



COMMONWEALTH  
CONTRACTORS

*Please join us for our annual*

## MANAGEMENT SEMINAR

Hermitage Country Club

1248 Hermitage Road, Manakin-Sabot, VA 23103

7:30 a.m. – 12:00 p.m. | Wednesday, November 16, 2022

This FREE seminar is designed to provide you with tools to reduce employee down-time, improve efficiency within your organization, and take control of your workers' compensation costs.

*Target audience is owners and managers.*

*Breakfast will be provided. See reverse for schedule and topics!*

Attend and we promise you will not be disappointed!

Register at [ccgsia.com](http://ccgsia.com)

Questions, contact [info@landinservices.com](mailto:info@landinservices.com)



**PO BOX 17590  
RICHMOND, VA 23226**

## **SCHEDULE OF ACTIVITIES – NOVEMBER 16, 2022**

7:30 AM - REGISTRATION • 8:00 AM - PROGRAM BEGINS  
10:15 AM – BREAK • 12:00 PM - ADJOURN

### BREAKFAST AND REFRESHMENTS PROVIDED

#### **IMPACT OF LABOR SHORTAGE & AGING WORKFORCE**

**8:15 AM –  
9:00 AM**

**PRESENTER:** Stacy Whalen, MS-MHA, RN, CCM, CMSP, Senior Medical Manager, Safety National

**TAKEAWAY:** *Understanding the impact of the labor shortage & aging workforce on workers' compensation*

#### **WHAT YOU NEED TO KNOW BEFORE YOU HIRE THAT SUB**

**9:00 AM –  
9:30 AM**

**PRESENTER:** Amanda Tapscott Belliveau, Attorney, McCandlish Holton, PC

**TAKEAWAY:** *Understanding what to consider when hiring subcontractors & how it may impact your company*

#### **ANGER MANAGEMENT & CONFLICT RESOLUTION**

**9:30 AM-  
10:15 AM**

**PRESENTER:** Ed Pratt, Director Risk Services, Midlands Management

**TAKEAWAY:** *Dealing with anger management & handling conflicts in the workplace to maintain a healthy & safe work environment*

#### **EMPLOYEE MISCONDUCT**

**10:30 AM –  
11:15 AM**

**PRESENTER:** Courtney Malveaux, Esq., Jackson Lewis, PC

**TAKEAWAY:** *Understanding how employee misconduct can affect your organization & how to be prepared to use the employee misconduct defense for claims*

#### **VIRGINIA'S UNIQUE STANDARDS**

**11:15 AM –  
11:45 AM**

**PRESENTER:** Her

**TAKEAWAY:** *Understanding Virginia's Unique Standards & how to avoid violations/citations*