

**AMOA ON CAMPUS/NOTRE DAME
MANAGEMENT DEVELOPMENT PROGRAM
FALL SESSION 2025**

**WESTIN CHICAGO NORTHWEST
ITASCA, IL
October 22-24, 2025**

Wednesday, October 22

9:00 a.m. - 12:00 p.m.

Wage & Hour Law: What You Need to Know

Andrea Herran, CEO, Focus:HR

Labor law, wage and hour issues. The vast majority of small businesses are non-observant when it comes to regulations regarding hours of work, pay, overtime, and recordkeeping. Failure to comply with federal labor standards can result not only in fines and penalties but large back wage liabilities. This workshop will cover the monetary requirements of the law as well as things the law does NOT require. There will be in-depth discussion of exemptions and exceptions specific to the coin-op industry. The session will educate participants on employment relationships, wage and overtime requirements, salaried employee classifications regarding hours worked, including training and travel time. You'll leave this session with answers to your questions from someone who truly understands the practical challenges you face with your labor issues.

Refer to AMOA On the Road Program Schedule for Thursday sessions.

Wednesday, October 22

2:45 p.m.

Factory Tour

Thursday, October 23

8:30 am to 5:00 pm

Education

6:30 pm to 9:30 pm

Associate Member Product Showcase

Friday, October 24
8:30 a.m. - 11:30 a.m.

**IDENTIFYING & CULTIVATING LEADERSHIP TALENT FOR A LASTING
LEGACY**

Chuck Bower, Partner, Hawthorne Services, LLC

Recognizing and developing employee talent is a skill every successful business leader needs to develop. You can strengthen your organization and maximize your human capital investment by creating a planned approach to leadership and career development.

Businesses of all sizes need to identify the skills, abilities and knowledge required to operate today and in the future. Then they need to create learning opportunities that develop these skills into future leaders. In family-owned businesses, and small closely-knit businesses, the challenge of developing and selecting future leaders is intensified. How do you create a fair, impartial approach? How do you create accountability and feedback for both positive and negative performance? This session will help you create an approach to developing internal talent within a small/family-owned organization.