

“Military Maneuvers”

Date:	April 11, 2008
Location:	Round Rock Higher Education Center 1555 University Blvd Round Rock, TX 78664
Driving Directions:	Start out going NORTH on I-35. Take EXIT #256 - SH 1431/University Blvd. Turn RIGHT (East) onto University Blvd. Keep STRAIGHT for about 1.5 miles. AVERY BUILDING, 1555 UNIVERSITY BLVD. will be on RIGHT SIDE.
Time:	Registration/Full Breakfast/Networking starts at 7:15 a.m. Program from 8:00 –12:00
Cost:	\$75 for members and affiliate chapter members \$95 for non-members
Link to registration:	https://www.123signup.com/register?id=tzqbg

Did you know that more than 400 people a month are transitioning into civilian life from the Ft Hood area in Killeen Texas (And that does not include spouses and family members who are entering the local workforce!) Do you know how to tap into this recruiting pool of talent? When you hear people using words like NCO or TDY, do you run for a dictionary or do a quick Google search in order to decipher the terms? Do you question the skill levels or training of people with different ranks that you do not even understand? Do you currently have people within your organization who are on military leaves and will soon return and you wonder what your obligations are as an employer? Have you reviewed the recent additions to the Family Medical Leave Act? Good News! This program can help you with all of these questions and more! Join other HR Professionals and area business people as we review these questions and more in this information packed, half-day program featuring two very knowledgeable experts in their respective fields.

Bob Oakes, Contractor Installation Manager (CIM) from Fort Hood ACAP Center (Army Career and Alumni Program) addresses the following learning objectives in his presentation:

- * To educate employers about military members in transition from active duty to civilian careers.
- * To increase the understanding of enlisted and officer skill sets based on years of service and rank.
- * To review the benefits of hiring service members and how employers can tap into this under utilized applicant pool.

Tom Nesbitt, LLP, founding partner of DeShazo & Nesbitt brings his expertise to our program with the purpose of a legal overview the USERRA and FMLA laws.
Specifically his program will cover:

- *Dealing with active and deployed service members and how to handle pay, obligations for retaining jobs, and properly administrating benefits
- *Dealing with injuries and disabilities for returning employees
- *Review of the new additions to the FMLA for service members and caretakers



Tom Nesbitt, LLP:

Board certified in Labor and Employment Law by the Texas Board of Legal Specialization. He is admitted to practice in the U.S. District Courts for the Western, Southern and Northern Districts of Texas and the U.S. Court of Appeals for the fifth Circuit. Prior to founding DeShazo & Nesbitt, Tom was with the Austin office of Fulbright & Jaworski. Tom has successfully represented clients in a variety of labor and employment matters, including covenant not-to compete drafting and litigation, trade secret litigation, cases brought before the National Labor Relations Board (NLRB), and employment discrimination and unlawful termination litigation. He often consults with employers about compliance with state and federal laws and regulations, the American with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), employee policies and handbooks, Equal Employment Opportunity (EEO) training, drug testing, and managing employment performance and disciplinary issues. Tom has recently represented a semiconductor manufacturing company, several national banks, hospitals, a physician's group, two electrical contracting companies and many other businesses of all sizes. Tom holds a JD with honors from the University of Texas and a Bachelor of Arts Degree in English from Baylor University. His professional honors include receiving the Rising Star from *Texas Monthly* magazine 2004-2007 and *Best Lawyers in America* for 2008. Tom is involved in many professional and civic activities in his community including leading committees with the Austin Bar Association, Breakfast with the Judiciary Series, Robert W Calvert American Inn of Court, pro-bono mediator for Travis County District Court Settlement Weeks, Mother's Milk Bank, Susan G Komen, Seton Forum, Leadership Austin and others.



Robert K Oakes Jr.:

At present Bob is at Ft Hood with the ACAP Center serving as a Counselor, Marketing Director and Manager of the U.S. Army's largest and busiest operation of the 54 centers dedicated to assisting service members in knowing how to find and fulfill their objectives for civilian career positions. He manages a center that conducts over 70 monthly events to assist an average of 700 departing soldiers each month counseling departing service members on job search planning, skill analysis, resumes, cover letters, letters of reference and interviewing skills. Bob conducts workshops to assist clients with the transition from military to civilian life, assists, and schedules employers in contacting clients and visits. The ACAP Center plans and coordinates Texas Job Fairs with up to 180 employers, federal job assistance agencies and three to four thousand job seekers attending. Bob has received numerous organizational awards, including the prestigious Annual Chairman's Award; Corporate Extra Mile Awards, and a Certificate of Appreciation with one of the first HQ U.S. Army ACAP Director's Coin Awards. Prior, Bob was with Temple ISD as a teacher teaching Social Studies subjects at the Temple High School. He also instructed on World Geography, World History, and Government. From 1965 to 1996, Bob was with the U.S. Air Force as an Aircraft and Logistics Officer with numerous command operations and Headquarters Staff assignments in the Pacific, Europe and the United States. He planned, coordinated and executed all USAF Logistics Operations for Southern Europe including Northern Africa and the Middle East. He directed Supply; Transportation; Aircraft, Vehicle and Munitions Maintenance. He also conducted operational inspections and directed Initial USAF Logistics and Airlift in support of the UN/NATO Operations in Bosnia. He commanded an organization of over 700 specialists and was a Senior Logistics Officer for NATO Air Logistics, Supervising a multinational team in evaluating European Air Bases. Bob has planned and coordinated a symposium with delegates from 16 NATO nations. Bob has a Masters in Educational Sciences from the University of Southern California and a Bachelor of Arts in Social Sciences from Chapman University. He graduated from the Air War College in Montgomery, Alabama; Armed Forces Staff College, Norfolk, Virginia; and has attended numerous technical and managerial military schools during a 32-year military career. Received numerous awards for outstanding job performance. Married with two grown children.

