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*Indiana Chamber of Commerce*

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# **Employing a Hispanic Workforce:**

*Legal and Cultural Issues*

**February 23, 2006 • Hyatt Regency Indianapolis**

**Presented by:**

**ICEMILLER<sup>®</sup>**  
LEGAL & BUSINESS ADVISORS

**IndianaChamber**

*The Voice of  
Indiana Business.™*

## **Ice Miller Clients**

**Receive \$75 off your registration  
fee for the Employing a  
Hispanic Workforce Seminar**

## As the Hispanic population soars in Indiana ...

*are you prepared to face the legal and cultural issues that will impact your business?*

### Why You Should Attend

The Latino population has more than doubled in Indiana since 1990, from 98,788 to 214,536, up 117.2 %, reports the 2000 U.S. Census. According to the U.S. Census, the same is true throughout the U.S. as the Latino population grew by 58%, or 35.3 million. In people terms this means that one in eight persons in the U.S. are of Latino/Hispanic origin. The Indiana Chamber of Commerce and Ice Miller are pleased to bring this updated and timely seminar to Indiana business. Attend this conference and you will have a better understanding of the legal and cultural issues you face when employing a Hispanic workforce.

### Who Should Attend

- Human resource personnel
- Personnel directors, managers and staff
- Operations managers
- Administration directors
- Employee relations specialists
- Small business owners
- Supervisors

### Indiana Chamber Helplines!

Membership now features the Indiana Chamber regulatory compliance helplines!

FREE consulting from our staff of experts can save your company thousands of dollars in potential non-compliance penalties, fines and lawsuits.

#### HR helpline - (317) 264-6866

A confidential expert resource to answer your questions on employment law and human resources issues, including hiring and firing, FMLA, ADA, EEO, FLSA and worker's and unemployment compensation.

## Employing a Hispanic Workforce

### Agenda

*(All times listed are Eastern Standard Time)*

8:30 a.m. Registration and Continental Breakfast

9:00 a.m. Welcome and Opening Comments  
*Jenifer M. Brown, Ice Miller*

9:15 a.m. Keynote Address  
*Juana O. Watson, Senior Advisor for Latino Affairs, Office of the Governor*

10:00 a.m. Communication Quandaries  
*Tami A. Earnhart, Ice Miller*

10:45 a.m. Break

11:00 a.m. Word from the Field - Human Resource Professional Panel  
Discussion on Issues Faced by Indiana Business in Embracing the Hispanic Culture in the Workplace  
*Panelists to be determined*

12:00 p.m. Lunch (provided) - with Table Top Discussions

1:00 p.m. Post-lunch Debriefing  
*Tami A. Earnhart, Ice Miller*

1:15 p.m. Are Your Employees in Lawful Immigration Status?  
Social Security "Mis-Match" Issues and Penalties  
*Jenifer M. Brown, Ice Miller*

2:15 p.m. Break

To Register: ☎ **Call (800) 824-6885** • 📠 **Fax (317) 264-6855** •

## orce – February 23, 2006

2:30 p.m. Update on National Origin  
Discrimination Issues  
*Tami A. Earnhart, Ice Miller*

3:15 p.m. Border Protection, Illegal Immigration  
and Anti-Terrorism  
*Jenifer M. Brown, Ice Miller*

4:00 p.m. Adjourn

### Location & Hotel Information

This seminar will be held at the Hyatt Regency Indianapolis, located at One S. Capitol Ave., in downtown Indianapolis. For overnight rooms, please contact the Hyatt at (317) 632-1234. For discounted accommodations, please request the Indiana Chamber account rate (*subject to availability*).

Detailed directions and a map will be sent with your confirmation letter.

**Presented by:**

**ICEMILLER®**  
LEGAL & BUSINESS ADVISORS

## Spanish for the HR Professional Workshop

January 31-February 1, 2006

Indiana Chamber of Commerce Office, Indianapolis

According to the U.S. Census Bureau, Indiana is expected to gain 125,000 persons of Hispanic origin between 1995 and 2025, and to have a total Hispanic population of 243,000 by that same year. An increase of Spanish-speaking Hoosiers guarantees an increase in Spanish-speaking employees. How many Latino/Hispanic employees do you have? Are you able to communicate with them when it comes to HR issues like hiring, firing, disciplining and personnel files?

The Indiana Chamber and Language Training Center are pleased to bring this timely workshop to Indiana businesses. Attend to gain a better knowledge of the Spanish language regarding HR terminology, so that you can more effectively communicate with this fast-growing population.

**To register or to view a detailed agenda, visit [www.indianachamber.com](http://www.indianachamber.com), or call us at (800) 824-6885 or (317) 264-6885.**

## Human Resources Specialist Certificate Program

The Indiana Chamber of Commerce is pleased to sponsor a Human Resources Specialist Certificate program to recognize educational achievement and professional excellence.

The ongoing certificate curriculum is comprised of top-quality, need-to-know seminars designed to help you do your job effectively. Enrollment in the certificate program will demonstrate your continuing efforts toward compliance with state and federal regulations.

**Enroll Today for Only \$69**

To enroll in the certificate program or for more information, please call (800) 824-6885.

**HR Specialist Certificate credit = 1**

# Registration Form

**IndianaChamber**  
*The Voice of  
Indiana Business.*

**Contact:** Indiana Chamber  
**Address:** 115 W. Washington St., Suite 850S  
P.O. Box 44926  
Indianapolis, IN 46244-0926  
**Phone:** (317) 264-6885 or (800) 824-6885  
**Fax:** (317) 264-6855  
**E-mail:** seminars@indianachamber.com  
**Web site:** www.indianachamber.com

EMPLOYING A HISPANIC WORKFORCE  
FEBRUARY 23, 2006

## 1. Attendee Information *(Please Print or Type)*

Organization Name

1. Name

2. Name

3. Name

FREE! 4. Name

Title (1) \_\_\_\_\_ (2) \_\_\_\_\_

(3) \_\_\_\_\_ (4) \_\_\_\_\_

E-mail (1) \_\_\_\_\_ (2) \_\_\_\_\_

(3) \_\_\_\_\_ (4) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Approving Manager (Name) \_\_\_\_\_ (E-Mail) \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Fax ( ) \_\_\_\_\_

Special Accessibility or Dietary Needs? \_\_\_\_\_

## 2. Registration Fees

Bill me  Check enclosed (*payable to Indiana Chamber of Commerce*)

VISA  MasterCard  American Express

# \_\_\_\_\_ Exp. \_\_\_\_\_

3-digit security number \_\_\_\_\_

Signature x \_\_\_\_\_

## Cancellation Policy

All cancellations must be received in writing. A \$25 processing fee will be charged for all cancellations. Cancellations received after February 9, 2006, will be issued a credit certificate, less a \$25 processing fee. Credits can be used toward any future Indiana Chamber conference(s) for up to one year. Credit is fully transferable. Substitutions are welcome at any time, but requested in advance of the conference.

## 3. Registration Information

<input type="checkbox"/> Indiana Chamber Member Discounted Price	<del>\$299</del>	\$224
<input type="checkbox"/> Non-member Price	<del>\$399</del>	\$324
<input type="checkbox"/> HR Specialist Certificate		\$69

**Send 3 and the 4th person is FREE!**

I cannot attend at this time, but would like more information on:  
 Chamber Membership  
 HR Publications

*An income tax deduction may be allowed for educational expenses incurred to maintain or improve professional skills.*

**To receive the special discount of \$75, please return this form via fax or mail, or call (800) 824-6885 and state your priority code is: 4236.**