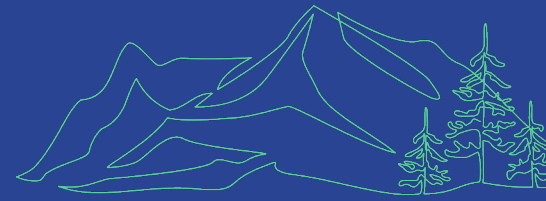
**DAY ONE: WEDNESDAY, 9/25**

8:30 a.m. — 9:30 a.m.	Registration
9:00 a.m. — 9:45 a.m.	Welcome, Intro & What to Expect
10:00 a.m. — 11:30 a.m.	Beyond the Investigation: Implementing ThroughCare™ Strategies Participants will explore effective strategies to implement a ThroughCare™ program to ensure transparency and build trust within the organization. Gain insights from peers on how continuous support and clear communication during investigations can cultivate a respectful work environment.
11:45 a.m. — 12:15 p.m.	Networking Engage in conversations with fellow members to gain insights from real world examples and collaborate on effective strategies for industry-specific challenges.
12:15 p.m. — 1:15 p.m.	Lunch
1:15 p.m. — 2:45 p.m.	[Speaker] Employee Relations and The Legal Perspective: AI in Employee Relations Fan favorites, plaintiff Attorney Lori Deem and Defense Attorney Denise Drake return for a thought-provoking session to explore the intersection of AI in employee relations. They'll delve into legal, ethical and compliance considerations, responsible use and highlight the opportunities and challenges that AI brings.
3:00 p.m. — 3:45 p.m.	Navigating AI Ethically and Responsibly while Emphasizing Human Connections Participants will discuss how to integrate AI to generate data insights, automate processes and support high-quality issue resolution while striking a balance between productivity gains and incorporating the human elements vital to positive employee experiences and building trust.
4:00 p.m. — 5:30 p.m.	[Workshop] Empowering Leaders: Implementing a Mental Health First Aid Program In this session, attendees will discover practical and effective strategies to recognize address mental health challenges in the workplace, supporting employee well-being and creating a healthier organization.
5:45 p.m. — 7:00 p.m.	Light Bites & Cocktail Hour

**DAY TWO: THURSDAY, 9/26**

8:00 a.m. — 9:00 a.m.	Breakfast
9:00 a.m. — 9:15 a.m.	Welcome
9:15 a.m. — 9:45 a.m.	Employee Relations Leadership Award Ceremony During this inaugural awards ceremony, we will honor a peer-nominated leader whose innovative contributions have profoundly shaped employee relations, enhancing workplace culture and elevating their organization's reputation.
10:00 a.m. — 11:15 a.m.	Featured Speaker Coming Soon! Stay tuned to see our featured speaker for this year's ER Roundtable.
11:30 a.m. — 12:15 p.m.	Forecasting the Future: Harnessing Predictive Analytics Discover how predictive analytics helps organizations anticipate trends, optimize resources, and address challenges proactively. Learn from others how they are leveraging data to enhance retention, foster diversity and create a healthier workplace, keeping your organization ahead in a dynamic environment.
12:15 p.m. — 1:00 p.m.	Lunch
1:00 p.m. — 2:30 p.m.	Election Impact: When Global Politics Enter the Workplace Participants will discuss how to navigate the complexities of global politics in the workplace and how to proactively address challenges that arise when social and political events impact employees.
2:30 p.m. — 3:00 p.m.	Networking Connect with members from similarly sized organizations to share experiences and challenges and discover best practices to optimize your employee relations function.
3:00 p.m. — 3:15 p.m.	Closing

****AGENDA ITEMS ARE SUBJECT TO CHANGE****