

Agenda

2026 Workforce Success and Engagement Conference

Tuesday, April 14

5:00 p.m. **Registration and Reception, Sponsored by Wimberly Lawson Steckel Schneider & Stine PC**

Wednesday, April 15

8:30 a.m. **Welcome / Opening Remarks:** Ja Stephens, Claxton Poultry Farms
Barbara Jenkins, U.S. Poultry & Egg Association

8:45 a.m. **Washington Review**
Christian Richter, The Policy Group

9:30 a.m. **Immigration Enforcement: A Simulated Drill**
Chris Lauderdale, Jackson Lewis P.C.

10:15 a.m. **Break**

10:30 a.m. **Employee Assistance and Outreach Programs**
A. Flock
ViviAnn Johnson, House of Raeford Farms
B. Purchasing Power
Robert Gordon, Power Voluntary Benefits, Inc.
Sara Harris, Purchasing Power

11:30 a.m. **Benefits Compliance Gotcha's**
Jim Wimberly, Wimberly, Lawson, Steckel, Schneider & Stine, P.C.

12:00 p.m. **Adjourn**

Thursday, April 16

8:30 a.m. Presiding: Janelle Heesch, Pilgrim's

Panel: Succession Planning Best Practices
Moderator: Matt Spencer, USPOULTRY
Panelists:
1. Leonard Parks, Case Farms
2. Michael Carow, Koch Foods
3. Stephanie Kempa, Herbruck's Poultry Ranch

9:15 a.m. **Multi-Cultural Workforce / Language Support**
Ian Bergin, Wayne-Sanderson Farms

9:45 a.m. **Break**

10:00 a.m. **Building the Workforce of Tomorrow**
A. Second Chance and Military Veteran Hiring
Ja Stephens, Claxton Poultry Farms
B. High School Outreach
Karen Wilson, Amick Farms
C. Generational Balance / Onboarding
Hunter Taylor, Butterball LLC

11:30 p.m. **Customer / Social Responsibility Audits / Sustainability**
Matt Spencer, USPOULTRY

12:00 p.m. **Lunch, Sponsored by**

Continued

Thursday, April 16 (Continued)

1:00 p.m. Presiding: Hannah Cagle, House of Raeford

Crisis Management:

A. Workplace Violence Prevention and Active Shooter Response

Chad Ayers, ProActive Response Group

B. Site Security

Alex Kelly, Arkansas Public Safety Solutions

2:15 p.m. **Panel: Employee Self-Service (ESS) Practicalities**

Moderator: Anne Guggenbiller, Cooper Farms

Panelists:

1. Hunter Taylor, Butterball LLC
2. Lori Springer, Maple Leaf Farms
3. Michael Carow, Koch Foods

3:00 p.m. **Adjourn**

3:15 p.m. **Joint HR Council Meeting**

Friday, April 17

8:30 a.m. Presiding: Brittney Kirwer, Farbest Foods

Artificial Intelligence:

A. Policy Development and Use

Jim Wimberly, Wimberly Lawson Steckel Schneider & Stine PC

B. Work Smarter, Not Harder . . . A Case Study

Romika Wells and Jennifer White, Wayne-Sanderson Farms

10:00 a.m. **Break**

10:15 a.m. **Legal Lens: Harassment Guidelines Abandonment; Affirmative Action / DEI; Reasonable Accommodations; Employee Vetting and Background Check Best Practices**

Chris Lauderdale, Jackson Lewis P.C.

Jim Wimberly, Wimberly Lawson Steckel Schneider & Stine PC

11:15 a.m. **Conclude**

Door Prizes Sponsored by Jackson Lewis P.C.