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Michael A. Aitken
Vice President
Government Affairs
SHRM

Mike Aitken joined the Society for Human Resource Management (SHRM) in 2003 and since then he has been responsible for all SHRM governmental affairs endeavors. Mike currently serves as SHRM's Vice President of Government Affairs and he is a strategic advisor to the Society's overall external relations activities.

As a member of SHRM's senior management team, Mike plays a key role in helping to set the strategic direction of the organization, offering important counsel on SHRM's educational programs and professional development opportunities.

With over 25 years of experience working on workplace and workforce issues, Mike is a leading authority on issues important to the human resource profession. As one of SHRM's primary spokespeople, Mike is regularly interviewed by the media and sought out as a speaker for business audiences.

Prior to joining SHRM in 2003, Mike spent 14 years with the College and University Professional Association for Human Resources (CUPA-HR), which represents more than 23,000 HR professionals at over 1,900 higher education institutions.

In 2015 and 2016, Mike served as an employer representative on the U.S. delegation to the International Labour Conference.

Mike currently serves as a board member for OpenWork. He is also a member of the National Selection Board of the Secretary of Defense Employer Support Freedom Award and the U.S. Chamber of Commerce Labor Relations Committee.

Mike holds a Bachelor of Arts degree from the University of San Diego.

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**Megan K. Drohan
Protective Security Advisor
Office of Infrastructure Protection Region V**

Megan K. Drohan currently serves as the Department of Homeland Security (DHS) Office of Infrastructure Protection (IP) Protective Security Advisor for the district of Chicago and Northern Illinois. She acts as the DHS infrastructure protection liaison between Federal agencies; State and local government agencies; and the private sector. She supports DHS's coordinated national efforts to reduce risk to critical infrastructure and strengthens national preparedness for all-hazards incidents. Ms. Drohan joined the federal workforce in 2017 as the DHS IP Supervisory Administrative Officer for Region V. In this capacity, she oversaw all mission support activities within the Region. She developed management plans for efficient and effective program implementation and administration. She provided analysis and advised senior management on programs and operations, as well as the productivity and efficiency of the region.

Before joining the Region V team, Ms. Drohan served as a consultant with Strategic Operational Solutions and later Eagle Hill Consulting assigned to the Interagency Security Committee (ISC) within DHS IP. She wrote and edited official ISC strategy/policy documents and served as the ISC's compliance subject-matter expert and a major resource for collaboration and instruction with other organizations within the federal government. She contributed to the development and analysis of standards, policies, and best practices pertaining to all hazards risk mitigation, security, protection, and resilience of federal facilities nationwide.

Prior to her position with the ISC, Ms. Drohan supported the Protective Security Coordination Division (PSCD) within DHS IP, first as a Functional Analyst and later as an Operations Analyst with CACI International, Inc. Ms. Drohan developed, analyzed, and evaluated all hazards plans pertaining to resilience, security, protection, preparedness, mitigation, response and recovery. She provided critical infrastructure analysis across the ten federal regions and produced national, regional, and district-level reports to keep stakeholders informed. She prepared and edited informational overviews detailing programs, initiatives, special events, nationally/regionally significant critical infrastructure, all-hazard incident response actions, and DHS-directed threat outreach data.

Ms. Drohan obtained her Master's Degree in International Peace and Conflict Resolution from American University. She earned a Bachelor's Degree in French and a second Bachelor's Degree in Spanish and International Relations, both at Roanoke College.

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Jeff Risch **Partner at SmithAmundsen**

Jeff wouldn't practice law if he couldn't practice in labor and employment. He takes enormous pride in advising and defending the foundation of our economy: employers. Every day he arises with a passion to aggressively and responsibly represent clients in a broad range of industries.

In his practice, Jeff handles matters involving countering various union tactics; responding to government audits; defending discrimination, retaliation and wrongful termination claims; avoiding employee wage and hour controversies; complying with prevailing wage and minimum wage laws; litigating employment contract disputes and unfair competition controversies; upholding independent contractor and contingent workforce relationships; and negotiating collective bargaining agreements.

Jeff has many years of both private practice and in-house counsel experience. He represents employers throughout the U.S. and has taken several prominent cases successfully through arbitration, administrative hearing, trial and, when necessary, appeal. Jeff advises employers with the purpose of providing them the most efficient avenue to effectively manage. A prolific author and presenter, Jeff is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. If you have ever been lucky enough to see Jeff present, you know you are excellent hands in any negotiation or a courtroom!

A former manager and current business owner, Jeff understands and relates to the objectives of his clients. He applies his passion for business and employers in his work as chairman of the Illinois Chamber of Commerce Employment Law & Litigation Committee, chapter labor counsel for the Associated Builders and Contractors of Illinois, and chapter labor counsel for the Northern Illinois Building Contractors Association. As chair of the firm's expansive, management-side Labor and Employment Practice Group, Jeff oversees a team providing comprehensive counsel to employers across the country. As a member of the firm's Executive Committee, Jeff helps to set the strategic vision for the firm and ensures that each of the firm's clients receives the best possible experience working with SmithAmundsen.

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Noah Frank
Associate at SmithAmundsen

Noah's goal is to protect businesses from harmful litigation. He counsels businesses like restaurant chains, physician's offices, Mom n' Pop shops and manufacturers on labor and employment strategies to diminish the possibility of litigation.

Noah provides comprehensive labor and employment counsel including, but not limited to: drafting employment agreements, contracts, and handbooks; assisting with union successor collective bargaining

agreements; responses to unfair labor practices and grievance administration through successful arbitration. He also provides practical advice for clients handling difficult employees and return-to-work situations following on-the-job injuries.

Noah has negotiated multiple favorable post-termination settlements in FLSA and discrimination/retaliation claims, and has significant experience advising clients on the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Family Medical Leave Act (FMLA), Illinois Minimum Wage Law, and Illinois Wage Payment & Collection matters.

In the related area of workers' compensation, Noah handles complex matters related to representation of uninsured employers and non-compliance matters, as well as workers' compensation and occupational disease defense. Noah has obtained several successful resolutions before the Illinois Workers' Compensation Commission's Insurance Compliance Unit. He has litigated Workers' Compensation claims through the Illinois Appellate Court and has obtained numerous favorable awards on behalf of his clients.



Julie Proscia
Partner at SmithAmundsen

Julie provides labor and employment counsel that is outcome based. Before giving advice, she asks her clients what they want or need as the outcome to their matter; then skillfully crafts a pragmatic, business-centric solution to the issue.

Julie actively navigates employers of all shapes and sizes through the legal pitfalls of the employment relationship from its inception at recruitment and hiring through the implementation of policies and procedures, and the conclusion of the relationship with the termination/separation process. When litigation becomes necessary, Julie aggressively advocates for clients in the areas of traditional labor and employment

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law, including but not limited to discrimination/retaliation cases, non-competition/non-solicitation enforcement, wage and hour litigation, and employment and labor arbitrations.

Julie represents many public sector/municipal employers in traditional labor and employment issues. Most commonly, Julie represents municipalities in labor disputes, including negotiations, grievances, ULP defense, and arbitration. Her impressive legal practice includes representing both public and private sector employers in federal, state and administrative venues. These venues include a trial practice in federal and state court, as well as at the Illinois Human Rights Commission, Equal Employment Opportunity Commission, National Labor Relations Board and Department of Labor.

Finally, in addition to, and in concert with, her labor and employment practice, Julie assists a substantial number of not-for-profits with both their traditional employment issues, as well as the issues that arise before 501(c)(3) and 501 (c)(6) organizations. Julie's not-for-profit practice includes training in board policies, procedures, and development, as well as counseling a defense.

In 2012, Julie was honored as one of the 40 Attorneys Under 40 in the State of Illinois to Watch by Chicago Lawyer magazine. At the time, she was described by a client as, "honest, bright, creative, diligent and aggressive." Another client stated, "Julie has never failed to give me exceptional assistance." SmithAmundsen leadership and Julie's labor and employment team members echo these sentiments.

Julie is well respected by her peers in the legal, business and service communities. She is often asked to speak on trending topics in the labor and employment arena by clients and educational providers around the country. The articles she pens are regularly broadcast to more than 20,000 people across the Midwest by various educational providers and associations. Additionally, Julie sits on the Board of Directors for the Fox Valley United Way as well as the YWCA.

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Dave Ryan

Director of Human Resources

Mel-O-Cream in Springfield, IL

Mel-O-Cream is a medium sized manufacturer of bakery goods supplying the grocery industry. Dave received his SPHR in 2007. In his long-term employment with Mel-O-Cream Dave has undertaken many roll outs, project implementations as well as many compliance initiatives.

Away from work, Dave referees ice hockey at various levels. He also serves as the State Director of the Illinois State Council of SHRM. With the rest of his free time, he thinks, talks and writes about HR and business related issues. Dave speaks at local colleges and at SHRM events on both HR and Social Media matters regularly.

Dave has two grown sons and a wife of 39 years. Dave maintains a presence in Social Media, and has participated on the SHRM Blogger squad for the last 5 year at the SHRM National Conferences. He loves all things electronic. In cyberspace, you can find him on LinkedIn on Twitter as DaveTheHRCzar and on Facebook.



Amy Bauman

**Vice President – Human Resources
Heritage Operations Group, LLC**

Amy Bauman's HR career began when she accepted a Human Resource Assistant position in the fall of 2000 with Heritage Operations Group. Over the years, Amy has worn many hats while serving in a variety of roles, including Human Resource Generalist, Benefits Manager and Human Resource Manager. Over the course of her career at Heritage, Amy has had the opportunity to expand her knowledge and skillset in areas including Employee Relations, Wage Administration, Leave Management, Benefits Administration, HRMS Management, Recruitment, and more. During this time, Amy was able to pursue a degree at Lincoln College, and graduated with a Bachelors of Business Administration in Business Management in 2012. In April of 2018, Amy accepted the position of Vice President of Human Resources at Heritage Operations Group.

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**Diana Gonzalez Butler
Human Resources Director
Rukel Management**