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## Missouri River Energy Services **Human Resources Members Conference**

### **S P E A K E R S**

#### **Ben Conley**

Partner, Seyfarth Shaw LLP



Ben has a broad-based practice focusing on all aspects of employee benefits, executive compensation, fiduciary governance and data privacy. He garners nationwide recognition for his thought-leadership on health and welfare plan design and compliance issues. He regularly speaks and publishes on cutting-edge benefits developments, having counseled clients through the turbulent times of the Affordable Care Act's implementation and the COVID-19 benefits-related upheaval.

Ben's involvement with various policy organizations, including SHRM, the American Benefits Council, the ERISA Industry Committee and the Chamber of Commerce allow him to keep clients ahead-of-the-curve on breaking benefits developments so they can inform their internal stakeholders of what to expect. He regularly provides input to regulatory agencies and even Congress on pending proposals to ensure his clients have a voice in the process.

Ben's broad-based practice allows him to counsel clients of all industries, size and focus, including private sector, union, multiemployer, public sector, higher education, and health care. He also regularly advises vendor-side organizations on health and welfare products and services.

Prior to joining Seyfarth, Ben was a lead articles editor for the Washington & Lee University Law Review. Outside of work, Ben enjoys introducing his Chicago friends and family to the finer aspects of his Kentucky cultural upbringing, including the Derby, the Wildcats and the riveting tale of the Florence Y'all Water Tower.

# SPEAKERS



## Ruth Horvatic

Attorney, McGrath North

Ruth represents and counsels employers in a broad range of labor and employment law matters. Ruth maintains a national labor and employment practice assisting her clients in all types of employment disputes, including discrimination/harassment litigation, employment-related contract disputes, and labor negotiations. From day-to-day issues to litigation, Ruth offers her clients a full range of services.

Growing up on a farm in rural Nebraska taught her the value of hard work and integrity, which shows in her practice. She gives each client personal attention and cost-effective solutions that are driven by her experience, expertise, and values.

Ruth has experience in all aspects of litigation including trial work, arbitration, and mediation in federal and state courts along with administrative agencies. Her practice includes defending corporate clients in litigation brought by employees under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the National Labor Relations Act (NLRA), and several other federal and state employment laws.

Ruth has been selected as a Great Plains Super Lawyers Rising Star in the practice area of Employment and Labor law and is ranked in Chambers USA as an up-and-coming attorney for Labor & Employment law in Nebraska.



## Tammie Krumm

Vice President of Human Resources and Administration, MRES

Tammie Krumm is vice president of human resources and administration for Missouri River Energy Services (MRES). She joined the organization in 2017. Tammie is responsible for the overall administration, coordination, and evaluation of human resources, safety, and records management functions, policies and programs, as well as oversight of buildings and grounds.

She has more than 24 years of experience in human resources and risk management including compensation and benefits design and administration, workforce development and retention, conflict resolution, career management and development, safety and risk management, and labor relations and policy administration in both union and non-union settings.

Tammie is a current member of the American Public Power Association (APPA), APPA Safety Committee, the Sioux Empire Human Resource Association, the Center of Energy Workforce Development, and the Society of Human Resource Management.

Tammie earned her bachelor's degree in agricultural business from South Dakota State University in Brookings, S.D.

# SPEAKERS



## Dan LaRock

Senior VP & Shareholder, HUB International Great Plains

In his career, Dan has held executive level positions in public relations, fundraising, institutional advancement & benefits consulting. He strives to deliver, with help from the top teams in the Upper Midwest, superior employee benefits advice and implementation strategies to clients and prospects.

In 2016, Dan & his wife Marie co-founded a mission based 501(c)(3) called Rock Ranch. He manages the marketing, finance & business affairs for the organization. Dan is also an Independent Ordained Christian Minister through NACM - 1 Peter 5: 6-7

In 2023, he wrote a book! It's called *Grandpa's Gift*. In it, Dan shares rediscovered wisdom from a grandfather long after the sunset of his life.

Specialties: Self funded health & welfare plans, health care data strategy, benefits negotiation, benefits plan design, consumer driven strategy, carrier network analytics & benefits benchmarking review, non-profit organizational management, public relations, writing, marketing & fundraising.



## Ashley Thomalla

Senior Vice President, People & Technology Consulting, HUB International

Ashley is dedicated to meeting client needs and helping them see the big picture in their organization. Her background in industrial/organizational psychology, coupled with her common sense approach and ability to balance science and practice, prove to be crucial in her work as a consultant. Ashley brings her outside perspective to help numerous clients, including those in financial services, healthcare, non-profits and utilities.

She has experience analyzing and documenting jobs, which serve as the foundation of many key organizational functions such as hiring, training, compensating employees and managing their performance. Her experience includes work environment scans and audits as well as organizational design and selection projects. On a regular basis, Ashley conducts research and analyzes data to answer questions and examines best practices and industry trends to help clients see how their policies and practices compare.

Ashley's education and experience in compensating and rewarding employees have helped her to focus clients on the importance of their total rewards strategies. She routinely provides clients with compensation recommendations to help them attract and retain qualified employees. Furthermore, Ashley encourages a pay for performance culture and has helped clients design pay for performance plans to motivate desired employee behaviors that lead to positive organizational outcomes. Her analytical ability, critical-thinking skills and attention to detail prove very useful in helping clients meet their needs.

# SPEAKERS



## **Sara Vander Zanden**

Director of State Workforce Development Initiatives,  
Center for Energy Workforce Development

Sara is Director of State Workforce Development Initiatives at the Center for Energy Workforce Development, where she helps state energy workforce consortia across the country operate at their strategic and operational best. She is focused on building the talent pipelines the energy sector will depend on.

Sara's career spans executive nonprofit leadership, impact consulting, and national workforce development, including roles at Jobs for the Future and as Executive Director of a nationally pioneering affordable housing initiative.

The common thread across her career is bringing diverse stakeholders together around a shared purpose to move things forward. At CEWD, that means championing the most critical sector in our workforce and connecting people with good, life-changing careers.