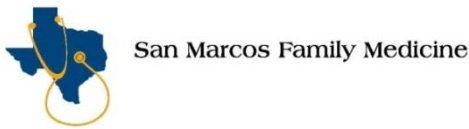


Healthy Employees and Your Bottom Line: How Integrating Proactive Healthcare Affects Your Operations, HR, & Profits

~~~~~An Educational Seminar Brought to you by~~~~~



## How does the health of your employees affect your bottom line? And why should you care?

This educational seminar brought to you by some of the most proactive risk manager and healthcare providers in the area addresses these and other questions you have about the health and well-being of your employees. We'll cover:

### Managing the Risks of Your Employees

During our first session, we'll address your hiring practices and how hiring the right (or wrong!) employee can affect your HR practices, profits, and risk management strategy. Our HR professional and Work Comp Advisor will discuss Return to Work programs and HR Compliance issues.

### WorkSteps Testing and Rehabilitation

Learn how an accurate job analysis and job specific testing can protect your employees from injury and protect you from paying for pre-existing injuries. Follow the path of an employee from the hiring phase, through the rehabilitation process and return to work.

### Proactive Healthcare/Employer Relationship

Want a doctor on your side? Establishing a proactive relationship with a healthcare provider can make all the difference in your hiring and rehabilitation processes. Developing trust with and between your staff and your doctor takes away the uncertainty of who your provider works for.

To RSVP: Contact Paula Howell at (830) 688-2317 or [bdc@tcormanagement.com](mailto:bdc@tcormanagement.com)

**Thursday  
March 4, 2010  
8:30am– 11:30am**

**San Marcos  
Activity Center**

501 E Hopkins, San Marcos, TX

**Admission:  
\$30 per person  
(\$20 each additional  
attendee from same  
organization)**

**Who Should Attend:  
HR Professionals,  
CFO's, COO's**

## Panel of Speakers

### **Ross Dudney, PHR, TCOR Insurance Management**



Ross is responsible for the Risk Control Services division of TCOR Insurance Management, which includes Human Resource Management, Contract Compliance, Workers CompControl®, and Safety.

Prior to joining TCOR, Ross spent over 23 years with Wal-Mart Stores, Inc., in various roles including store operations, HR generalist and a HR Labor Relations Specialist. As an HR Professional Ross was a member of Wal-Mart's elite Labor Relations Team. His responsibilities included assessing union organizing vulnerability, union avoidance training, on-site response for heightened organizing activity, managing and coordinating union election campaigns.

Ross holds Professional Human Resource Certifications from both the Society for Human Resource Management (SHRM) and the Institution for Applied Management and Law (IAML) and a Bachelor's degree in Business Management from Texas State University.

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### **David Adams, Cert. WorkSTEPS Tech., Cert. FCE Tech., PTRC**

David has worked in the rehabilitation field with a focus in work related injury prevention and rehabilitation since 2005.

He currently manages the Occupational Health division of PTRC. He has completed certification with WorkSTEPS in Post-Offer Testing, Fit for Duty Testing, Functional Capacity Evaluation and Job Site Analysis. He is also DOT certified for drug and alcohol testing.

Through training and experience, David has helped companies hire quality employees who are capable of performing all aspects of their job, leading to a qualified, safe workforce.

David attended Texas State University with a concentration of studies in Exercise and Sports Science.



### **Kirk G. Painter, P.T., Cert MDT, PTRC**

Kirk has been a Licensed Physical Therapist since 1995 and is a co-owner of PTRC. He has helped prevent many injuries through his focus on Occupational Rehab and has expedited injured worker's return to work through rehabilitation.

Relevant coursework completed in *Blankenship and WorkSteps Functional Capacity Evaluation, WorkSteps Objective Employment Testing, Back School of Atlanta Cumulative Trauma and Ergonomics, and How to Reduce Workplace Injury and Disability Costs Through Non-Subscription and Self Insurance.*

Kirk graduated from Texas A&I in 1989 in Animal Science and Southwest Texas State University in 1994 in Physical Therapy.

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### **Dr. Lane Lee, San Marcos Family Medicine**

Dr. Lee owns San Marcos Family Medicine in San Marcos, Texas. His 20-year medical background has focused on family and sport medicine.

Dr. Lee is a member of the American Academy of Family Physicians, the American Medical Association and the Texas Medical Association. He also serves on the Board of Directors for the Central Texas Provider Network and is the Family Practice Chairperson for the Central Texas Medical Center in San Marcos.

Dr. Lee earned a Bachelor of Science Degree in Medical Technology from Texas Tech University and a Doctor of Medicine degree from the University of Texas Medical Branch in Galveston, TX.

