insulate America, New Orleans, Louisiana, May 30, 2014.

"The Top Three Employment Regulations Every Insulation Contractor Must Know About: Tips for Achieving Compliance and Gaining Peace of Mind," National Insulation Contractors' Exchange, Las Vegas, Nevada, January 29, 2014.

"Coaching & Disciplining Employees: Secrets for Bringing About Real Change in an Employee," National Pest Management Association, Tarrytown, New York, January 22, 2014.

"The Top Three Employment Regulations Every Owner MUST Be Aware of: Tips for Achieving Compliance and Gaining Peace of Mind," National Pest Management Association, Tarrytown, New York, January 22, 2014.

"Five HR Truths That Impact Every Business," National Wildlife Control Operators' Association, New Orleans, Louisiana, January 10, 2014.

"Badmouthing the Boss on Facebook: To Fire or Not to Fire," PLANET Professional Landcare Network, Louisville, Kentucky, October 25, 2013.

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<sup>1</sup> This list is not all-inclusive; presentations that were developed/delivered prior to 1996 are not included.

"Employee Compensation: Exposing the Myths & Liabilities," PLANET Professional Landcare Network, Louisville, Kentucky, October 25, 2013.

"Managing Employee Medical Issues in the Workplace," National Pest Management Association, Phoenix, Arizona, October 23, 2013.

"Getting and Keeping Your HR House in Order," The Garden Center Group, Asheville, North Carolina, September 24, 2013.

"Recruiting, Testing, Interviewing, & Hiring," National Insulation Contractors' Exchange, St. Louis, Missouri, September 9, 2013.

"HR 2013 for Leaders," Carolina PCO Supply Company, Columbia, South Carolina, May 15, 2013.

"Hiring and Compensating Employees Legally & Effectively," New England Pest Management Association, Inc., Waltham, Massachusetts, February 13, 2013.

"Hiring and Firing in the 21<sup>st</sup> Century," National Pest Management Association, Tunica, Mississippi, February 12, 2013.

"Employee Handbooks: Friends or Foes?" National Pest Management Association, Tunica, Mississippi, February 12, 2013.

"Making Sense of HR Madness," Florida Nursery, Growers, and Landscape Association, Ft. Lauderdale, Florida, January 23, 2013.

"Employee Handbooks: Friends or Foes?" National Pest Management Association, Atlantic City, New Jersey, January 18, 2013.

"Hiring and Firing in the 21<sup>st</sup> Century," National Pest Management Association, Atlantic City, New Jersey, January 18, 2013.

"Employee Handbooks: Friends or Foes?" Professional Landcare Network, Orlando, Florida, January 9, 2013.

"Employer Rights in the Realm of Social Media," Texas Pest Control Association, Houston, Texas, November 30, 2012.

"Hiring Smart and Retaining Talent," Texas Pest Control Association, Houston, Texas, November 29, 2012.

"HR 2013: Are You Prepared?" National Pest Management Association, Boston, Massachusetts, October 19, 2012.

"Making Sense of HR Madness," Insulation Contractors Association of America (ICAA), Dallas, Texas, October 4, 2012.

"Ten Things Every Owner Must Know About Human Resources," The Luxe Group, Winter Park, Florida, October 1, 2012.

"HR 2013: Are You Prepared?" Insulate America, Sea Island, Georgia, June 1, 2012.

"Employee Handbooks: Friends or Foes?" ATHENA PowerLink, Winter Park, Florida, April 26, 2012.

"Social Technology HR Risks and Responsibilities," American Business Women's' Association, Sevierville, Tennessee, April 19, 2012.

"The Intergenerational Office: Understanding and Managing the Workforce of the Future," National Association of Plumbing Specialty Distributors Webinar, Winter Park, Florida, April 10, 2012.

"The Art and Science of Smart Hiring: Using the QualityPro Program to Identify Winners, Minimize Risk, & Enhance Compliance with Employment Regulations," National Pest Management Association, Washington, DC, February 27, 2012.

"How to Find and Keep Outstanding Employees," National Pest Management Association, Tunica, Mississippi, February 10, 2012.

"Surviving a Department of Labor Audit," National Pest Management Association, Tunica, Mississippi, February 10, 2012.

"Making Sense of HR Madness," National Pest Management Association, Atlantic City, New Jersey, January 19, 2012.

"Surviving a Department of Labor Audit," National Pest Management Association, Atlantic City, New Jersey, January 19, 2012.

"Making Sense of HR Madness," National Insulation Contractors' Exchange, Lake Geneva, Wisconsin, June 22, 2011.

"Making Sense of HR Madness," Insulate America, Boston, Massachusetts, June 3, 2011.

"Ten Things Every Leader Must Know About Human Resources," The Refractories Institute, Palm Beach, Florida, May 12, 2011.

"Harnessing the Power of the Leader Within," National Insulation Contractors' Exchange, Fernandina Beach, Florida, March 28, 2011.

"Employee Compensation: Get it Right or Pay!" National Pest Management Association, Tunica, Mississippi, February 11, 2011 and Albuquerque, New Mexico, January 27, 2011.

"Dollars Do Better When Accompanied by Sense! An Overview of the Results from the 2010 Nationwide Wage & Benefits Survey," National Pest Management Association, Tunica, Mississippi, February 11, 2011 and Albuquerque, New Mexico, January 27, 2011.

"The Good, The Bad, and The Ugly of Employment Issues," PLANET Professional Landcare Network, Atlanta, Georgia, December 3, 2010.

"When it Comes to HR . . . What You Don't Know Can be Risky Business," National Pest Management Association, Honolulu, Hawaii, October 20, 2010.

"Wage and Hour Compliance: Are You on Target?" National Pest Management Association, Honolulu, Hawaii, October 23, 2010.

"Anatomy of a Department of Labor Audit," National Pest Management Association, Honolulu, Hawaii, October 23, 2010.

"When it Comes to HR . . . What You Don't Know Can be Risky Business," The Garden Center Group, Newport News, Virginia, September 30, 2010.

"Employee Compensation: Exposing the Myths & Liabilities," National Pest Management Association's NPMA on Demand Webinar, Winter Park, Florida, September 22, 2010.

"Positioning Your Business to Meet the Top 5 HR Challenges of 2011," National Pest Management Association," Orlando, Florida, July 24, 2010.

"Stump the Genie/Sexual Harassment in the Workplace," National Insulation Contractors' Exchange, Asheville, North Carolina, June 9, 2010.

"The Shifting Labor & Employment Arena: Is Your Business Prepared?" National Insulation Contractors' Exchange, Asheville, North Carolina, June 8, 2010.

"Positioning Your Business to Meet the Top 5 HR Challenges of 2010," Insulate America, Newport Beach, California, June 3, 2010.

"The Employee Free Choice Act and The Shifting Labor & Employment Law Landscape," National Pest Management Association, Washington, DC, March 1, 2010.

"Smart People Hire Smart: How to Make Your Management Life Easier," International Window Cleaning Association, Reno, Nevada, January 28, 2010.

"The Shifting Labor & Employment Arena: No Employer is Immune," National Pest Management Association, Atlantic City, New Jersey, January 14, 2010.

"Hire Hard, Manage Easy, and Retain Talent," Workforce Central Florida and the Winter Park Chamber of Commerce, Winter Park, Florida, December 9, 2009.

"The Shifting Labor & Employment Arena: New Administration, New Obligations," PLANET & National Pest Management Association, Orlando, Florida, December 3, 2009.

"Ten Things Every Owner Must Know About Human Resources," PLANET & National Pest Management Association, Orlando, Florida, December 3, 2009.

"Now That You've Hired Employees . . . The Fun Has Just Begun! Human Resource Practices to Protect Your Business," National Pest Management Association, Las Vegas, Nevada, October 29, 2009.

"Ten Things Every Owner Must Know About Human Resources," Florida Fire Sprinkler Association, West Palm Beach, Florida, September 21, 2009.

"The Shifting Labor & Employment Arena: New Administration, New Obligations," National Pest Management Association, Savannah, Georgia, August 8, 2009.

"Ten Things Every Owner Must Know About Human Resources," National Pest Management Association, Savannah, Georgia, August 8, 2009.

"The Shifting Labor & Employment Arena: New Administration, New Obligations," Insulate America, Scottsdale, Arizona, May 29, 2009.

"Immigration Compliance: An Up-to-the-Minute Briefing on Current Employer Requirements," National Insulation Contractors' Exchange, LLC, San Juan, Puerto Rico, January 12, 2009.

"HR Update: On the Horizon for '09 and Beyond," National Insulation Contractors' Exchange, LLC, San Juan, Puerto Rico, January 12, 2009.

"Ten Things Every Owner Must Know About Human Resources," National Pest Management Association, Washington D.C., October 23, 2008.

"Immigration Compliance: An Up-to-the-Minute Briefing on Current Employer Requirements," National Pest Management Association, Washington, D.C., October 23, 2008.

"Ten Things Every Garden Center Must Know About Human Resources," The Garden Center Group, Portland, Oregon, August 19, 2008.

"Stump the Genie," The Garden Center Group, Portland, Oregon, August 19, 2008.

"Ten Things Every Leader MUST Know About Human Resources," TeamStrength, Inc., Winter Park, Florida, July 29, 2008.

"Smart People Hire and Fire Smart," National Insulation Contractors' Exchange, St. Louis, Missouri, June 9, 2008.

"Employee Compensation: Exposing the Myths and Liabilities," Insulate America, Palm Beach, Florida, May 29, 2008.

"Smart Hiring: How to Make Your Management Life Easier," Florida Fire Sprinkler Association, Orlando, Florida, April 23, 2008.

"Smart Hiring Does Not Happen By Accident," American Nursery & Landscape Association, Louisville, Kentucky, February 10, 2008.

"Ten Things Every Owner Must Know About Human Resources," American Nursery & Landscape Association, Louisville, Kentucky, February 10, 2008.

"Managing Excellence: HR Secrets for Smart Hiring, Developing Employees, and Minimizing Risk in Terminations," Insulate America, Dallas, Texas, January 22, 2008.

"Pest Management Employment from A to Z," North Carolina Pest Control Association, Greensboro, North Carolina, November 14, 2007.

"Want Results? You Got 'Em! An Overview of the 2007 NPMA Nationwide Wage & Benefits Survey Final Results (Based on the survey conducted by Seawright & Associates), National Pest Management Association, Orlando, Florida, October 18-19, 2007.

"Sexual Harassment: How to Stay Out of Trouble," National Insulation Contractors' Exchange, LLC, Kansas City, Missouri, August 21, 2007.

"Want Results? You've Got 'Em! A Sneak Preview of the 2007 NPMA Wage and Benefits Survey," National Pest Management Association, Tucson, Arizona, July 20, 2007.

"Ten Things Every Owner Must Know About Human Resources," Insulate America, Santa Barbara, California, May 31, 2007.

"Smart Hiring Techniques," GIE Media's Snow Magazine, Indianapolis, Indiana, May 9-10, 2007.

"Hire Hard; Manage Easy," American Wholesale, Ltd., St. Petersburg, Florida, March 23, 2007.

"Coaching Employees to Excellence," The Canadian Pest Management Association, Toronto, Ontario, Canada, March 10, 2007.

"Smart Hiring: The Key to Business Success," The Canadian Pest Management Association, Toronto, Ontario, Canada, March 10, 2007.

"Hire Hard, Manage Easy," South Carolina Nursery & Landscape Association, Myrtle Beach, South Carolina, February 8, 2007.

"Employee Compensation; Exposing the Myths," South Carolina Nursery & Landscape Association, Myrtle Beach, South Carolina, February 8, 2007.

"Coaching Employees to Excellence," International Window Cleaning Association, Nashville, Tennessee, February 1, 2007.

"Hire Hard, Manage Easy," International Window Cleaning Association, Nashville, Tennessee, February 1, 2007.

"Attracting Women in Pest Management," National Pest Management Association, Dallas, Texas, October 26, 2006.

"The New Hire Process From Applications to Background Checks," National Pest Management Association, Dallas, Texas, October 26, 2006.

"Smart Hiring Does Not Happen by Accident," Florida Nursery, Growers, and Landscape Association, Orlando, Florida, September 28, 2006.

"Cultivating Performance and Productivity through Smart Hiring," Wisconsin Public Power, Inc., Madison, Wisconsin, September 14, 2006.

"Employee Handbook Dos and Don'ts," The Garden Center Group, Hartford, Connecticut, September 6, 2006.

"Can't We All Just Get Along?" The Garden Center Group, Hartford, Connecticut, September 6, 2006.

"HR Best Practices," National Association of Catering Executives," Orlando, Florida, August 22, 2006.

"Smart, Effective, and Legal Hiring and Firing," Cremation Association of North America, Orlando, Florida, August 18, 2006.

"Hire Hard, Manage Easy," Mid-Florida Society for Human Resource Management, Lakeland, Florida, August 10, 2006.

"Hiring Practices for Cutting-Edge Businesses," National Pest Management Association, Scottsdale, Arizona, June 30, 2006.

"Employee Handbook Essentials," National Insulation Contractors' Exchange, La Jolla, California, June 24, 2006.

"Compensation Essentials," National Insulation Contractors' Exchange, La Jolla, California, June 23, 2006.

"HR Excellence Begins With You," National Association of Executive Recruiters, Celebration, Florida, April 28, 2006.

"Recruiting and Hiring Women," National Pest Management Association, Washington D.C., February 27, 2006.

"Straight Talk on Employee Compensation," International Window Cleaning Association, Mesa, Arizona, February 17, 2006.

"Smart Hiring Practices," International Window Cleaning Association, Mesa, Arizona, February 17, 2006.

"Real Life HR in the Trenches," North Carolina Nursery Association, Greensboro, North Carolina, January 19, 2006.

"Ten Things Every Business Must Know About HR," North Carolina Nursery Association, Greensboro, North Carolina, January 18, 2006.

"Are You QualityPro: The Map to Excellence, Part I," National Pest Management Association, Nashville, Tennessee, October 15, 2005

"Are You QualityPro: The Map to Excellence, Part II," National Pest Management Association, Nashville, Tennessee, October 15, 2005

"Hot Topics in the HR Trenches," National Insulation Contractors' Exchange, Miami, Florida, September 20, 2005.

"How the New Overtime Regulations Affect Your Business," National Pest Management Association, Mid-Atlantic Conference, Hot Springs, Virginia, August 6, 2005.

"Employee Retention," National Pest Management Association, Academy 2005, Scottsdale, Arizona, July 23, 2005.

"Hiring Tips for a Multi-Generational Workforce," Bowling Proprietors' Association of America, Orlando, Florida, June 28, 2005.

"Wage and Hour Update; Exposing the Top Ten Myths," American Wholesale, Ltd. Conference, Orlando, Florida, April 22, 2005.

"Getting Smart in Hiring," South Carolina Nursery & Landscape Association Conference, Myrtle Beach, South Carolina, February 3, 2005.

"Coaching and Motivating Employees," South Carolina Nursery & Landscape Association Conference, Myrtle Beach, South Carolina, February 3, 2005.

"HR Best Practices," The Garden Center Group Conference, Nassau, Bahamas, January 23, 2005.

"What Every Company Needs to Know About HR," Southern Nursery Association Conference, Atlanta, Georgia, August 11, 2004.

"The Labor Force of the Future," National Pest Management Association, Academy 2004, Tucson, Arizona, July 24, 2004.

"A Look Into the Future of HR: New Realities, New Challenges," American Wholesale Annual Conference, American Wholesale, Ltd., Orlando, Florida, March 19, 2004.

"Good People: How to Make Finding Them Easier," Lawn & Landscape Conference & Trade Show, Lawn & Landscape Media Group, Atlanta, Georgia, March 6, 2004.

"How to Comply with QualityPro HR Standards," Legislative Day 2004, National Pest Management Association, Washington, DC, February 23, 2004.

"How to Comply with QualityPro HR Standards Parts I & II," Southern Conference 2004, National Pest Management Association, Nashville, Tennessee, February 13, 2004.

"Coaching Employees to Excellence," National Insulation Contractors' Exchange Conference, Nassau, Bahamas, January 31, 2004.

"Hiring Tips for a Multi-Generational Workforce," Eastern Conference 2004, National Pest Management Association, Mashantucket, Connecticut, January 22, 2004.

"Results of the Nationwide Wage & Benefits Survey," Eastern Conference 2004, National Pest Management Association, Mashantucket, Connecticut, January 22, 2004.

"Coaching Employees to Excellence," Grunder Boot Camp, Cincinnati, Ohio, January 16, 2004.

"Stump the Genie," Grunder Boot Camp, Cincinnati, Ohio, January 15, 2004.

"Employee Compensation; Exposing the Myths and Liabilities," Major League Baseball, Orlando, Florida, November 18, 2003.

"Hiring and Managing Multiple Generations," American Public Power Association, Savannah, Georgia, November 4, 2003.

"Results of the Nationwide Wage & Benefits Survey," Pest World 2003, National Pest Management Association, Dallas, Texas, October 24, 2003.

"Straight Talk on Overtime, Salaries & New Pay Regulations," Pest World 2003, National Pest Management Association, Dallas, Texas, October 24, 2003.

"HR 101: Strategies for Success," National Insulation Contractors' Exchange, Nashville, Tennessee, October 16, 2003.

"A Look Into the Future of HR: New Realities, New Challenges," The Garden Center Group Fall Event, Greensboro, North Carolina, September 18, 2003.

"The Employment Arena of 2003: New Realities, New Challenges," Florida Gift Fruit Shippers Association, Orlando, Florida, August 28, 2003.

"Hiring Tips for a Multi-Generational Workforce," American Public Power Association, Jacksonville, Florida, April 1, 2003.

"Employee Compensation: The Foundation of Retention," American Nursery and Landscape Association, Louisville, Kentucky, February 1, 2003.

"Interviewing and Hiring: How to Find the Winners," American Nursery and Landscape Association, Louisville, Kentucky, February 1, 2003.

"The Difficult Employee: Disciplining and Coaching Bad Attitudes," American Nursery and Landscape Association, Louisville, Kentucky, February 1, 2003.

"Results of the Nationwide Wage and Benefits Survey," Southwestern Conference, National Pest Management Association, El Paso, Texas, January 30, 2003.

"Top 10 Wage and Hour Myths," Southwestern Conference, National Pest Management Association, El Paso, Texas, January 30, 2003.



- "Employee Compensation: Exposing the Myths," Marty Grunder's 6<sup>th</sup> Annual Boot Camp, Orlando, Florida, January 15, 2003.
- "Hiring Tips for a Multi-Generational Workforce," Marty Grunder's 6<sup>th</sup> Annual Boot Camp, Orlando, Florida, January 15, 2003.
- "Interviewing and Hiring Talent in the New Millennium," National Arborist Association, TCI Expo 2002, Milwaukee, Wisconsin, November 8, 2002.
- "Employee Compensation; Exposing the Myths," New Jersey Pest Control Association, Livingston, New Jersey, October 30, 2002.
- "Hiring Tips for a Multi-Generational Workforce," Pest Management 2002, National Pest Management Association, Orlando, Florida, October 18, 2002.
- "Presenting Results of the Wage & Benefits Survey," Pest Management 2002, National Pest Management Association, Orlando, Florida, October 18, 2002.
- "10 Things Every Manager Has to Know About Human Resource Issues," The Garden Center Group, Branford, Connecticut, September 13, 2002.
- "10 Things Every Owner Has to Know About Human Resource Issues," The Garden Center Group, Branford, Connecticut, September 13, 2002.
- "Employee Compensation; Exposing the Myths," Mid-Atlantic Conference, National Pest Management Association, Williamsburg, Virginia, July 26, 2002
- "Wage and Benefit Survey—Benchmarking Your Company Against Industry Norms," Academy 2002, National Pest Management Association, Tucson, Arizona, June 14, 2002.
- "Employment of the New War," American Wholesale, Ltd., Orlando, Florida, April 18, 2002.
- "Hiring Tips for a Multi-Generational Workforce," 2002 School of Management Conference, Lawn & Landscape Media Group, Charlotte, North Carolina, February 18, 2002.
- "How to Hire and When to Fire," Florida Nurserymen & Growers Association, Fort Lauderdale, Florida, January 18, 2002.
- "Hiring and Firing Employees," Sunshine Conference, National Pest Management Association, Fort Lauderdale, Florida, January 17, 2002.
- "Hiring Talent in the New Millennium," Mid-America Horticultural Trade Show, Chicago, Illinois, January 16, 2002.
- "Virtual Office—Empowering Your Employees to Reach Peak Performance from Remote Locations," Pest Tech 2002, National Pest Management Association, Orlando, Florida, January 4, 2002.
- "15 Ways to Motivate Your Employees, Increase Productivity, and Improve Morale" (keynote address), National Arborist Association, Columbus, Ohio, November 1, 2001.
- "Hiring and Retaining Talented Employees," National Arborist Association, Columbus, Ohio, October 31, 2001.
- "Employee Challenges: Violence, Drugs, and Attitude Problems," National Pest Management Association, New Orleans, Louisiana, October 29, 2001.

- "Professional Women in Pest Management," National Pest Management Association, New Orleans, Louisiana, October 29, 2001.
- "Keeping Good Employees; Retention Secrets From the Best," Western Nursery & Garden Expo, California Association of Nurserymen, Las Vegas, Nevada, October 11, 2001.
- "Recruiting and Hiring Talent in the New Millennium," Western Nursery & Garden Expo, California Association of Nurserymen, Las Vegas, Nevada, October 11, 2001.
- "Developing an Employee Management Plan in Your Company," GIE Media, Inc., Scottsdale, Arizona, October 8, 2001.
- "Employment Regulations Affecting Employers," GIE Media, Inc., Scottsdale, Arizona, October 8, 2001.
- "The Difficult Employee: Disciplining and Coaching Bad Attitudes and personality Conflicts," Garden Center Management Group, Winter Park, Florida, September 20, 2001.
- "Human Resource Update," American Wholesale, Ltd., Orlando, Florida, May 18, 2001.
- "Hiring and Retaining Talented Employees," International Order of the Golden Rule, Nashville, Tennessee, March 17, 2001.
- "Finding, Hiring, & Keeping Talent in the New Millennium," Midwestern Conference, National Pest Management Association, St. Louis, Missouri, March 9, 2001.
- "Employee Compensation," Midwestern Conference, National Pest Management Association, St. Louis, Missouri, March 8, 2001.
- "Recruiting and Retaining Employees," Southern Conference, National Pest Management Association, Memphis, Tennessee, February 9, 2001.
- "Employee Compensation," Southwestern Conference, National Pest Management Association, Albuquerque, New Mexico, February 1, 2001.
- "Recruiting and Retaining Employees," Southwestern Conference, National Pest Management Association, Albuquerque, New Mexico, February 1, 2001.
- "Employee Issues, Part I," Eastern Conference, National Pest Management Association, Manshantucket, Connecticut, January 26, 2001.
- "Employee Issues, Part II," Eastern Conference, National Pest Management Association, Manshantucket, Connecticut, January 26, 2001.
- "Developing and Placing Ads to Recruit New Talent," Master's Program, National Pest Management Association, Las Vegas, Nevada, October 18, 2000.
- "How to Pay Service Technicians, Sales Employees, and Managers," Master's Program, National Pest Management Association, Las Vegas, Nevada, October 18, 2000.
- "HR of the Future," Master's Program, National Pest Management Association, Las Vegas, Nevada, October 18, 2000.
- "Key Characteristics of Generation-Specific Workers," Master's Program, National Pest Management Association, Las Vegas, Nevada, October 18, 2000.

"The Future of Human Resources," Master's Program, National Pest Management Association, Las Vegas, Nevada, October 18, 2000.

"The Difficult Employee; Disciplining and Coaching Bad Attitude and Personality Conflicts," Council on Education in Management," Orlando, Florida, July 12, 2000.

"Interviewing & Hiring; How to Identify the Winners," Garden Center Management Group, Detroit, Michigan, June 20, 2000.

"Eliminating the Top 10 Wage and Hour Liabilities in Your Business," Garden Center Management Group, Detroit, Michigan, June 20, 2000.

"Finding and Keeping Good Employees; The Dilemma of the Decade," Council on Education in Management, Orlando, Florida, May 18, 2000.

"Human Resources of the Future," American Wholesale, Ltd., Orlando, Florida, May 1, 2000.

"Finding, Hiring, and Keeping Talent in the New Millennium," Garden Center Management Group, Louisville, Kentucky, February 3, 2000.

"The Difficult Employee; Disciplining and Coaching Bad Attitude and Personality Conflicts," Council on Education in Management, Orlando, Florida, January 26, 2000.

"Finding, Hiring, & Keeping Talent in the New Millennium," Florida Association of Realtors, Orlando, Florida, January 15, 2000.

"Interviewing Techniques for Success," National Pest Control Association, Atlanta, Georgia, October 29, 1999.

"Keeping Good Employees," National Pest Control Association, Atlanta, Georgia, October 29, 1999.

"Attracting and Keeping Good Employees," GIE Media, Inc., Atlanta, Georgia, February 15, 1999.

"Hiring, Firing, and Everything in Between," GIE Media, Inc., Atlanta, Georgia, February 15, 1999.

"Assembling All-Star Players: Hiring, Firing, and Keeping Funeral Home Employees," International Order of the Golden Rule, Charleston, South Carolina, November 2, 1998.

"Employment Policies; Are You in Compliance?" GIE Media, Inc., Nashville, Tennessee, October 31, 1998.

"Finding Employees in Today's Market," GIE Media, Inc., Nashville, Tennessee, October 31, 1998.

"The Employment Arena of '98; New Realities, New Challenges," Academy 1998, National Pest Control Association, Orlando, Florida, July 25, 1998.

"The Employment Arena of '98; New Realities, New Challenges," Winter Park Chamber of Commerce, Winter Park, Florida, Summer 1998.

"Smart Hiring Does Not Happen by Accident; Successful Employment Strategies for Pest Control Owners," Texas Pest Control Association, Houston, Texas, June 13, 1998.

"Employment Challenges of '98; Strategies for Success," American Wholesale, Ltd., Orlando, Florida, April 24, 1998.

"The Employment Arena of '98; New Realities, New Challenges," American Wholesale, Ltd., Orlando, Florida, April 24, 1998.

"How to Attract and Keep Good Employees," United Producers, Formulators, and Distributors Association, Tarpon Springs, Florida, April 3, 1998.

"The Employment Arena of '98; New Realities, New Challenges," Canada Dry Potomac Corporation, Washington, D.C., February 21, 1998.

"The Employment Arena of '98; New Challenges," First Southern Conference, National Pest Control Association, Memphis, Tennessee, February 9, 1998.

"When and How to Attract Good Employees," First Southern Conference, National Pest Control Association, Memphis, Tennessee, February 9, 1998.

"When and How to Attract and Keep Good Employees," Eastern Conference, National Pest Control Association, Cherry Hill, New Jersey, January 29, 1998.

"Recruiting, Interviewing, and Hiring for Success," Pepsi-Cola Bottlers' Association, Amelia Island, Florida, November 12, 1997.

"Employment Regulations—Your Rights and Obligations as an Employer," Pepsi-Cola Bottlers' Association, Amelia Island, Florida, November 11, 1997.

"Hiring, Firing, and What's in Between," Pest Management 1997, National Pest Control Association, Minneapolis, Minnesota, October 20, 1997.

"Profile of Good Employees," Pest Management 1997, National Pest Control Association, Minneapolis, Minnesota, October 20, 1997.

"Successful Hiring & Firing; The Best Kept Secrets," Florida Gift Fruit Shippers Association, Orlando, Florida, October 15, 1997.

"Smart Hiring Does Not Happen by Accident," Greater Orlando Chamber of Commerce, Orlando, Florida, September 11, 1997.

"The Employment Arena of '97; New Realities, New Challenges," Winter Park Chamber of Commerce, Winter Park, Florida, August 15, 1997.

"The Employment Arena of '97; New Realities, New Challenges," Florida Association of Realtors, Orlando, Florida, July 31, 1997.

"Successful Concepts to Building Your Business," Florida Gift Fruit Shippers Association, Orlando, Florida, May 22, 1997.

"Improving Employee Communication," GIE Media, Inc., Atlanta, Georgia, April 29, 1997.

"Unlocking the Mystery of Employee Recruitment," GIE Media, Inc., Atlanta, Georgia, April 29, 1997.

"Smart Hiring Does Not Happen by Accident," American Wholesale, Ltd., Orlando, Florida, April 20, 1997.

"The Employment Arena of '97: New Realities, New Challenges," American Wholesale, Ltd., Orlando, Florida, April 18, 1997.

"Build It To Last," Central Florida Society of Association Executives, Orlando, Florida, February 14, 1997.

"The Employment Arena of '97: New Realities, New Challenges," American Wholesale, Ltd., Orlando, Florida, February 5, 1997.

"How Recruiting and Hiring the Right People Impacts Your Profits," Whitmire Micro-Gen Symposium and Management Conference, St. Louis, Missouri, September 11, 1996.